



GENDER AUDIT 2024-2025

**Prepared by
Women's Cell, IQAC, New Alipore College**



**NEW ALIPORE COLLEGE
KOLKATA**

AUDIT TEAM

In our professional judgement, sufficient and appropriate audit procedures were completed, and evidence gathered to support the accuracy of the conclusions reached and contained in this report. The conclusions are based on a comparison of the situations as they existed at the time of the audit.

PREFACE

Equality between men and women, or gender equality, does not imply that men and women must become the same, but rather that their chances, rights, and duties will not be based on whether they were born male or female. Gender equity refers to treating men and women equally based on their individual needs. Equal treatment or treatment that differs but is regarded as equivalent in terms of rights, advantages, responsibilities, and opportunities may fall under this category. Organization for Education, Science, and Culture of the United Nations (UNESCO).

Gender equity thus refers to treating men and women equally and in accordance with their individual needs. Equal treatment or treatment that differs but is regarded as equivalent in terms of rights, advantages, responsibilities, and opportunities may fall under this category. On the other hand, gender equality is a broad topic that encompasses discussions about women's empowerment and independence. Additionally, gender awareness enables women to act impulsively against the oppression and exploitation of women and to transcend traditional gender stereotyping and strict gender role norms.

A gender audit is a method used to evaluate and verify how gender equality has been institutionalized in organizations, including in their budgets, policies, programs, projects, and/or service delivery, structures, and procedures. "Setting their own houses in order, and changing aspects of the organizational culture which discriminate against women staff and women "beneficiaries"" is what gender audits enable organizations to do. (Website of the European Institute for Gender Equality).

The gender audit process involved choosing the sites to be audited, preparing the checklist, writing down the findings and sharing the results of the college for implementation and recommendation.

Any organization involved in higher education is supposed to establish a democratic ideal of equality and equity for both men and women. A thorough cross-sectional investigation of gender with a range of socioeconomic variables should be conducted if a gender gap is discovered inside the organization. In order to achieve this goal, the college has carried out this gender audit, which is an effort to identify any gaps and guarantee equality and equity by

closing the gender gap on campus. The goal of this gender audit was to find the campus's best practices and gender-friendly programs.

The Women's Cell, IQAC, New Alipore College, have compiled this Gender Audit. The primary goal is to identify the gender dimensions. The goal of the gender audit is to determine whether the college's gender ratio is equitable. The current audit examines the college's gender policy and practices, including the committees established to ensure the safety and security of women.

GENDER POLICY OF THE COLLEGE

- No discrimination on the basis of Gender
- Provide equal opportunity for all genders
- To promote teamwork involving both men and women
- Promote female representation at senior levels of the organisation
- An active, unbiased and confidential Grievance Redressal Cell
- Arrange effective measures for the safety and security of all gender

OBJECTIVES OF GENDER AUDIT:

- To establish good gender balance in decision-making processes and in other areas of the college activities.
- To foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college.

ABOUT THE COLLEGE

On August 5, 1963, New Alipore College was established as a government-sponsored institution on a sizable piece of land that belonged to the West Bengal government. The college aspires to provide education for all people, regardless of their sex, caste, creed, religion, or

financial situation, with the mission statement "Making Access and Inclusivity in Quality Education" and the vision statement "Include, Ignite, and Innovate."

The college aspires to equity and inclusivity. The administration makes certain that there are equal opportunities for all parties involved. Regular seminars and discussions are organized to raise staff and student awareness of many facets of gender equity. The administration and Students' Council make sure that there is no ragging on campus because the university has zero tolerance for it.

The Cultural Sub-Committee and the Students' Council of the college organize social and cultural programmes throughout the year, in which all students are free to participate. To foster the feeling of belongingness, an annual feast is organised on the occasion of Basant Panchami, which is attended by students and staff. Birth anniversaries of distinguished personalities are celebrated so that their lives and teachings might inspire and ignite the present generation.

Seminars and workshops are organized regularly and eminent persons are invited to the college to motivate and inspire the young minds. Ex-students who are well established are also invited by the Departments to share their experiences with the present students.

Students' Week is celebrated every year in the first week of January. The students participate in various competitions like painting, creative writing, elocution, poster making and quiz competitions. Awareness workshops are held on mental health, student scholarships and placements.

Students also participate in various science fairs and exhibitions organised by the State Govt/ other institutions. Our students also participate and win awards in photography and documentary-making competitions. Students' performances in drama deserve special mention as the drama team of our college has been winning many awards for years at different state-levels competitions.

GENDER AUDIT: INTRODUCTION

The college emphasizes on students' qualitative performance along with their overall personality development and consequently believes is an open forum to discuss gender issues. The teachers don't subscribe to any form of gender favoritism and they practice gender equality and equity in all aspects.

