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Date: 08-06-2022

In accordance with the institutional commitment towards gender equity and continuous quality improvement, a Gender Sensitization Feedback Audit Committee is hereby constituted to systematically review, analyze, and audit the feedback received from participants of gender sensitization programs conducted during the academic year 2022-2023.

To review participant feedback collected after each gender sensitization event.

To ensure accountability, transparency, and quality enhancement.

To ensure accountability, transparency, and quality enhancement in gender-related initiatives.

S. No.	Name	Role in Committee	Designation
1	Prof. (Dr.) Prashant Kumar, Dean Student Welfare, SUG.	Chairperson	Prof. (Dr.) Prashant Kumar, Dean Student Welfare, SUG.
2	Prof. (Dr.) Vikas Sharma, Principal, KSVAMC & RC	Member	Prof. (Dr.) Vikas Sharma, Principal, KSVAMC & RC
3	Dr. Sugandha Verma, Assistant Professor, KSVAMC & RC	Member	Dr. Sugandha Verma, Assistant Professor, KSVAMC & RC
4	Dr. Gunjan Aggarwal, Prof., SLCS	Member	Dr. Gunjan Aggarwal, Dean, SLAL
5	Dr. Santosh Kumar Verma	External Member	Prof. Quantum University, UK.

Additional members may be co-opted as and when required.

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- PS to Hon'ble Vice Chancellor
- Dean, Academic Affairs
- Concerned HoD
- Notice Board
- Office File



Gender Sensitization Audit Report (2022–2023)

Date: 27-05-2022

1. Overview

Total Responses Received: 219

Gender Distribution: 127 Male, 91 Female

Faculty Participation: 52

2. Key Findings

1. Relevance and Effectiveness:

- a. A significant majority of participants either *strongly agreed* or *agreed* that the sensitization programs were not only relevant but also impactful in terms of conveying the importance of gender equality.
- b. The sessions were seen as helpful in addressing both theoretical and practical aspects of gender issues.

2. Engagement of Resource Persons:

- a. Feedback highlighted that the resource persons were well-prepared and engaging, contributing to a better learning experience.

3. Awareness and Application:

- a. Many participants reported that the programs made them more aware of the existence and function of the *Internal Complaint Committee (ICC)*.
- b. There was a noticeable improvement in participants' confidence to handle or report gender-related issues after attending the sessions.

3. Qualitative Insights

1. Positive Remarks:

- a. Several attendees appreciated the confidentiality maintained during interactive sessions, which encouraged open dialogue.
- b. Some responses highlighted that the content was practical and directly applicable to everyday scenarios, making the sessions more relatable.

2. Suggestions for Improvement:

- a. Increased Frequency of Sensitization Workshops



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A recurring suggestion from participants was the need to conduct gender sensitization workshops more frequently. This indicates that:

- The sessions are perceived as valuable and necessary, but their limited frequency may reduce their overall effectiveness.
- Regular engagement can help reinforce concepts, especially in dynamic academic settings where new students and staff join annually.
- Periodic workshops could also serve as refresher sessions to update attendees on evolving gender-related policies, laws, and cultural shifts.
- More frequent programs would enable wider coverage, ensuring that no segment of the university community is left unexposed to sensitization training.

b. Low Response in Qualitative Feedback Sections

- Several feedback forms had blank or minimal responses in the qualitative sections, which raises two important observations:
 - Lack of Engagement: Some participants might not have felt sufficiently motivated or confident to share their perspectives, possibly due to:
 - A lack of anonymity.
 - Unclear instructions or prompts.
 - Disinterest or fatigue from lengthy survey formats.
 - Need for Better Question Design:
 - Open-ended questions may need to be more targeted and guided (e.g., "Describe one thing you learned today that changed your perspective on gender issues").
 - Alternative feedback mechanisms like one-on-one interviews, anonymous digital forms, or focus group discussions could help gather richer, more reflective insights.
 - Using tools such as Likert scales with comment prompts or scenario-based feedback might stimulate more thoughtful responses.



