CHATRAPATHI SIVAJI TRI SATA JAYANTHI (CSTS) GOVT. KALASALA

Enter to Learn - Leave to Serve

Jangareddigudem, Eluru Dist

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GENDER AUDIT

INTRODUCTION

A gender audit is a tool used to evaluate how well gender equality is integrated into an institution's policies, programs, services, and overall structure. In higher education, it's essential to promote equality for all genders and recognize different gender identities. Any gender gaps in the educational system need to be examined and addressed.

CSTS Government College, Jangareddigudem, conducted this gender audit to identify and address any gender inequalities within the college. The goal is to ensure that all genders are treated equally and that everyone on campus feels respected and included.

This audit looks at various aspects of college life, such as teaching practices, classroom interactions, the behavior of teachers towards students, facilities in departments, and hostel conditions. It aims to highlight best practices and gender-friendly initiatives while understanding the experiences of people from different gender identities within the college.

ABOUT THE COLLEGE

Chatrapati Sivaji Tri Satajayanthi (CSTS) Government Kalasala, situated at Jangareddigudem, in Eluru district, is a co-educational college, managed by Government of Andhra Pradesh. The college was established in the year 1974 to provide quality higher education to the people of Jangareddigudem and its nearby areas. The College embodies a rich tradition of excellence in teaching has infused dynamism and knowledge to numerous learners over several decades, with

utmost commitment. The college boasts a sapacious and well-appointed campus that encompasses all contemporary facilities and amenities. The college offers instruction in conventional courses like B.A., B.Com., and B.Sc. Keeping in view of the changing trends in Higher Education, the institution has started restructured courses including Computer Science, The College is affiliated to Adikavi Nannaya University, Rajamahendravaram and is accredited by NAAC.

OBJECTIVES

- ➢ **Assess Gender Equality:** Evaluate the current gender equality status within the college.
- ➢ **Identify Gaps and Challenges:** Pinpoint areas hindering gender equality.
- ➢ **Evaluate Policies:** Review the effectiveness of existing gender policies.
- ➢ **Analyze Representation:** Examine gender distribution among students, faculty, and staff.
- ➢ **Examine Facilities:** Assess the adequacy and condition of gender-related facilities.
- ➢ **Review Participation:** Look at gender sensitivity in the curriculum and participation in activities.
- ➢ **Evaluate Support Services:** Assess the availability and effectiveness of support services for females.
- ➢ **Collect Feedback:** Gather perceptions and feedback from the college community.
- ➢ **Promote Awareness:** Increase awareness about gender issues.
- ➢ **Provide Recommendations:** Develop actionable recommendations to improve gender equality.
- ➢ **Monitor Progress:** Establish a mechanism for ongoing evaluation of gender initiatives.
- ➢ **Foster Inclusivity:** Create a safe, valued, and supportive environment for all genders

METHODOLOGY

- **Data Collection:** Surveys, interviews, focus group discussions, and reviews of institutional documents and policies.
- **Participants:** Students, faculty, administrative staff, and management.
- **Tools:** Questionnaires, observation guides, and feedback forms.

DATA ANALYSIS

| Year	Details	Male	Female	Total
2019-20	Teaching staff	15	7	22
	Non-teaching staff	1	2	3
	student	360	236	596
2020-21	Teaching staff	16	6	22
	Non-teaching staff	1	2	3
	student	360	243	603
2021-22	Teaching staff	18	5	23
	Non-teaching staff	5	3	8
	student	425	313	738
2022-23	Teaching staff	17	5	22
	Non-teaching staff	5	3	8
	student	330	268	598
2023-24	Teaching staff	17	5	22
	Non-teaching staff	5	3	8
	student	240	247	487