The girl students are provided with various facilities. Basic sanitation facility in the form of separate toilets for the students and staff is provided in each floor of the college. The Teachers' staff room is also provided with separate toilets for male and female faculty. The college office has its own separate washroom too. The college has CCTV monitoring devices installed at different location within the campus. The college provides equal opportunity to one and all. The college has a Women's Cell to carry out various gender sensitization programmes.

COMPOSITION OF THE WOMEN'S CELL

1. Prof. Bulu Mukhopadhyay (Jt. Convener)
2. Prof. Mauli Sanya l(Jt.Convener)
3. Dr.Nirmalya Mondal
4. Dr.Sudipta Ghosh
5. Dr.Amartya Saha
6. Prof.Jayita Dutta
7. Prof. Archita Pramanik
8. Dr. Nilanjana Bhattacharya
9. Dr. Karunava Shil
10. Dr. Pema Lama
11. Dr. Promita Mukherjee
12. Prof. Shubhabrataa Chakraborty
13. Dr. Sumita Swar
14. Prof. Nabanita Goswami

External Member: Seema Srinivas, Senior Programme Officer, NGO Representative,
(SWAYAM)

External Member: Prof. Mandakini Bhattacharya (Fakir Chand College, Diamond Harbour)

External Member: Dr.Krishna Gangopadhyay, IQAC Coordinator, (Netaji Nagar College)

Smt. Suparna Saha, NTS Representative

Student's Representative (On invitation basis)

GENDER BALANCE WITHIN THE INSTITUTION

STUDENTS PROFILE

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students as well as within the staff structure. Traditionally, women have lesser access to resources and opportunities due to the social structures which act as inhibitors in many cases. This results in lesser capability among women, producing a snowball effect on their empowerment and access to development initiatives. But New Alipore college plays a remarkable role in maintaining gender neutrality within the campus. The table below shows the Gender wise Details of Total Students in the College in the year 2024-25.

Table 1.

Year	Total	Male	Female	%Male	%Female
2024-25	1017	522	495	51.32	48.67

The table shows gender classification of male and female strength of students and the total number of admissions to the college in 2024-25.

STUDENTS SCHORSHIPS AND AID FUND

Additionally, the college is helping students apply for several government grants and scholarship programs. For instance, the college has put up a lot of effort to ensure that students are eligible for the Swami Vivekananda Merit-cum-Means Scholarship. In addition to receiving new applicants, a committee makes sure the scholarships are extended annually. The number of female students who have applied for this scholarship is displayed in the chart below.

The Kanyashree Prakalpa was implemented by the West Bengal government under the Prohibition of Child Marriage Act, 2006 (PCMA). With Conditional Cash Transfer, Kanyashree Prakalpa, who won a UN prize in 2018, aims to raise the status and well-being of girls, particularly those from low-income homes. New Alipore has done an excellent job of giving many female pupils this advantage. For this reason, the Kanyashree Committee has been in operation. Oasis or the scholarship in studies for SC, ST and OBC students in West Bengal

has been active in the college for many years. Similarly, Aikyashree-a comprehensive scholarship for minority students in Class I through PhD programs from West Bengal has also been exposed to for the students of the college.

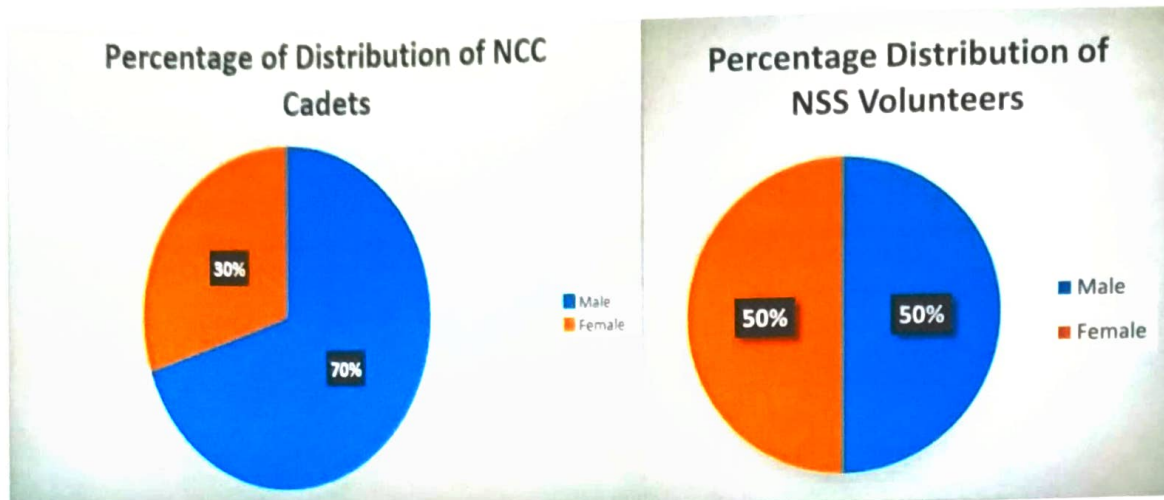
As we move on to the academic performance of the students, it has been witnessed that among the various 17 departments teaching major subjects of the college that includes all the three shifts in 9 major subjects, girl students were toppers with high CGPA whereas in 8 subjects, male students were the toppers. (data is for the final semesters for the year 2024-25)