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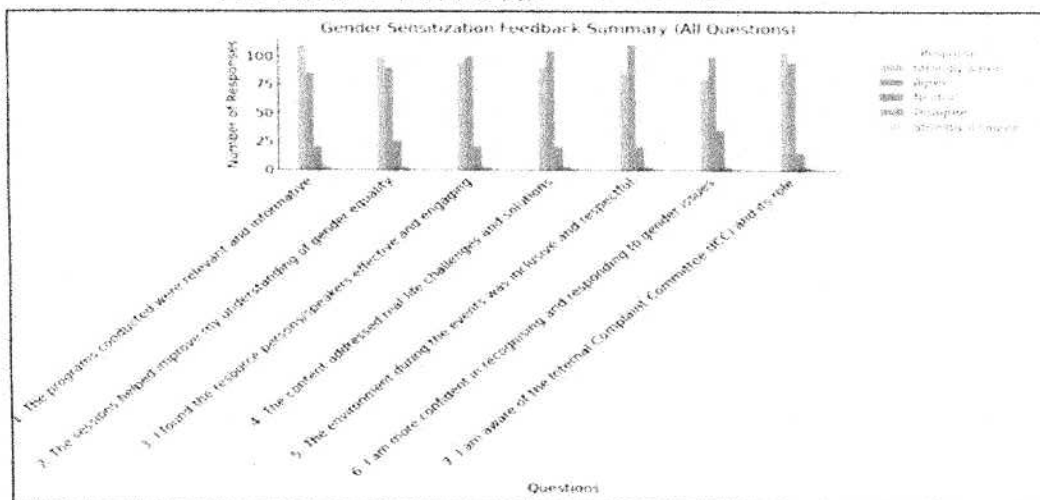
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4. Recommendations

1. Continuation and Expansion:

- Institutionalize regular gender sensitization programs as a part of academic calendars.
- Target both students and faculty to ensure holistic impact.

2. Interactive Methodologies:

- Integrate role-plays, scenario-based learning, and case discussions to make sessions more dynamic and participatory.
- Include real-world case studies to stimulate critical thinking and empathy.

3. Strengthening ICC Awareness:

- Launch targeted awareness campaigns (e.g., posters, workshops, orientation sessions) to improve visibility and understanding of the ICC.
- Include ICC awareness in student and staff handbooks, orientations, and university websites.

Chairman

Gender Sensitization Audit Committee



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File No: 549/R01/ADN/UC-3/02

Date: 12-06-2023

Notice

In accordance with the institutional commitment towards gender equity and continuous quality improvement, a Gender Sensitization Feedback Audit Committee is hereby constituted to systematically review, analyze, and audit the feedback received from participants of gender sensitization programs conducted during the academic year 2023-2024.

Objectives of the Committee

- To review participant feedback collected after each gender sensitization event.
- To evaluate the effectiveness, relevance, and impact of the programs based on the feedback.
- To ensure accountability, transparency, and quality enhancement in gender-related initiatives.

Constitution of the Committee

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Additional members may be co-opted as and when required for technical/statistical review.

Registrar



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Gender Sensitization Audit Report (2023–2024)

Date: 29-05-2023

1. Overview

These initiatives were not limited to awareness-raising alone but also included focused skill-building segments on respectful communication, understanding unconscious bias, and legal frameworks for gender justice. By integrating these elements, the institution aimed to promote a comprehensive cultural shift across all levels—from administration to students.

During the academic year 2023–2024, the institution reaffirmed its commitment to fostering gender equity and inclusivity through a series of structured programs. These initiatives included interactive sensitization sessions, expert-led workshops, panel discussions, and awareness campaigns.

A total of 255 participants engaged with these programs, reflecting a balanced representation with 130 male and 125 female respondents. Notably, 56 faculty members also participated, demonstrating a cross-sectional institutional involvement in the cause of gender sensitization.

2. Emerging Patterns

A recurring theme in the feedback was the increasing comfort among participants in speaking up about gender-based concerns. This is indicative of a positive institutional culture shift. Furthermore, many students noted that learning about legal recourse, safe reporting mechanisms, and real-life examples of successful redressals deepened their trust in the process.

Feedback from participants indicates a sustained appreciation for the relevance, structure, and delivery of the gender sensitization programs. A visible shift has been observed in the level of awareness regarding gender rights and the Institutional Complaint Committee (ICC).

Participants, particularly faculty and administrative staff, praised the inclusion of sessions focused on workplace gender dynamics, reflecting the need to bridge academic knowledge with practical workplace conduct.

3. Participant Insights



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Some students also appreciated the involvement of external experts who provided comparative insights from corporate, legal, and healthcare sectors. This multidimensional approach offered broader perspectives and inspired participants to adopt gender-sensitive behaviors in everyday interactions. Furthermore, faculty highlighted the benefit of discussions on gender in curriculum delivery and pedagogy. Respondents expressed that the programs enhanced their understanding of gender equity concepts. Several individuals highlighted real-life takeaways that they found applicable in both academic and personal settings.

There were multiple requests to incorporate more interactive formats such as case-based discussions, role plays, and the use of regional languages to facilitate deeper comprehension among diverse groups. Department-specific sensitization sessions were also suggested to cater to contextual challenges.

