



Address: 79/1, Haripada Biswas Sarani, Ward Number 15, P. O, New Barrackpur,
Kolkata, West Bengal 700131

Contact number- 03325270057

Email address- gcmcollege@rediffmail.com

Website - <https://www.gcmcollege.in/>



GOPAL CHANDRA MEMORIAL COLLEGE OF EDUCATION

New Barrackpore, Kolkata-700131

**AFFILIATED TO
BABA SAHEB AMBEDKAR EDUCATION UNIVERSITY
KOLKATA**

Gender Audit Report (2024-25)

Preface

The creation of a safe, inclusive, and respectful environment is fundamental to the healthy functioning of any academic institution. This report on **Anti-Sexual Harassment** is a step towards upholding the dignity and rights of every individual associated with our Teacher Education College. It reflects our commitment to building an educational space where gender equality, safety, and mutual respect are not just principles, but lived realities.

Sexual harassment, in any form, is a serious violation of human rights and professional ethics. It undermines the integrity of the academic environment and can have far-reaching consequences on the well-being, confidence, and academic or professional performance of those affected. As a teacher education institution, it is our moral and legal responsibility to lead by example in creating awareness, preventing harassment, and ensuring timely redressal of grievances.

This report outlines the structure, functions, and activities of the **Anti-Sexual Harassment Committee**, along with measures taken for prevention, sensitization, and redressal. It also includes a review of cases (if any), awareness initiatives undertaken, and future plans to strengthen the mechanisms further.

We hope this report not only documents our efforts but also serves as a resource for continued dialogue and action towards a gender-just and safe educational environment. Let us collectively work towards fostering a culture of respect, equality, and accountability.

— *Convenor,*
Anti-Sexual Harassment Committee
Gopal Chandra memorial College of Education

Acknowledgement

We would like to express our heartfelt gratitude to our respected Principal, **Dr. Shreyashi Paltasingh** for her unwavering support, guidance, and encouragement throughout the preparation of the **Gender Audit Report** of our college.

Her insightful suggestions, keen interest, and consistent cooperation have been instrumental in carrying out this important task with clarity and purpose. Under her dynamic leadership, the institution continues to promote gender equity, inclusiveness, and a culture of respect and sensitivity, which greatly contributed to the successful completion of this report.

We sincerely appreciate her commitment to creating a gender-sensitive academic environment and her continued support in all initiatives aimed at fostering equality and empowerment within the college.

— *Gender Audit Committee*

Gopal Chandra memorial College of Education

Contents

Preface

Acknowledgement

Chapter -1: Introduction, Methodology & distribution of respondents

1.1 Introduction

1.2 Objectives of the gender audit

1.3 Methodology

Chapter 2: Students' responses, Findings and Discussions

Chapter 3: Action taken and Recommendations

GCM College of Education

CHAPTER-1

Introduction, Methodology and Details of the Respondents

Introduction: Gender equality is a fundamental human right and a cornerstone of a just and inclusive society. In the context of schools and colleges, promoting gender equality means ensuring that all students—regardless of their gender identity—have equal access to opportunities, resources, and a safe learning environment. It also involves challenging stereotypes, addressing discriminatory practices, and fostering respect and dignity for all individuals.

Educational institutions play a critical role in shaping the values and attitudes of young minds. When gender equality is integrated into the curriculum, pedagogy, policies, and campus culture, it not only empowers students but also prepares them to become socially responsible citizens and future leaders. Moreover, a gender-inclusive environment enhances the overall quality of education by promoting diversity of thought, participation, and collaboration.

Despite progress, gender-based disparities and biases still exist in many educational settings, ranging from unequal representation in leadership roles to subtle forms of discrimination and harassment. Addressing these issues requires a concerted effort through gender audits, awareness programs, teacher training, and policy reforms.

