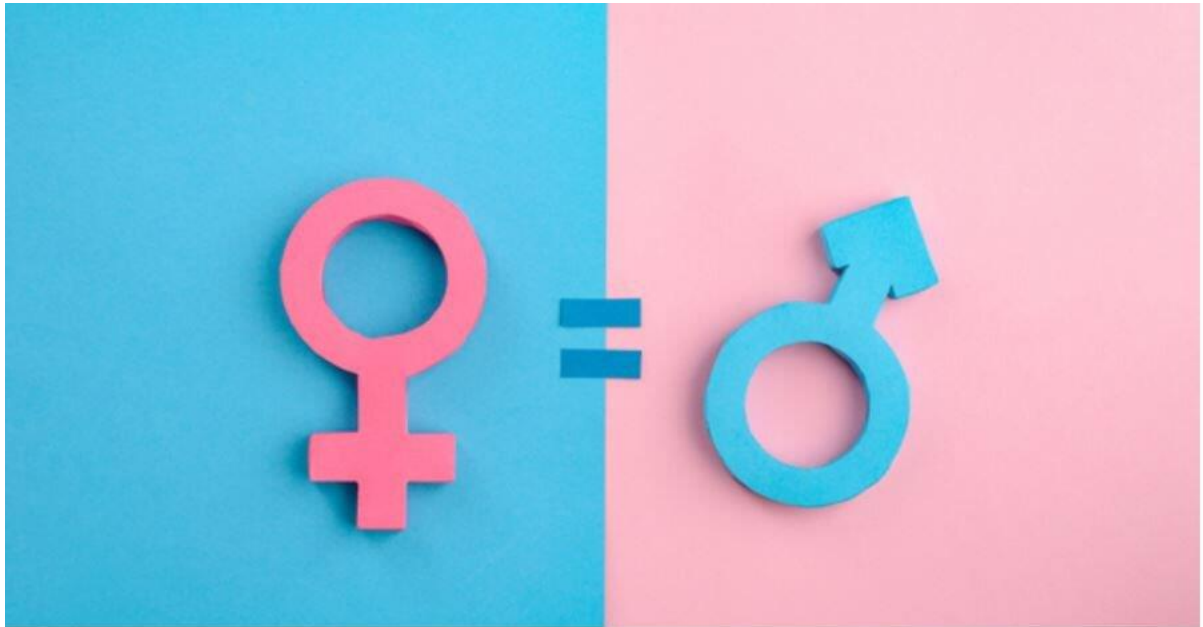




Gender Sensitization & Safety Committee



Gender Audit Report

2024-25



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1. About KRMU

K.R. Mangalam University, a pioneering Institution of higher education established in 2013 under the Haryana Private University Act, is spread over 26 acres of lush green campus with ultra-modern amenities. It has an Industry-Integrated curriculum with international exposure and Tie-ups with various foreign universities and institutions of higher repute. The university offers 60+ UG and PG programs with full-time faculty with rich industry experience.

The campus is fully furnished with fully functional high-end laboratories across various disciplines. The University offers multiple programs at UG and PG levels in Engineering, Management, Law, Humanities, Education, Journalism, Sciences, Hotel Management, Physiotherapy, Agriculture, Architecture, and Pharmacy. Various councils recognise the University and have approximately 3200 students on campus.

2. Introduction

K.R. Mangalam University is dedicated to fostering and maintaining a community where students, teaching staff, and non-teaching staff can collaborate in an atmosphere where women have a work environment equally with men. The University ensures gender equity and gender sensitivity and provides equal opportunities by giving prominent responsibilities to manage the day-to-day operations of the University.

To maintain equal representation of men and women, gender sensitivity is used in all recruitment, promotions, and opportunities for leadership. The female staff supervises most club exercises. Also, our students ratio supports the institution's gender sensitivity.

The University collectively works towards and analyses ways to create a gender-sensitive environment that respects gender diversity and the intersectionality of other marginalities.