4. Strategic Recommendations

- Collaborate with gender studies experts and civil society organizations to co-host symposiums and peer-learning forums.
- Create an anonymous online suggestion and complaint box to gather continuous, informal feedback on gender issues.
- Conduct annual impact assessments to evaluate the reach, outcomes, and areas of improvement for the gender sensitization initiatives.
- Develop multilingual resource booklets or e-guides to support inclusivity for non-Hindi/English speaking participants.
- Develop and publish a structured, semester-wise calendar for gender sensitization programs tailored for various departments.
- Introduce live polling and instant feedback collection tools to make the sessions more engaging and responsive.
- Enhance visibility of ICC roles and procedures through orientation programs, posters, newsletters, and integration into student and faculty handbooks.
- Initiate gender audit training workshops specifically for ICC members and faculty representatives to build stronger support systems and improve grievance redressal mechanisms.

5. Visual Summary of Participant Feedback

Overall response distribution across all questions:



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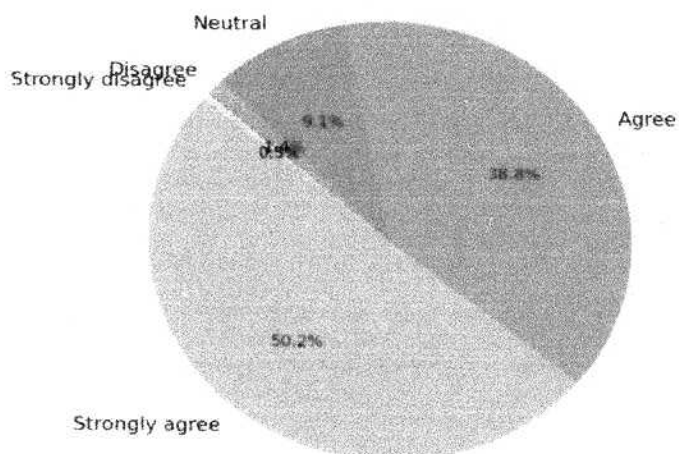
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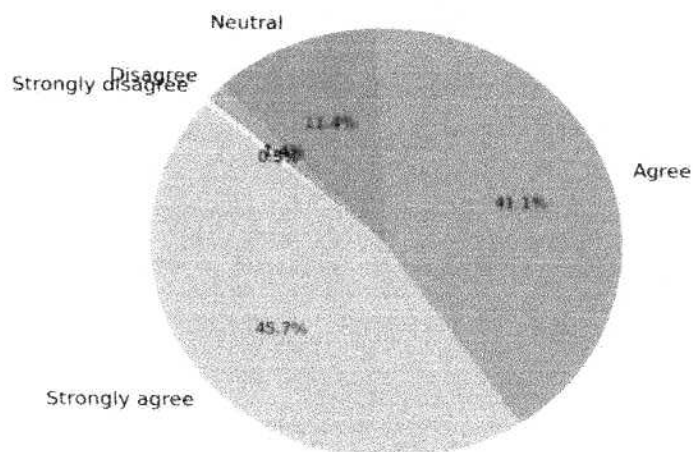
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1. The programs conducted were relevant and informative.