G.C.M.College of Education was established in 1967 by the ‘New Barrackpore Siksha Samaj’ with the prime objective of preparing efficient and committed teachers for our country, with special emphasis on their moral growth and development. The College was started with the main objective of qualitative improvement of school education through innovative pre-service and in-service teacher training programmes and relevant development and extension activities. Students’ engagements in outreach and co-curricular activities are encouraged under the guidance of faculties of the college. The college always aspires to facilitate a holistic development of the students besides paving their way towards a promising career. The NSS unit of the college continually motivates the students to be committed towards fulfilling social responsibilities. Ensuring gender equality in schools and colleges is not just a legal or moral obligation—it is essential for achieving sustainable development, social justice, and a truly inclusive society. And our college is committed towards attaining the same.

Various Committees in the college

Women and sexual harassment cell for gender equity and sensitization

ANTI SEXUAL HARASSMENT CELL

The Institute has constituted an Advisory Committee (Prevention, Prohibition and Redressal) to handle all matters related to gender issues under the name "Women & Sexual Harassment Cell for Gender Equity and Sensitization".

Details of the Committee Members:

Name	Designation	Designation in the Cell
Dr. Shreyashi Paltasingh	Principal	Chairman
Dr. P. Bandyopadhyay	Associate Professor	Convener
Vacant	GB Member	Member
Dr. S. Sen	Assistant Professor	Member
Ms. R. Acharya	TS (SACT)	Member
Mrs. R. Bose	NTS	Member

Emergency Contact No.

Landline: +91 33 25672826
Cell No. +91 8777016551
E-mail: gcmcollege@rediffmail.com
shreyashipaltasingh1000@gmail.com

The Anti-Sexual Harassment Committee (ASHC) in the college plays a crucial role in fostering a safe, respectful, and inclusive environment for all students, faculty, and staff. Its functions are guided by the guidelines of the University Grants Commission (UGC) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The committee's roles include:

1. **Prevention:**
 - o Organizing awareness programs, seminars, and workshops to educate students and staff about sexual harassment, gender sensitivity, and legal rights.
 - o Promoting a zero-tolerance policy towards sexual harassment and building a culture of respect and dignity on campus.
2. **Complaint Redressal:**
 - o Providing a confidential, accessible, and impartial platform to lodge complaints related to sexual harassment.
 - o Conducting prompt and fair inquiries into reported cases as per prescribed legal procedures.
 - o Ensuring that complainants and witnesses are protected from retaliation during and after the inquiry.
3. **Support and Rehabilitation:**
 - o Offering emotional and legal support to victims of harassment through counselling and referral services.
 - o Recommending appropriate disciplinary action against offenders based on inquiry findings.
 - o Taking steps to reintegrate victims into the academic environment without stigma or discrimination.
4. **Policy Development and Implementation:**
 - o Drafting, reviewing, and updating institutional policies related to sexual harassment.
 - o Ensuring that all stakeholders are informed about their rights and responsibilities under the policy.

5. Monitoring and Reporting:

- o Maintaining records of complaints, proceedings, and actions taken.
- o Submitting annual reports to the institution and relevant statutory bodies to ensure accountability and transparency.

Sensitization programme on Sexual Harassment



**Awareness building programme on the provisions of the Transgender persons
(Provision of Rights, 2019)**



Grievance Redressal Committee

The Grievance Redressal Committee (GRC) in the college serves as a vital platform for addressing and resolving complaints and concerns raised by students, faculty, and staff. Its primary objective is to ensure fairness, justice, and transparency in institutional processes while promoting a healthy academic and work environment. The key roles of the committee include:

1. **Receiving and Registering Complaints:**
 - o Providing a formal mechanism for individuals to express their grievances related to academic matters, administrative procedures, facilities, behavior of peers or staff, or any other institutional issue.
 - o Ensuring the confidentiality and sensitivity of the complaint process.
2. **Fair Inquiry and Resolution:**
 - o Investigating grievances promptly, impartially, and objectively.
 - o Listening to all parties involved and reviewing relevant documents or evidence before reaching a decision.
 - o Ensuring that resolutions are in line with institutional policies and regulations.
3. **Promoting Accountability and Transparency:**
 - o Ensuring that students and staff are aware of their rights and responsibilities.
 - o Communicating clearly the procedures for lodging and addressing grievances.
 - o Preventing misuse of authority or discriminatory practices within the institution.
4. **Advisory and Preventive Role:**
 - o Advising the college administration on recurring issues or systemic problems that may lead to grievances.
 - o Recommending policy changes to minimize future complaints.
 - o Promoting a culture of dialogue and understanding within the institution.
5. **Monitoring and Documentation:**
 - o Keeping a detailed record of grievances received, actions taken, and outcomes.
 - o Submitting periodic reports to the college administration or regulatory authorities for review and improvement.