The ICC coordinates different projects to reinforce the spirit of women and illuminate them about the significance of gender balance and the anticipation of brutality against ladies. To show the students the importance of tolerating sexual minorities and other individuals with different gender orientations towards the production of a more equitable society, diverse classes have been organised. Various skill development programs were likewise coordinated, and girls were given special training in equipping themselves with self-employment. Seminars and invited lectures on women and law were organised by the various clubs and societies at university.

3. Objectives

- a) To uphold the country's commitment to gender equality by encouraging gender sensitization in all facets of University Campus life and among the University community.
- b) To stop violations of national laws that forbid gender inequities, endeavor to remedy any infringements on gender-based rights and promote women's empowerment in all University-related activities.
- c) To foster an atmosphere that recognizes both gender diversity and the intersectionality of other marginalized groups.
- d) To ensure that no personnel faces prejudice and that all women receive equal opportunities.
- e) To develop methods for stopping gender-based violence and discrimination, including sexual harassment, and to make sure that these methods are put into practice in both letter and spirit.



4. Gender Sensitization at K.R. Mangalam University

A Committee on Gender Sensitisation at KR Mangalam university is a crucial committee which aims to bring extremely gender equitable and gender sensitive academic space and follows zero tolerance to sexual harassment towards women. The committee is responsible for developing and implementing policies and training programs aimed at raising awareness and promoting respectful behavior among students, faculty, and staff. By organizing workshops, seminars, and support services, the committee helps to create a safer and more supportive space for all members of the university community. Its work not only enhances the overall educational experience but also contributes to the broader goal of gender equality and social justice. The Gender Sensitization Committee is constituted:

--with aim to create awareness amongst students about the need for gender equality, and the various forms of gender-based discrimination, so that they are better equipped to deal with such cases in their personal lives as well to make their voices heard in public- speaking in unison for the rights of women

-- and committed to not only creating a gender sensitive and women friendly academic space but also spread awareness in the institution and amongst communities at large about tenets and principles of gender equality.

--and is dedicated to spread awareness, with support and cooperation of students and faculty members, by conducting workshops and seminars for all on various topics, with specific focus on laws for women's empowerment, safety and gender equality. These workshops and seminars will bring together as panellist eminent legal experts from Bench and Bar: distinguished academicians as subject experts, and our interested students which will give us a chance to listen to different perspectives and engross with subject experts.

--to work towards a gender-just and gender-equal campus.

The Gender Sensitization Committee is committed towards making a safe and discrimination free campus for all stakeholders and zero tolerance zone.



4.1 Safety and Security

- A) All students and other hostel employees are required to use the Biometric Attendance System, which is implemented in the ladies' hostel.
- B) Creating meetings, seminars, workshops, and social activities that offer a forum for equal opportunity and coexistence in order to improve student profiles through inclusive practices involving gender and social sensitization.
- C) Campus security guards provide 24-hour defense against external threats. Upon enrollment, each student is given a university identity card. The security guard at the campus gates ensures that only approved students are allowed entry by appropriately confirming the student and their identity card.
- D) To promote women's safety and security, the Internal Complaints Committee hosts a number of awareness campaigns. The female grievance cell does not require a name in order for a female faculty member, staff member, or student to file a complaint. A committee is then established by the cell to look into the issue and make sure the complainant is satisfied with the resolution. j) After considering their parents, the mentor grants leave to the female students. Before departing the campus, the student also checks in at the guard room.
- E) To promote women's safety and security, the Internal Complaints Committee hosts a number of awareness campaigns. The female grievance cell does not require a name in order for a female faculty member, staff member, or student to file a complaint. A committee is then established by the cell to look into the issue and make sure the complainant is satisfied with the resolution. j) After considering their parents, the mentor grants leave to the female students. Before departing the campus, the student also checks in at the guard room.
- F) SHE boxes are placed in every location for problems where students might be afraid to reveal their identities.
- G) Proctor Office/Female Security guards are available on campus.
- H) In the event of an emergency, instructors, students, and staff have access to a 24-hour ambulance service.
- I) Male and female faculty members are in responsible of maintaining order on all university buses.