GENDER AUDIT -FEEDBACK

1.Gender

120 responses

- male
- Female

64.2%

35.8%

2.Role

119 responses

- Teaching staff
- Non-teaching staff
- Student

86.6%

9.2%
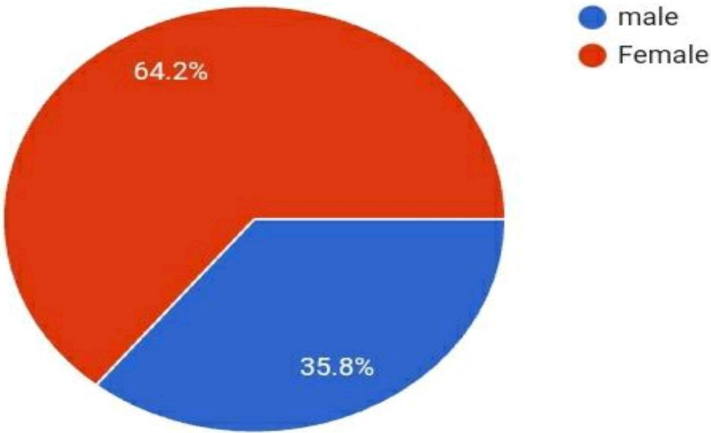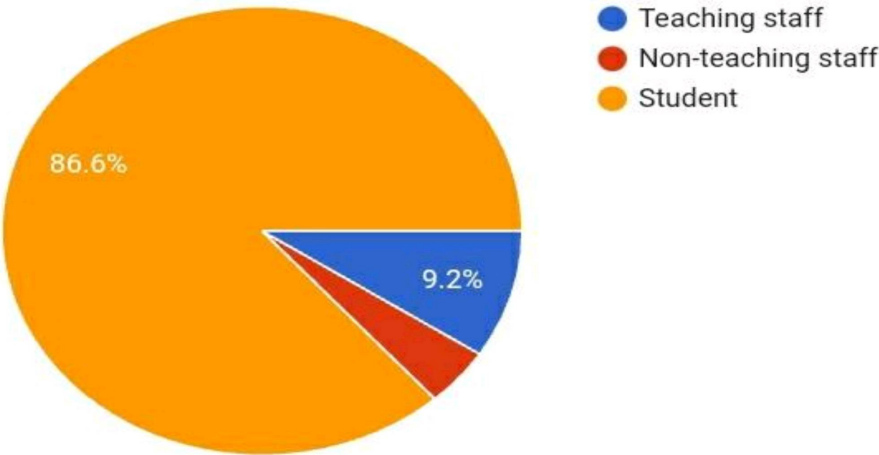
3 Are you aware of any gender equality policies implemented at CSTS Government College?

119 responses

- yes
- no

12.6%

87.4%
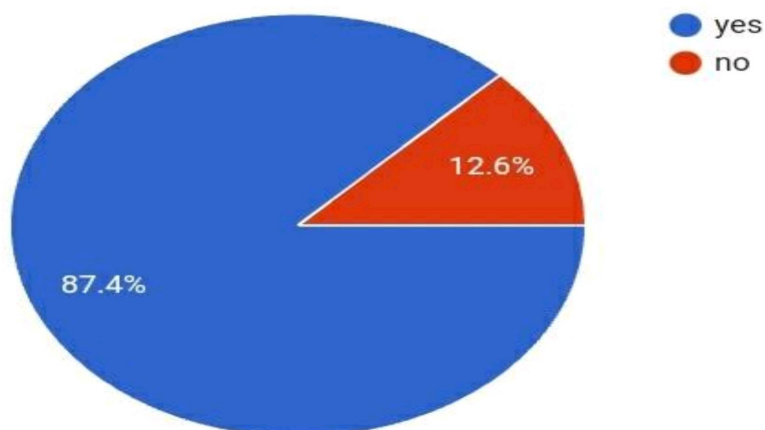
4.Do you believe the college management is committed to promoting gender equality?