Meeting on students' grievance redressal



Anti-ragging cell

ANTI RAGGING CELL		
Emergency Contact Details:		
Name	Designation	Contact Number
Dr. S. Paltasingh	Principal-Proctorial Team	+91 8777016551
Dr. P. Bandyopadhyay	Associate Professor	+91 9123385564
Mr. B. C. Debnath	GB Member	+91 9903747653
Vacant	GB Member	-
Mr. S. K. Sarkar	Assistant Professor	+91 9609106189
Ms. R. Acharya	TS (SACT)	+91 7044898647
Mr. M. Guha	NTS	+91 8100495400

The details of anti-ragging Policy of GCM College of Education can be found in the following documents:

- Judgment of Supreme Court on Ragging.
- UGC regulations to curb ragging.
- The Menace of Ragging: Raghavan Committee report on ragging.

The Anti-Ragging Cell in the college plays a crucial role in creating and maintaining a safe, respectful, and fear-free campus environment. Its primary objective is to prevent incidents of ragging and to take strict action against those found guilty of such offenses, in accordance with the guidelines laid down by the University Grants Commission (UGC) and the Supreme Court of India. The key roles of the Anti-Ragging Cell include:

1. **Prevention of Ragging:**

- Creating awareness among students about the harmful effects of ragging through seminars, workshops, posters, and orientation programs.
- Promoting positive peer interactions and mutual respect among students.
- Displaying anti-ragging rules and helpline numbers prominently across the campus.

2. **Monitoring and Vigilance:**

- Conducting regular surveillance in hostels, classrooms, corridors, and other common areas to deter potential incidents.
- Appointing faculty and student volunteers to keep watch and report any suspicious activities.

3. **Grievance Handling and Redressal:**

- Providing a safe and accessible platform for students to report ragging incidents without fear of retaliation.
- Conducting prompt, unbiased inquiries into reported cases and taking necessary disciplinary actions.
- Ensuring the anonymity and protection of complainants and witnesses.