- J) After expressing worry for their parents, the mentor grants leave to the female pupils. Before departing the campus, the student also checks in at the guard room.
- K) All notice boards and prominent locations on campus publicly show information about the availability of support networks addressing various gender equity concerns for students to easily access.

4.2 Facilities available to women employees and students at the University

- a. **Common Room:** The institution offers lodging facilities to female students who reside in distant places. The rooms are fully furnished and have adequate facilities to accommodate a good number of students. An ideal study room, which is quiet and spacious, with lots of fresh air and natural light, is also available.
- b. **Sanitary Vending Machine:** The institution provides sanitary vending machines in all three blocks of the University. Female staff or students can use these machines free of cost for napkins.
- c. **Girl's Hostel:** The institution offers lodging facilities to female students residing in distant places. The rooms are fully furnished, with adequate facilities, to accommodate many students. An ideal room for study, which is quiet and spacious, with lots of fresh air and natural light, is also available. Due importance is given to the well-being of the students by offering decent meals, in addition to water purifiers and coolers.
- d. **Cameras:** Hi-Tech Surveillance system: E- Surveillance with high-resolution cameras through day and night. A facility for distributed recording in the control room has been set up on campus; these cameras monitor the entry of unwanted elements.
- e. **She Boxes:** The institution offers a she boxes where an aggrieved female at the campus can put her complaint. This box can only be opened by a female who is specifically designated to deal with complaints.
- f. **Washrooms for Special Challenged Women:** In each block of the University, separate washrooms are available for girls and boys and also for specially challenged girls. 24-hour water is available with proper ventilation in the bathroom.



- g. **Counseling:** Students are counselled on many essential academic, personal, career-related or psycho-social issues. Counselling services are available online for anyone experiencing psychological distress due to reasons like anxiety, depression, loss, trauma, relationship conflicts, confusion and crises around identity and life transitions, academic stress, social anxiety, etc.

5. Gender Sensitization and Safety Committee

The university has constituted a Gender Sensitization and Safety Committee. GSSC conducts an Annual Gender Audit and collects data from various Schools and departments to present in this report.

Dr. Shobhna Jeet, Associate Professor, SOLS	Chairperson
Dr. Vineet Dahiya, Associate Professor, SOET	Member
Ms. Kanchan Khatreja, Assistant Professor, SOED	Member
Ms. Mamta Shankar, Assistant Professor, SPRS	Member
Dr. Padmani Koul, Assistant Professor, SOHS	Member
Mr. Ashwani Kumar, Assistant Professor, SOET	Member
Ms. Sarina, Assistant Professor, SJMC	Member
Ms. Yashasvi Rajawat, Assistant Professor, SOAD	Member
Dr. Monika Yadav, Assistant Professor, SOMC	Member
Ms. Prerna (2305170030) B.A. LLB. (Hons.)	Student
Krishna Sindhvani (2305140045) BBA LLB. (Hons.)	Student
Dr. Megha, Assistant Professor, SOLS	Member Secretary

6. Audit Methodology



The methodology for analyzing the gender ratio comprised collecting relevant data on the gender composition of the organization and gender distribution across different bodies, cells, committees, departments, and functions. This data was collected through employee records and other relevant sources.

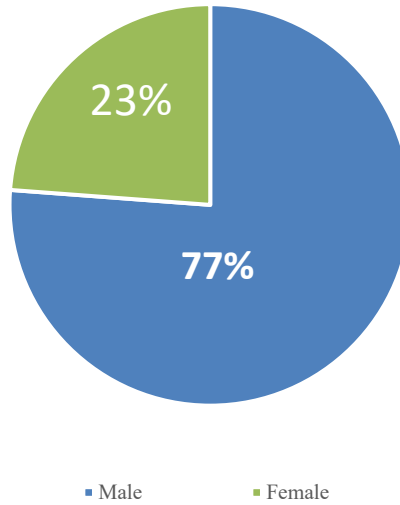
7. Gender Balance Across University Statutory Bodies

(Academic Board of Management/Governing Body and Board of Advisors)