2. The sessions helped improve my understanding of gender equality



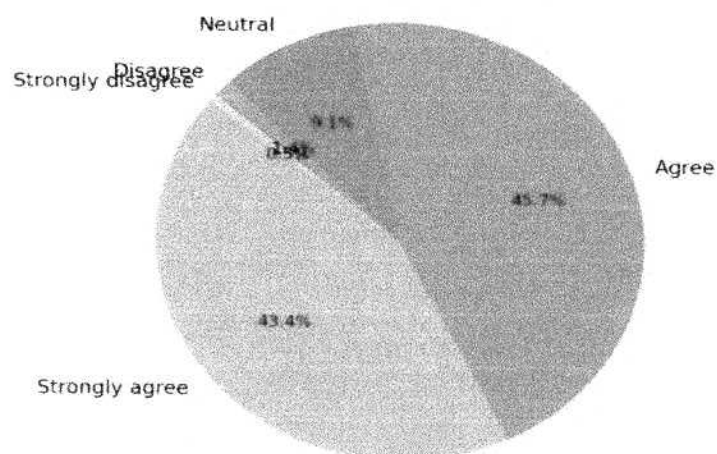


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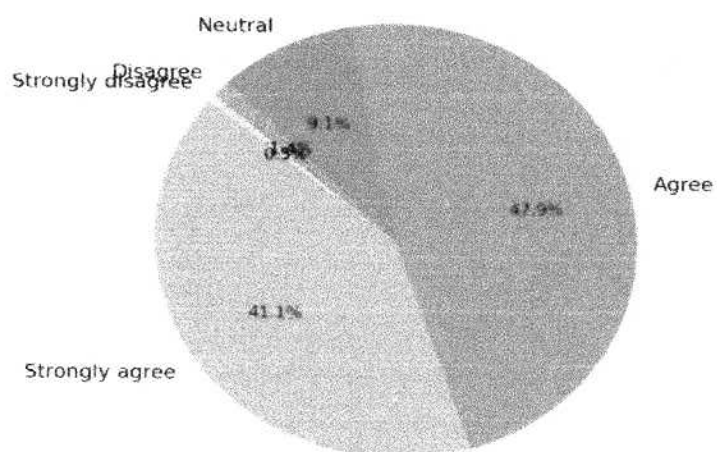
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3. I found the resource persons/speakers effective and engaging



4. The content addressed real-life challenges and solutions.





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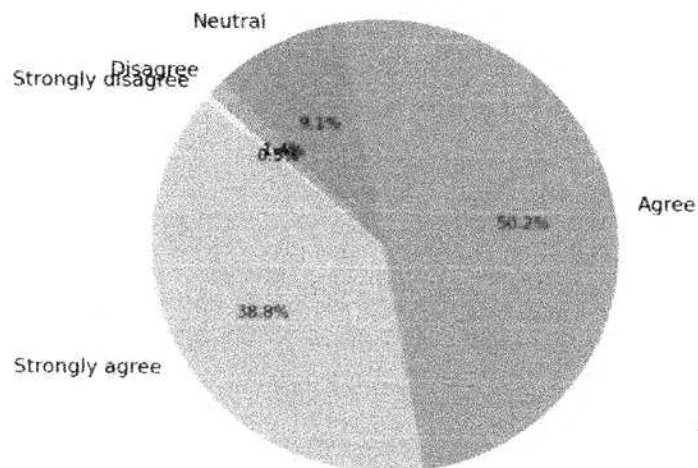
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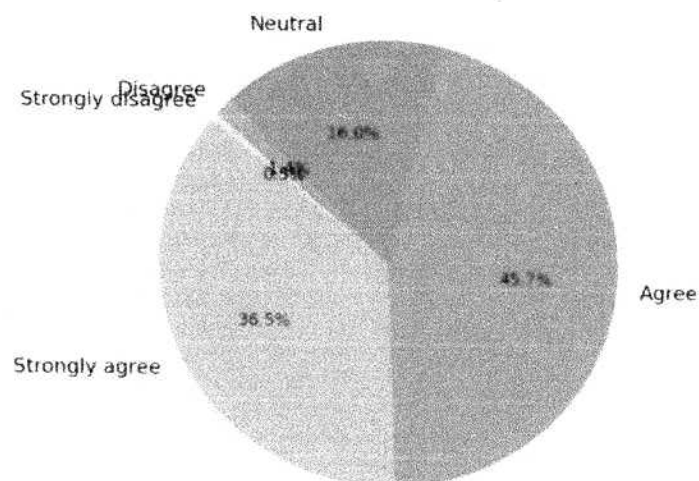
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5. The environment during the events was inclusive and respectful.



6. I am more confident in recognising and responding to gender issues.



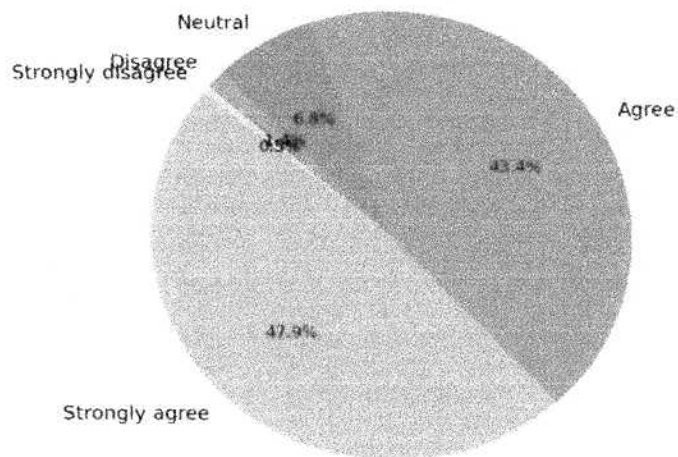


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7. I am aware of the Internal Complaint Committee (ICC) and its role.