Scholarship Report 2024-25

Sl. No.	Scheme Name		Total Applicant	Approved Applicant
1	Aikyashree	Fresh	131	119
		Renew	38	36
		Total	169	155
2	Kanyashree	K1	5	5
		K2	173	167
		Total	178	172
3	Swami Vivekananda	Fresh	346	335
		Renew	52	49
		Total	398	384
4	Oasis (ST,SC)	All	63	60

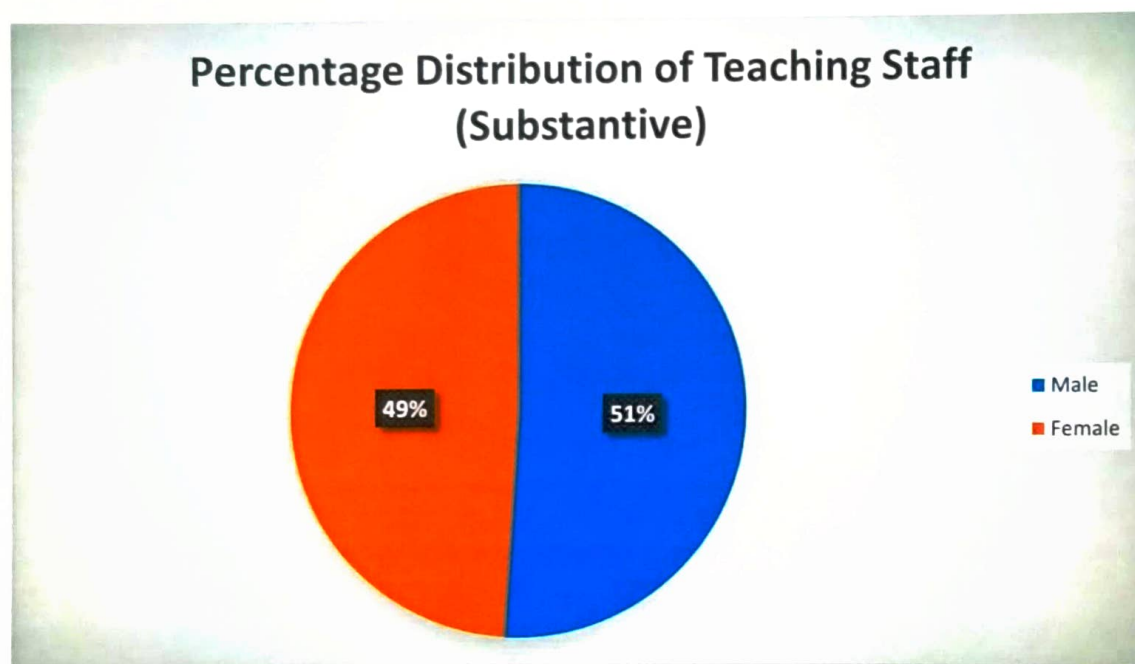
ACTIVITY PROFILE

The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, and spirit of adventure. The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. This unit focuses on outstanding achievements of the girls. The NSS of the College also takes initiatives to motivate girls for their social responsibilities with aim to provide them hands on experience on community service. Both in the field of Cultural Activities and Sports, our girls have received accolades from all corners.