S.No.	Member	Gender
1	Prof. Dinesh Singh, Chancellor	Male
2	Prof. Raghuvir Singh, Vice Chancellor	Male
3	Dr. Pradeep Kulshrestha	Male
4	Sh. Abhishek Gupta	Male
5	Sh. Rohit Gupta	Male
6	Sh. Siddartha Gupta	Male
7	Sh. Manish Jindal	Male
8	Prof. Kavi Arya	Male
9	Prof. Umesh Rai	Male
10	Sh. Pranav Roach	Male
11	Sh. Sunil Sethi	Male
12	Sh. Arun Kapur	Male
13	Ms. Suman	Female
14	Ms. Malashri	Female
15	Mr. Vinod	Male
16	Mr. Badrinath	Male
17	Ms. Pallavi Sinha	Female
18	Prof. Madan M Chaturvedi	Male
19	Ms. Anita Sharma	Female
20	Prof. Jack Copeland	Male
21	Ms. Pooja Sharma	Female



Gender Balance Across University Statutory Bodies



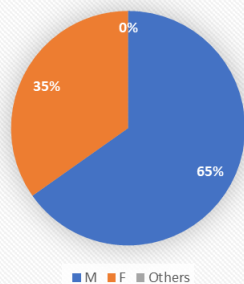
8. Data Findings Gender ratio Across Students/ Teachers/ Staff

8.1 Gender Balance In Enrollment at Graduation

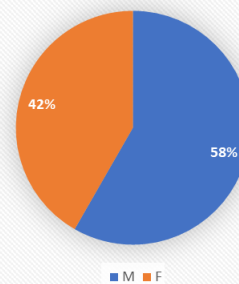
Student Strength 2024-25

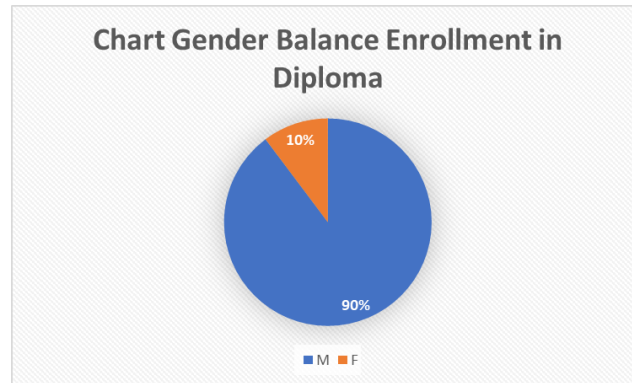
Total Number of Full-time Students on Rolls	UG		Others	PG		Diploma	
	6433			561		117	
	M	F	M	F	M	F	
	4196	2237	1	327	234	105	12