Chairman

Gender Sensitization Audit Committee



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File No: **SUG/R0/ADM/4C-3/03**

Date: 05-06-2024

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Gender Sensitization Program Audit Report (2024–2025)

Date: 30-05-2024

1. Overview

During the academic year 2024–2025, Shobhit University, Gangoh sustained its momentum in promoting gender equity through a series of structured sensitization programs. These initiatives were delivered via a blend of expert-led workshops, interactive panel discussions, awareness rallies, and educational campaigns. The purpose was to create a well-informed, inclusive environment for both students and faculty, addressing evolving gender dynamics and ensuring a safe campus culture.

Total Responses Received: 267

Gender Distribution: 130 Male, 137 Female

Faculty Participation: 61

2. Observations and Trends

A consistent theme emerging from the feedback is strong support for continuing gender sensitization activities across all academic departments. This reflects a growing institutional understanding of the significance of gender inclusivity.

The year saw a slight but meaningful rise in female participation, highlighting improved outreach and trust in the initiatives. Many participants demonstrated increased awareness of the Internal Complaint Committee (ICC), its roles, and reporting procedures—a vital element of institutional accountability.

Participants also appreciated the transition from lecture-based formats to more open discussions and collaborative group activities, which allowed for deeper reflection and sharing of personal experiences.

3. Stakeholder Reflections

Group interactions emerged as a preferred learning format, enabling participants to understand diverse perspectives and normalize conversations around gender. Many attendees reported that the sessions helped them identify biases and apply more inclusive behavior in their academic and social spheres.

There were several suggestions to incorporate gender awareness into regular teaching practices and course content. Calls were also made for specialized workshops on gender-sensitive communication, workplace ethics, and legal frameworks.

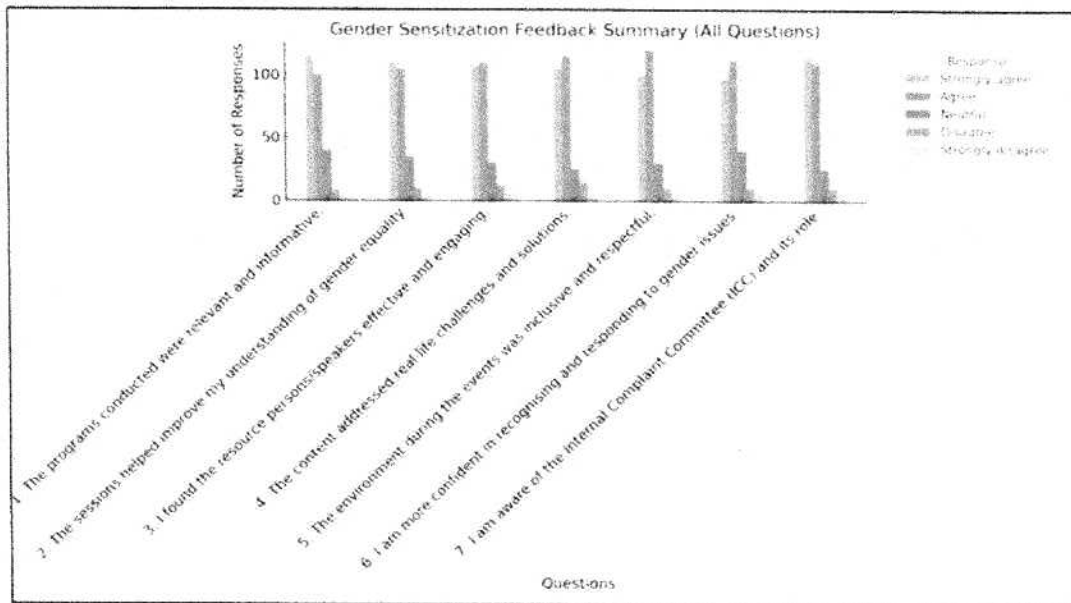
These reflections reinforce the need for both broad-based awareness and targeted skill-building to address gender-based concerns more holistically.



4. Actionable Recommendations

- Schedule and institutionalize biannual gender sensitization drives that include active participation from each department.
- Launch an annual gender audit to assess gaps and publish a summarized impact report to maintain transparency and accountability.
- Host joint awareness sessions in collaboration with ICC, NSS, and student clubs to ensure outreach beyond the classroom setting.
- Create a structured mentorship initiative involving senior students and faculty to support peers facing gender-related challenges.
- Develop e-learning modules and multilingual brochures on gender rights, respectful conduct, and institutional grievance mechanisms.

5. Graphical Feedback Summary



Chairman

Gender Sensitization Audit Committee