119 responses
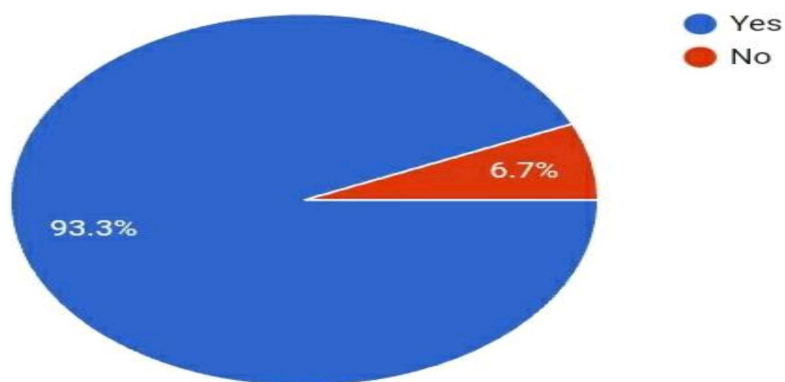
- Strongly Agree
- Agree
- Neutral
- Disagree

46.2%

9.2%

40.3%
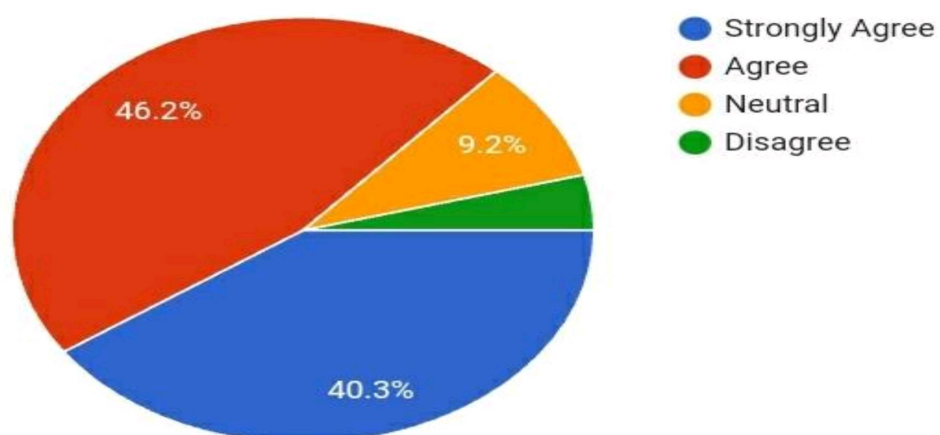
5.Do you think there is an equal representation of men and women in various college activities and decision-making bodies?
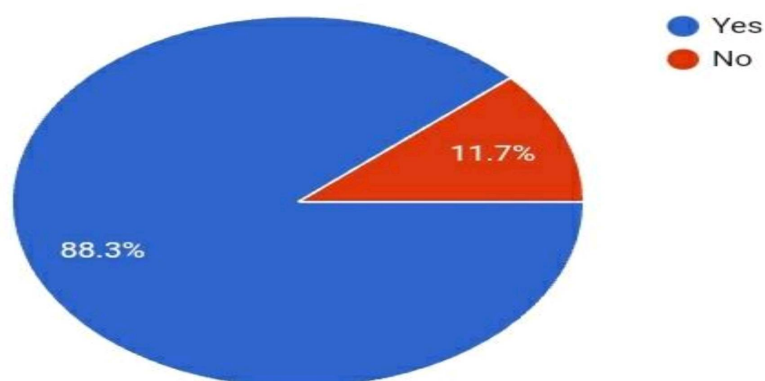
119 responses

- Yes
- No

6.7%

93.3%

6.Are female students/faculty/staff adequately represented in leadership positions?