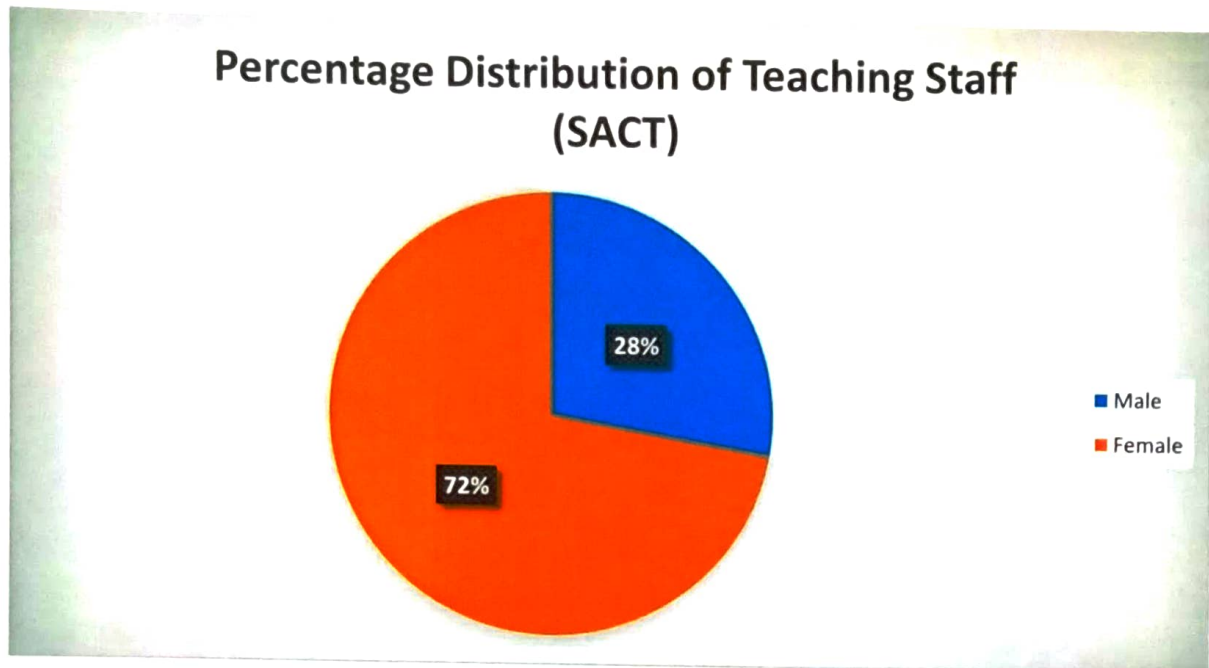


GENDER BALANCE AMONG THE EMPLOYEES

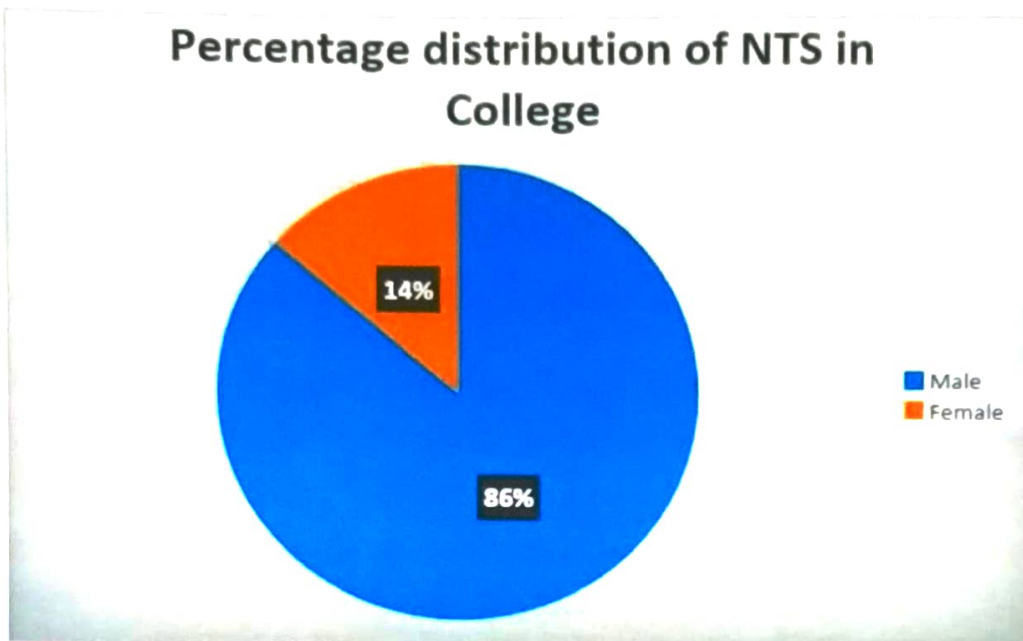
- TEACHING STAFF



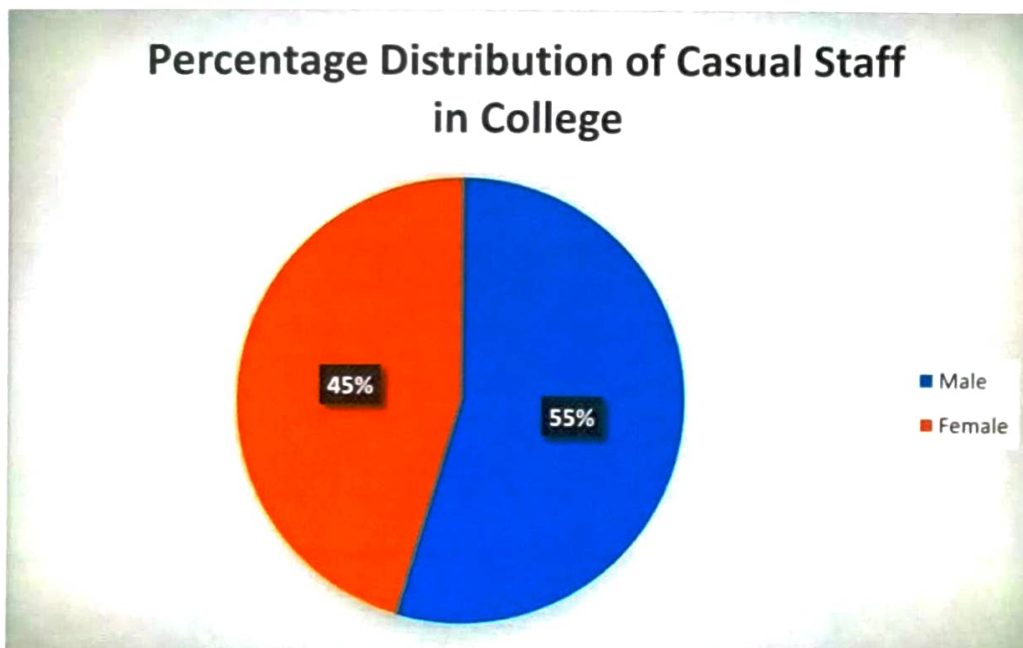
- **TEACHING STAFF (SACT)**



- **NON- TEACHING STAFF**



- **CASUAL STAFF**

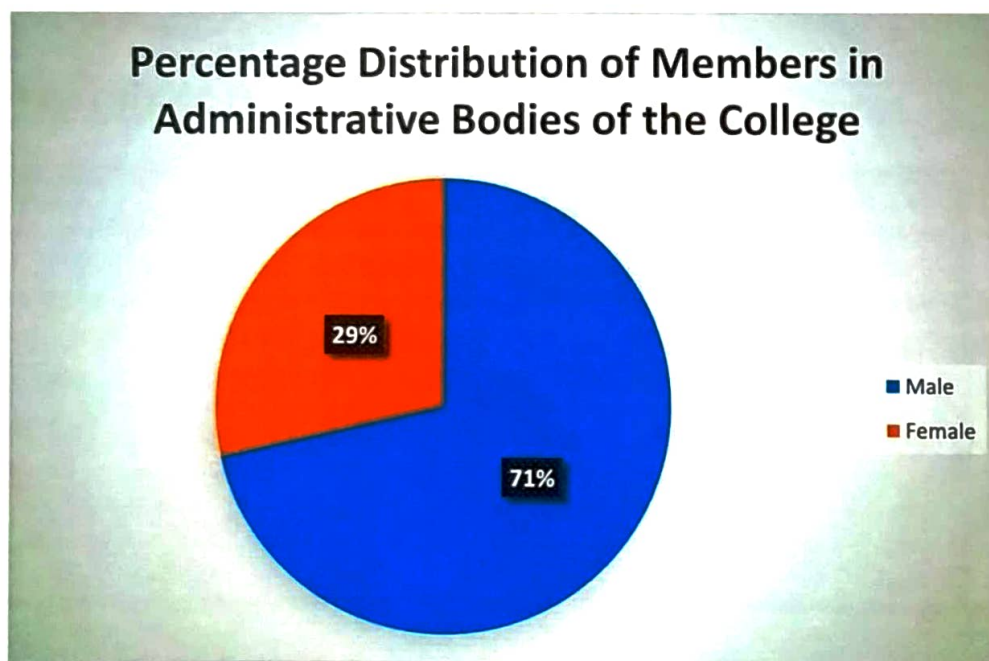


The above figure projects the combined gender profile of the employees of the College. The projection includes all categories of employees, teaching and non-teaching employees. There are at present 89 faculties, out of which 52 are women. In the Arts departments there are 23 female faculty in comparison to 11 males. However, the Science Departments do not have a good gender balance which is also true for the non-teaching staff.