Gender Balance Enrollment in UG



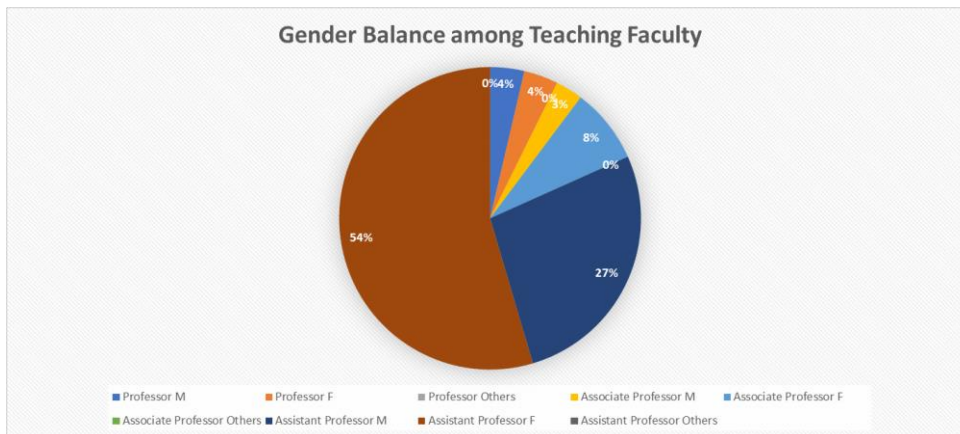
Gender Balance Enrollment in PG





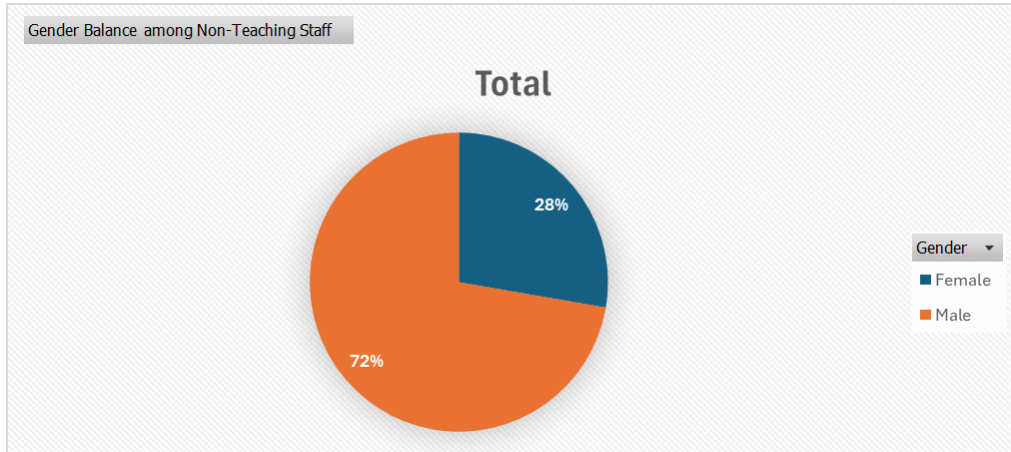
8.2 Gender Balance among Teaching Faculty

Recruited FullTime	Professor				Associate Professor				Assistant Professor			
	M	F	Others	Total	M	F	Others	Total	M	F	Others	Total
	10	10	0	20	08	22	0	30	74	149	0	223



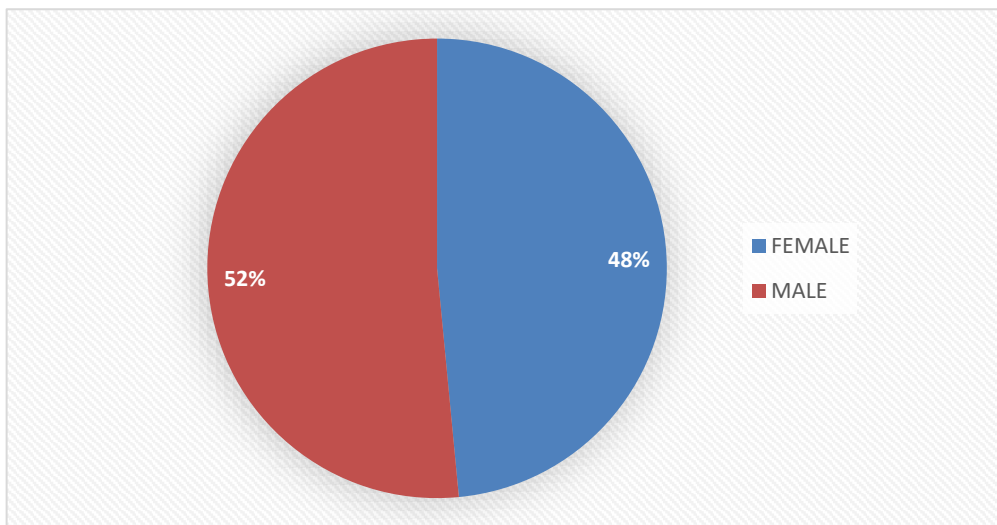
8.3 Gender Balance among Non-Teaching Staff

Row Labels	Gender Balance among Non-Teaching Staff
Female	51
Male	133
Grand Total	184



9. Gender Ratio in various Committees of the University

Row Labels	Gender Ratio in various Committees of the University
FEMALE	16
MALE	17
Grand Total	33



S.No.	Committees	Name Of Chairperson Of Committee (S)	Member Secretary
1	University Research Committee	Dr. Seema Raj (Dean Research)	Registrar/ Associate Dean- Research
2	Student Discipline Committee	Dr. Diwakar Padalia (Officiating Proctor)	Dr. Imran Siraj