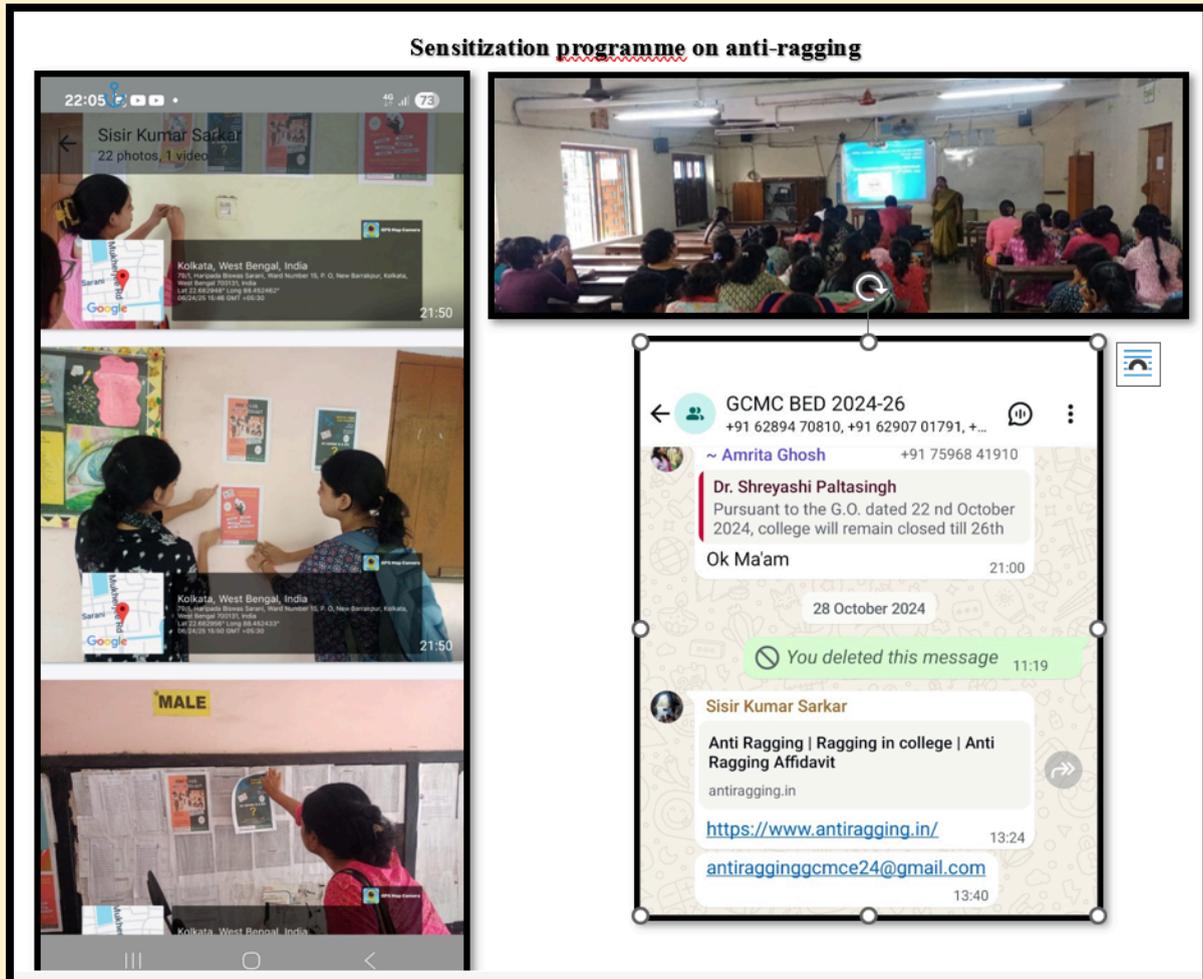
4. **Coordination with Authorities:**

- Liaising with college authorities, hostel wardens, and local law enforcement agencies as needed for effective enforcement.

- Submitting regular reports on anti-ragging activities to regulatory bodies like the UGC and the affiliating university.

5. Support and Counseling:

- Offering psychological support and counseling to victims of ragging.
- Assisting in the reintegration of affected students into the academic and social environment of the college.



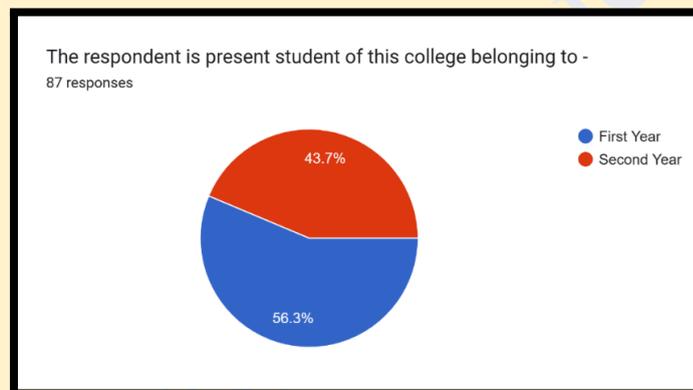
GCMA

Objectives of the report:

1. To determine the level of gender equality in the college.
2. To identify the areas where gender inequality exists in the college.
3. To suggest appropriate measures for reducing gender gap.

Methodology:

As part of the Audit, a survey method was used. To collect primary data on gender related aspects, a questionnaire was designed and the test was administered online. Out of 100 students, 87 students responded. The responses were collected on the basis of a two-point scale, namely - agree and disagree. The students were permitted to respond without disclosing their name in order to receive authentic data.