120 responses

- Yes
- No

11.7%

88.3%

7. How would you rate the safety and security measures for women on campus?

120 responses

- Excellent
- Good
- Average
- Poor

55%

43.3%
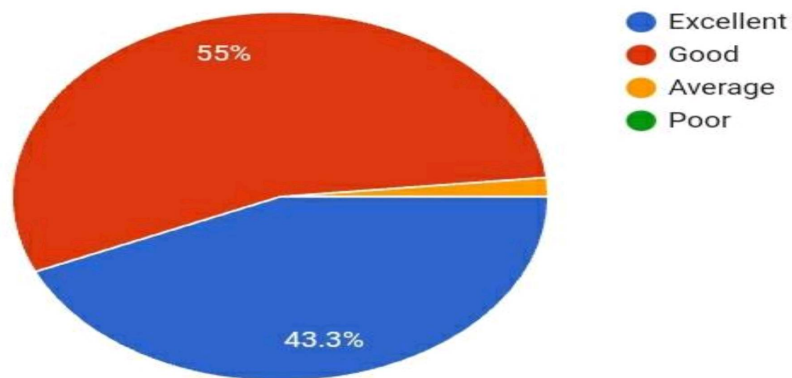
8. Are there adequate and well-maintained sanitation facilities for women?

120 responses

- Yes
- No

5.8%

94.2%
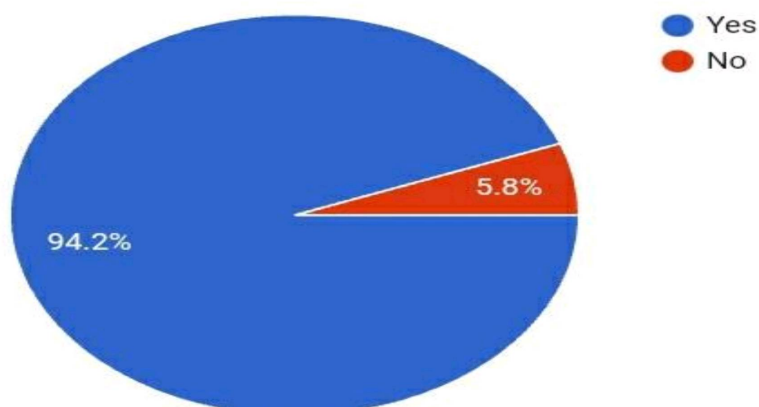
9. How safe do you feel within the college premises?

120 responses

- Very Safe
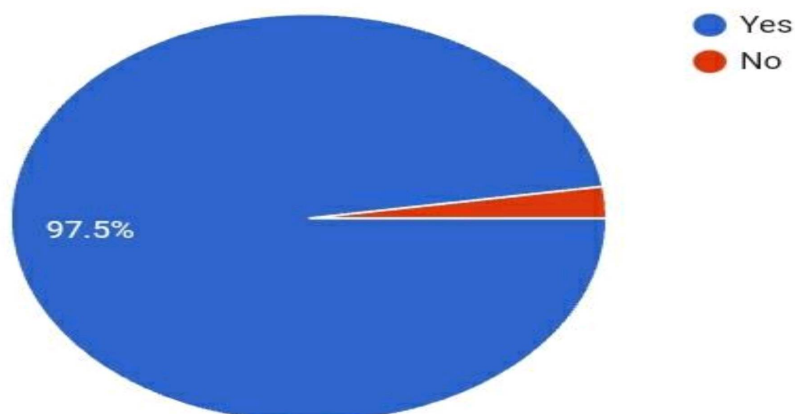- Safe
- Neutral
- Unsafe

55.8%

40.8%
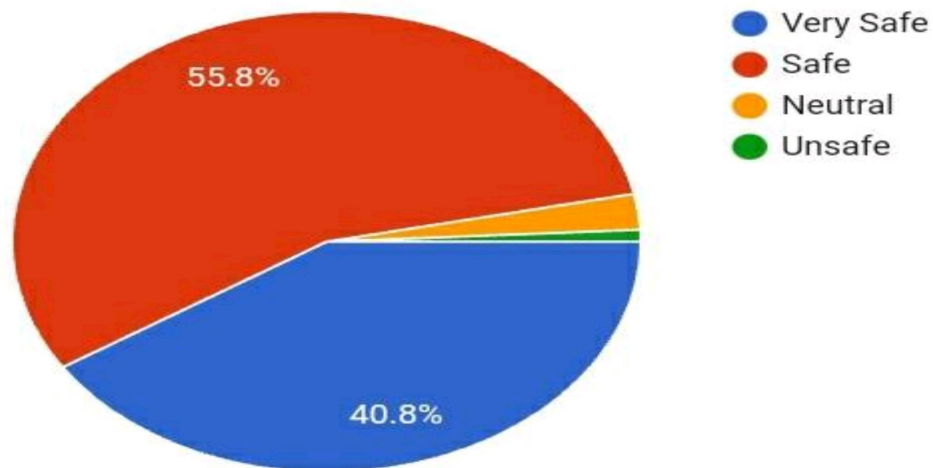
10. Are female students encouraged to participate in extracurricular activities?