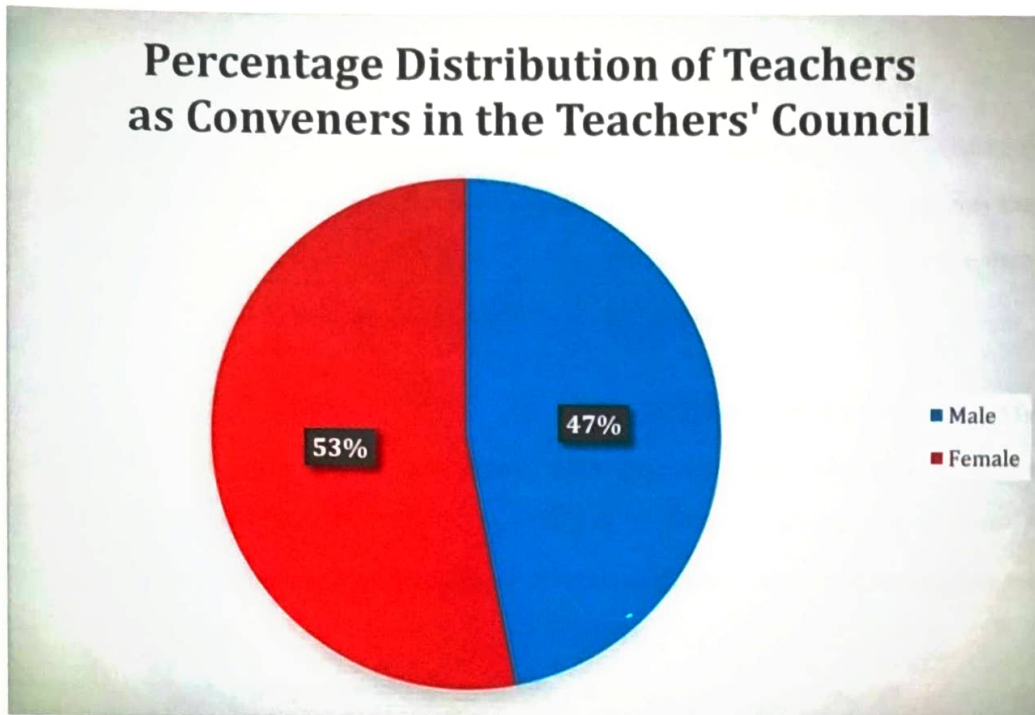
GENDER BALANCE AS HEADS OF OFFICES AND STATUTORY BODIES AND DIFFERENT COMMITTEES

The college administration encourages faculty members to participate in various Faculty Development Programme, Seminars, Workshops and various other academic activities at national and international levels. Females act as head in various administrative bodies, statutory committees and departmental levels. The college takes utmost care that the female teachers could get their various leave benefits like Maternity Leave and the Child care leave. Workshops and training programmes are being organized for non-teaching staff as well.

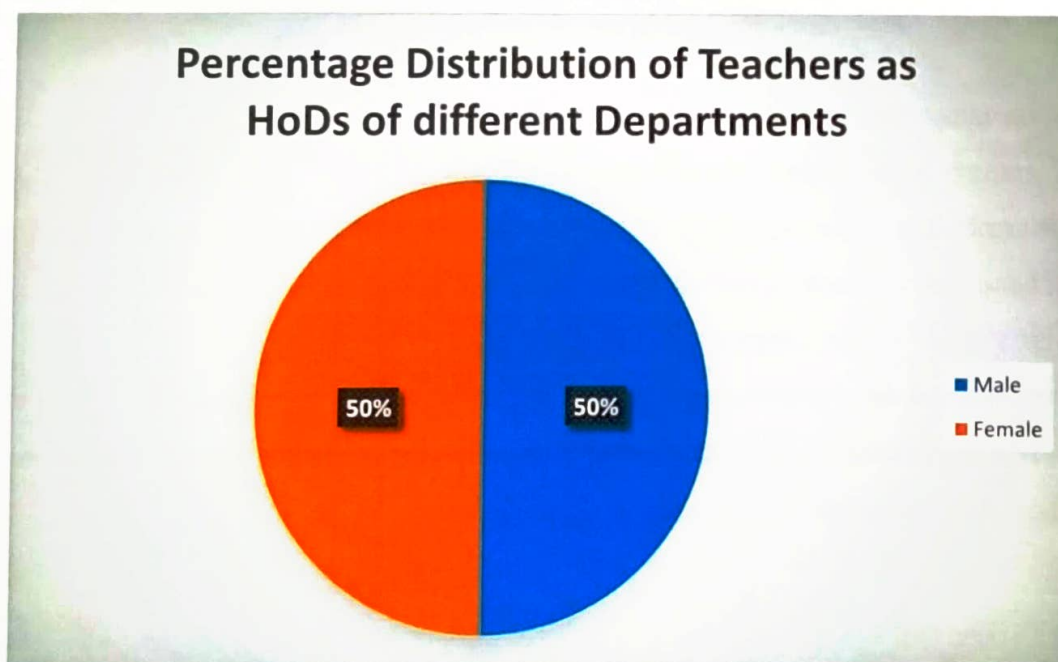
- **REPRESENTATION IN ADMINISTRATIVE COMMITTEES**



- TEACHERS IN A LEADERSHIP ROLE-CONVENERS IN TEACHERS COUNCIL



- TEACHERS IN A LEADERSHIP ROLE-HoD



GENDER SENSITIZATION INITIATIVES (2024-25)

The Women's Cell of New Alipore College, "**Anandini**," undertook a series of meaningful initiatives during the academic year 2024–25 to promote gender equality, women's empowerment, health awareness, and a more inclusive campus environment. **International Women's Day Celebration**