Details of the respondents:

First year – 56.3%

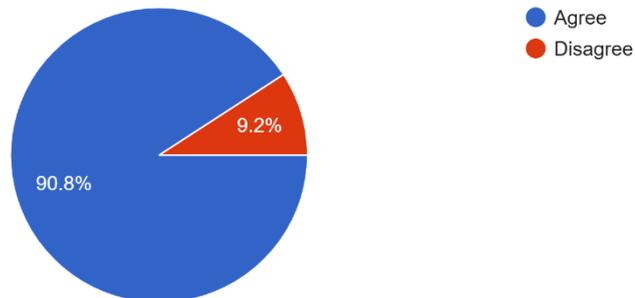
Second year - 43.7%

Chapter 2

Students' responses, Findings and Discussions

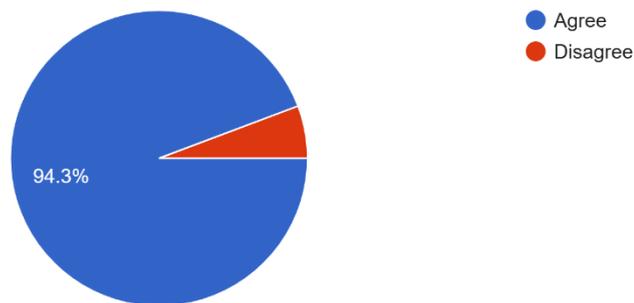
The college staff do not practise any form of discrimination based on gender.

87 responses



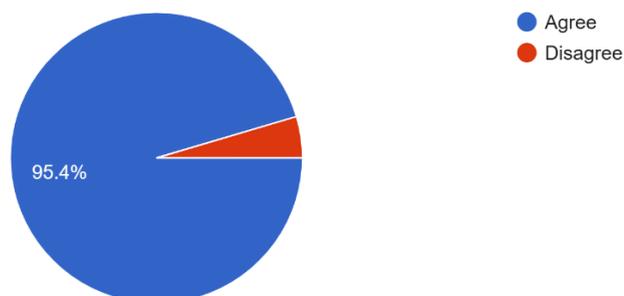
The college follows gender equality in all spheres.

87 responses



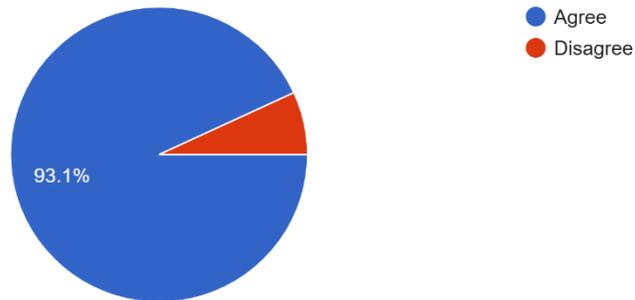
The college ensures safety of the students in the college campus and outside during field visits and school internship.

87 responses



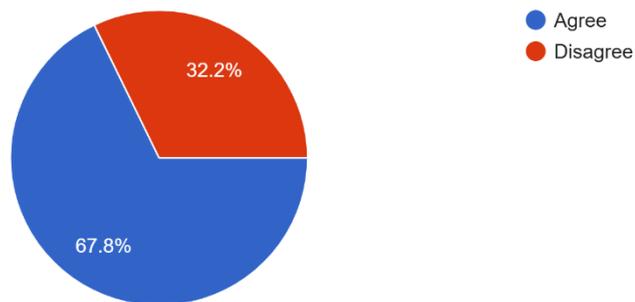
CCTV surveillance is active everywhere in the campus.

87 responses



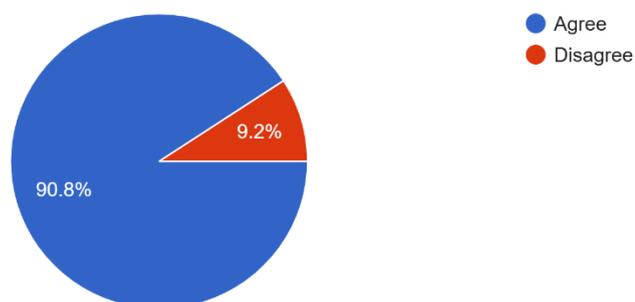
The college provides health care facilities, sanitary napkins and first aid whenever required.