120 responses

- Yes
- No

97.5%

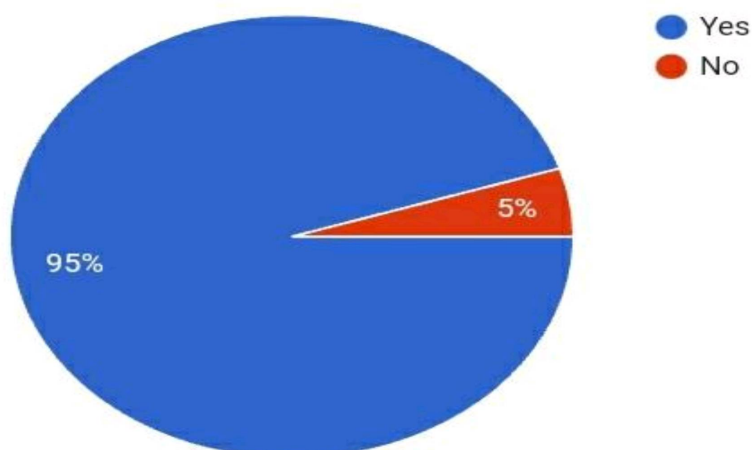## 11. Are there scholarships and financial aid opportunities specifically for female students?

120 responses

- Yes
- No

16.7%

83.3%
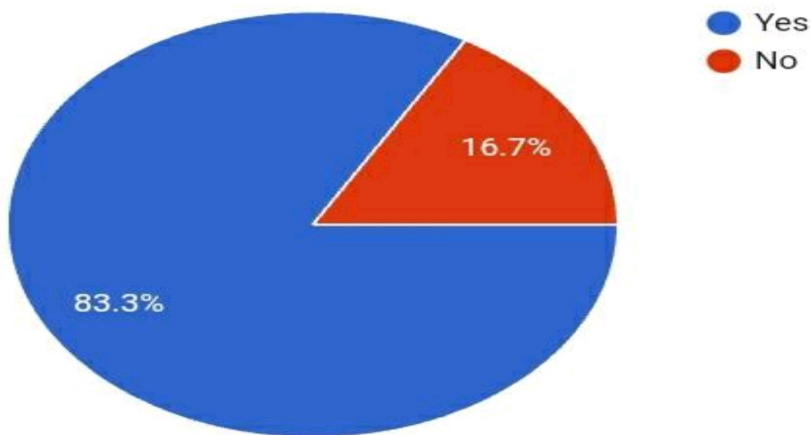
12.Are health services and support systems available for female students and staff?
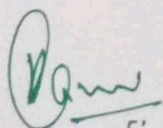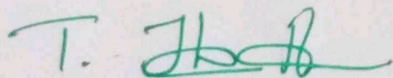
120 responses

- Yes
- No

5%

95%

Significance:

Conducting a gender audit is crucial for understanding and addressing gender disparities within the college. It helps in recognizing existing inequalities, formulating effective policies, and implementing targeted interventions to promote gender equity. This process aligns with broader societal goals of achieving gender equality and ensures that C.S.T.S. Government College is a model of inclusivity and respect for all genders.

Conclusion:

The findings and recommendations from this gender audit will provide a roadmap for the college to create a more gender-sensitive environment. By committing to continuous improvement and fostering a culture of equality, C.S.T.S. Government College can enhance the educational and professional experiences of all its members.