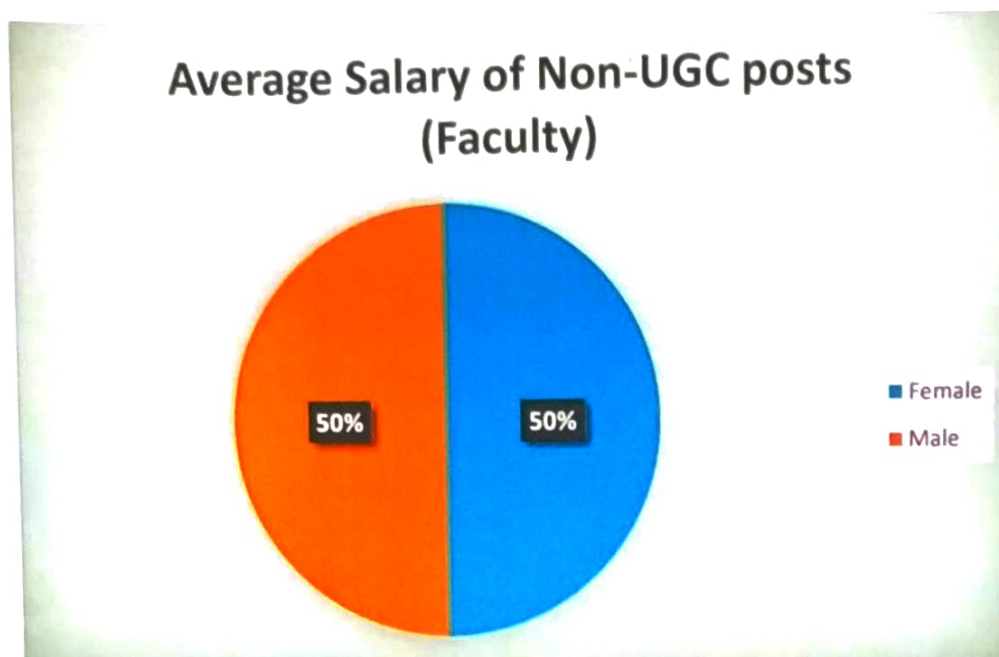
On **March 8, 2025**, Anandini organised a comprehensive programme to commemorate **International Women's Day** under the patronage of the Principal, **Dr Jaydeep Sarangi**. The programme celebrated women's achievements, recognised their contributions to the institution, and raised awareness of issues affecting women in contemporary society.

The celebration began with the **felicitation of the lady members of the teaching and non-teaching staff and student representatives**. The gesture acknowledged their valuable contributions to the academic, administrative, cultural, and co-curricular life of New Alipore College. It also reinforced the importance of recognising and appreciating women's participation and leadership within the institutional space.

An informative and engaging session titled "**The New Era of Women's Fitness**" was conducted by **Dr. Dolanchampa Dasgupta**. The session focused on the changing dimensions of women's health and fitness in the contemporary era. It emphasised the importance of adopting a holistic approach towards well-being, incorporating physical fitness, mental health, healthy lifestyle practices, self-care, and preventive health awareness.

To encourage students to engage critically with gender relations and social norms, a **student debate** was organised on the motion: "**It is easier to be a man than a woman in society, to date.**" The debate generated enthusiastic participation and provided a platform for students to articulate and examine diverse perspectives on gender roles. Students discussed issues such as social expectations, freedom of choice, gender stereotypes, safety, family responsibilities, social conditioning, and changing perceptions of masculinity and femininity. The activity encouraged participants to move beyond conventional gender stereotypes and examine how social institutions and cultural expectations can shape the experiences of men and women differently.

AVERAGE SALARY OF FACULTY FOR NON-UGC POSTS



GENDER BUDGET (2024-25)

Sl. No	Head	Item Description	Allocation (Rs.)	Actual Expenditure (Rs.)
1	Health & Hygiene	Refilling of Sanitary Pad Vending Machines	7500	6900
2	Direct Support	Women Cell (WC) – Annual Activities	16000	17550
3	Student Welfare	Self Defense Training Programme	14000	10500
4	Official Expenses	Gender Audit	3000	2500

Some visual illustrations...