3	Admission Committee	Dy. Director- Admission	Registrar
4	Anti-Ragging Committee	Vice Chancellor	Registrar
5	Anti- Discrimination/ Minority Committee	Prof. Joginder Singh Yadav	Registrar (Ex-Officio)
6	Gender Sensitisation & Safety Committee	Dr. Shobhna Jeet	Dr. Megha
7	Examination Committee	Controller Of Examinations	Ms. Jyoti Kataria
8	Internal Complaints Committee	Prof. Varuna Tyagi	Dr. Shobhna Jeet
9	Cultural Committee	Prof. Anjana Singh (Dsw)	Dr. Anshul Saluja
10	Sports Committee	Mr. Puneet Kumar	Mr. Sanjeev Kumar
11	Library Committee	Dr. Prakash Chand Jena	Librarian
12	Grievance Redressal Cell (Students/ Teachers/ Non- Teaching)	Dr. Inderpreet	Dr. Anshul Saluja
13	Purchase Coordination Committee	Dr. Vineet Dahiya	Mr. S.K. Yadav
14	Equivalence Committee	Dr. Vineet Dahiya	Dr. Diwakar Padalia
15	Environment Compliance Committee	Dr. Vineet Dahiya	Dr. Dilraj Preet Kaur
16	St/ Sc/ Obc Cell	Dr. Diwakar Padalia	Registrar (Ex-Officio)
17	Asset Management Committee	Registrar	Ao
18	Corporate Development Committee	Mr. Rajesh Kumar Srivastava	Mr. Neeraj Kumar (Director- Training)
19	Research And Development Committee	Dean Research (Ex Officio)	Dr. Pawan
20	K.R. Mangalam Entrepreneurship And Incubation Center (Keic)	Dr. Anshika Prakash	Dr. Monica Yadav



21	LMS And E-Learning Committee	Prof. Tania Gupta	Vidhi Gaur
22	National Service Scheme (NSS)	Dr. Neeraj Kumari (Nss Programme Coordinator)	-
23	Committee For Implementation Of NEP	Prof. Varuna Tyagi (Dean, Academic Affairs)	Dr. Dilraj Preet Kaur (Associate Dean Academic Affairs)
24	Seed Grant Committee	Dean Research	Associate Dean Research
25	Website Development Committee	Dr. Pankaj Agarwal	Dr. Neeraj Khattri
26	Code Of Conduct Committee	Prof. Varuna Tyagi (Dean, Academic Affairs)	Dr. Vineet Dahiya
27	IPR Committee	Dr. Inderpreet	Ms. Gargi Singh
28	Red Cross Committee	Vice- Chancellor	Dr. Monica Yadav
29	Hostel Committee	Dr. Kaushal Kumar	Mr. Sukesh (Warden Boys Hostel)
30	Maintenance Committee (It & Transport Committee)	Registrar	Administrative Officer (A.O.)
31	Internal Quality Assurance Cell	Vice Chancellor	Director Iqac
32	Student Council	Dr. Anjana Singh	Dr. Anshul Saluja
33	University Research Ethics Committee	Dean, RDC	Dr. Pawan



Initiatives taken by the university to promote Gender Sensitisation:

10. Salient Findings and Recommendations

University has attained gender balance in most aspects of its system and gives equal opportunities to everyone. Some unique features include:

- Students' strengths, particularly girls', are high in arts and science UG and PG programs.
- Even in category-wise distribution, female students seem to outnumber male students.
- In both regular teaching staff and guest faculties, the strength of female staff is higher than male.
- The diverse committees and cells in the university conduct diverse
- programs to inculcate gender consciousness among students.

11. Conclusion

The Gender Audit of the University, after an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, indicates a positive and eminently satisfactory situation. The University has always been known for providing a safe and encouraging atmosphere for women's education. In all these years, rarely has any untoward incident involving women occurred. The University maintains an atmosphere of healthy interaction among boys and girls. Under the present KRMU leadership and gender-balanced staff, the University maintains its tradition of gender sensitivity.