Principal
CSTS Govt. Kalasala
Jangareddigudem - 534447

GENDER POLICY FOR CSTS GOVT KALASALA

A gender policy within CSTS Govt Kalasala represents a comprehensive framework aimed at fostering gender equity, equality, and inclusion within the institution. The policy is guided by the following objectives:

- **Promotion of Gender Equality**: CSTS Govt Kalasala is committed to ensuring that all members of its academic community, regardless of gender, are treated with respect, fairness, and equality.

- **Creation of a Safe and Inclusive Environment**: The institution strives to create a safe and inclusive environment that supports the holistic development of every student, irrespective of their gender identity.

- **Education and Awareness**: CSTS Govt Kalasala endeavors to provide educational opportunities and promote awareness regarding gender issues, fostering critical thinking and dialogue among its students and staff.

- **Empowerment and Leadership Development**: The institution is dedicated to empowering individuals of all genders to develop leadership skills and actively participate in shaping the college community and society at large.

To achieve these objectives, the following strategies are outlined:

- **Zero-Tolerance Policy Against Gender-Based Harassment and Discrimination**: CSTS Govt Kalasala maintains a strict zero-tolerance policy towards all forms of gender-based harassment, discrimination, and violence. Any incidents are promptly investigated and addressed, with support and resources provided to affected individuals.

- **Integration of Gender Perspectives in Curriculum**: The institution seeks to enrich its curriculum by integrating diverse gender perspectives across academic disciplines, ensuring that students gain a comprehensive understanding of gender issues.

- **Accessibility and Inclusivity**: CSTS Govt Kalasala is committed to ensuring that all facilities, services, and programs are accessible to individuals of all genders. This includes providing gender-neutral facilities, transportation options, and accommodations.

- **Promotion of Gender-Responsive Leadership**: The institution offers opportunities for leadership development and mentorship programs specifically tailored to individuals of all genders, empowering them to take on leadership roles within the college community and beyond.

- **Community Engagement and Advocacy**: CSTS Govt Kalasala actively engages with the broader community to promote gender equality and advocate for policies and initiatives that advance gender equity and social justice.

In summary, the gender policy of CSTS Govt Kalasala reflects its commitment to creating a supportive and inclusive environment where all individuals have the opportunity to thrive academically, professionally, and personally, regardless of gender.

POLICY

- **Non-Discrimination**: The college upholds a strict non-discrimination policy, prohibiting bias based on gender, gender identity, gender expression, sexual orientation, and related characteristics across all facets of college life, including admissions, employment, and academic programming.

- **Gender Equity**: Committed to fostering gender equity, the college continually assesses its policies and practices to identify and rectify gender-based inequalities within the institution, ensuring fair treatment and opportunities for all.

- **Prevention of Sexual Harassment and Assault**: With a zero-tolerance stance against sexual harassment and assault, the college takes proactive measures to prevent such incidents and responds swiftly and supportively when they occur. Survivors receive comprehensive support, and perpetrators are held accountable.

- **Inclusive Language and Imagery**: Embracing inclusivity, the college employs language and imagery that reflect gender equity and diversity. This entails avoiding gendered language, advocating for gender-neutral pronouns, and ensuring that imagery used in college materials is representative of the student body's diversity.

- **Gender-Affirming Healthcare Awareness**: The college prioritizes awareness of gender-affirming healthcare among students, staff, and faculty. Educational initiatives cover

health and hygiene, life skills, and gender-affirming ailments, fostering an environment of understanding and support.

- **Gender-Inclusive Facilities**: Recognizing the importance of inclusive spaces, the college provides gender-inclusive facilities such as restrooms and changing rooms, ensuring all individuals can access them comfortably and safely, regardless of gender identity.

- **Gender and Sexuality Education**: The college offers education and resources on gender and sexuality to enhance understanding and support within the college community. By promoting awareness and dialogue, the institution strives to create an environment of acceptance and respect.

- **Continuous Evaluation and Improvement**: Committed to ongoing progress, the college regularly evaluates its gender policy and practices to ensure they remain current and effective in advancing gender equity and inclusion. This commitment to continuous improvement underscores the institution's dedication to fostering a supportive and inclusive community for all.

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