87 responses



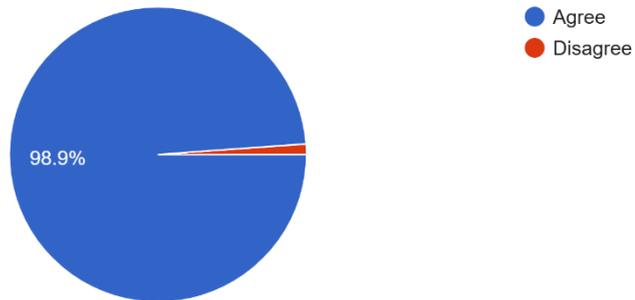
The college has adequate separate toilets for girls and boys.

87 responses



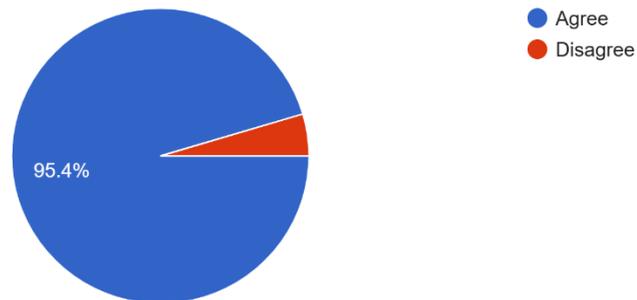
The college organizes gender awareness programmes

87 responses



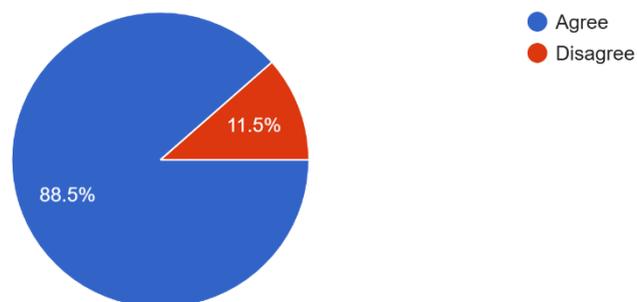
The college is free from sexual harassment.

87 responses



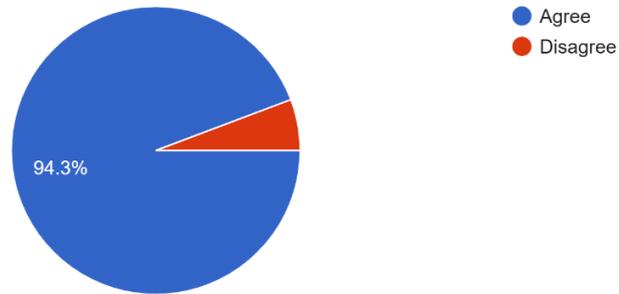
The college has taken prompt action to solve students' grievances, if any.

87 responses



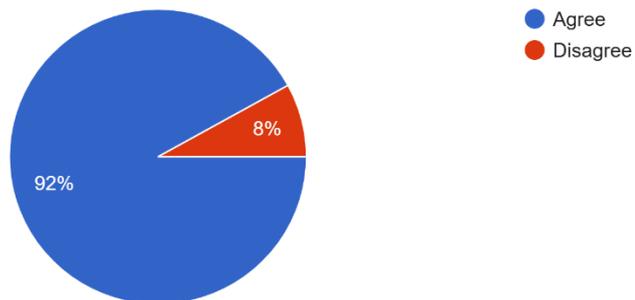
The students can access the women and sexual harassment cell for equity and sensitization in the college whenever they require.

87 responses



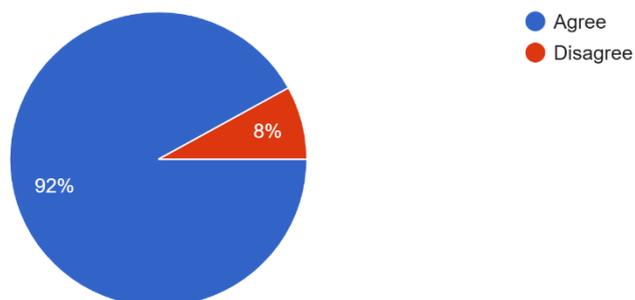
The students can access the internal complaint committee in the college whenever they require.

87 responses



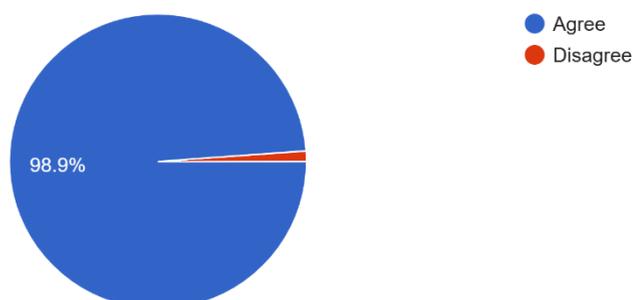
The students can access the grievance redressal committee in the college whenever they require.

87 responses



The students can access the anti-ragging committee in the college whenever they require.

87 responses



Analytical Report Based on Student Feedback

1. Gender Inclusivity in the Institution

Observation: A majority of students expressed that the institution provides a gender-inclusive environment.

- **Interpretation:** The college is successful in fostering a safe and respectful atmosphere for all genders. This reflects the effectiveness of their policies and awareness programmes.

2. Equal Participation Opportunities

Observation: Most respondents believe that male and female students are provided equal opportunities in curricular and co-curricular activities.

- **Interpretation:** The data suggests equitable treatment in academic and extracurricular spheres, highlighting the college's commitment to gender equality.

3. Sensitization towards Gender Issues

Observation: A significant proportion of students felt that adequate gender sensitization programmes are conducted.

- **Interpretation:** This indicates the impact of initiatives such as workshops on sexual harassment and awareness programmes on transgender rights. Students seem to recognize and appreciate these efforts.

4. Internal Complaint Mechanism Awareness

Observation: A large percentage of students are aware of the Internal Complaint Committee (ICC) and its functions.

- **Interpretation:** This high level of awareness contributes to building trust among students and ensures that potential grievances can be addressed transparently and effectively.

5. Accessibility of Complaint Redressal System

Observation: The majority indicated that the complaint redressal system is approachable and accessible.

- **Interpretation:** This reflects well on the institution's efforts to make their support systems user-friendly and confidential, encouraging students to come forward if needed.

6. Gender Equality in Classroom Interaction

Observation: Students largely agreed that classroom interactions are free from gender bias.

- **Interpretation:** As per data, the teaching practices are inclusive, with faculty members ensuring equal participation and attention irrespective of gender.

Conclusion

The feedback analysis implies the institution's effective implementation of gender-sensitive policies and a strong support system. Students have shown high levels of satisfaction in areas such as inclusivity, awareness, and access to redressal mechanisms. There may be some cases of dissatisfaction among some students, however, no written complaints have been submitted to the concerned authorities.

Chapter 3:

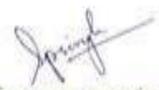
Action taken and Recommendations

After receiving the feedback, the college organised a meeting with the students to discuss issues related to their grievances, if any. Dr. Paramita Bandyopadhyay, IQAC co-ordinator and Senior member of the concerned committees discussed the issues that were raised through the survey. The students freely shared their view points and suggested solutions to the issues raised.



Recommendations:

1. More gender-related awareness programmes would be organised.
2. There should be a meeting every two months to discuss issues concerning the welfare of the students.
3. Students should freely drop their suggestions and grievances in the grievance box already provided in the college premises.


(Dr.) Shreyashi Puhasth
Principal
G.C.M. College of Education
New Bursackpur, Kolkata - 700131