NEW ALIPORE COLLEGE
BLOCK L, NEW ALIPORE, KOLKATA 700 053

WOMEN'S DAY
CELEBRATION, 2025

আত্মমিতী
NAC Women's Cell

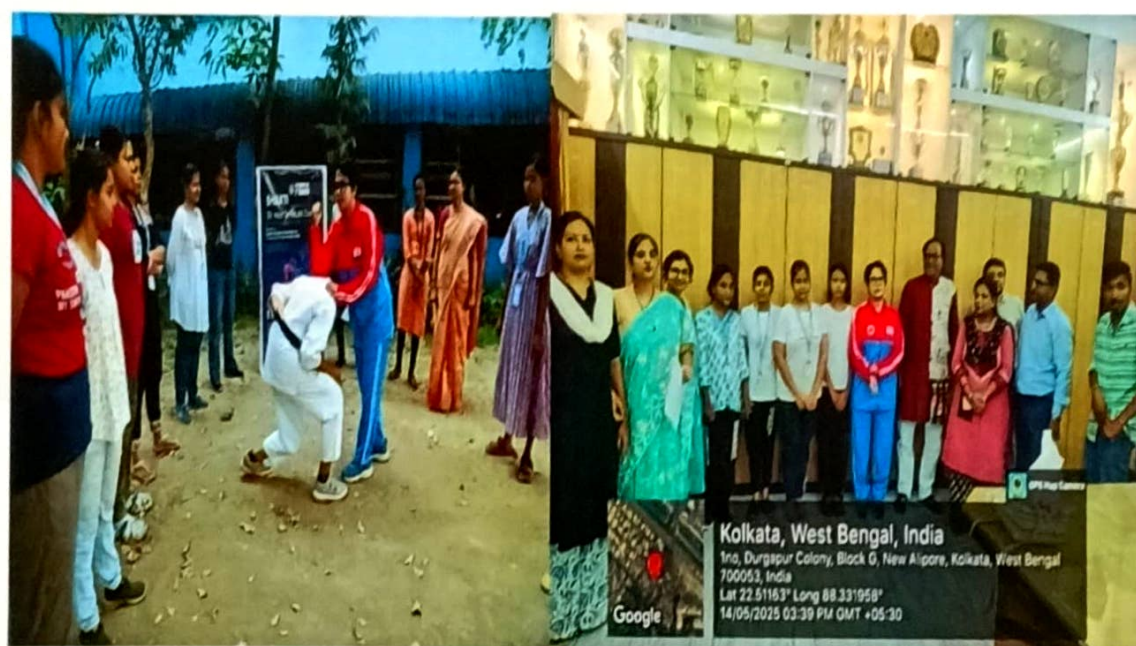
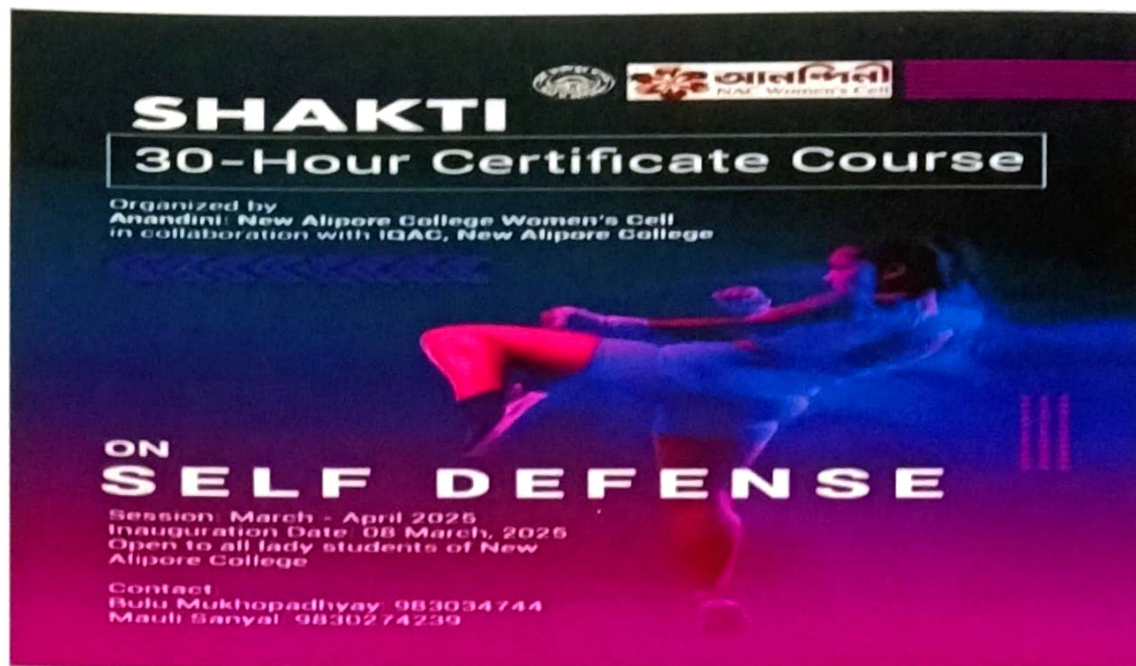
- Felicitation of lady staff and students' representative of New Alipore College
- 'The New Era of Women's Fitness'- A talk by Dr Delanchampa Dasgupta
- Debate for students: 'It is easier to be a man than a woman in the society, till date.'
- Inauguration of 'Shakti': 30 hour Certificate Course on Self Defense for girl students (Conducted by Traditional Shoto Karate Association of Bengal, Govt. Regd.).

PATRON: DR. JAYDEEP SARANGI
PRINCIPAL, NEW ALIPORE COLLEGE
VENUE: ROOM 309, NEW ALIPORE COLLEGE

MAR | 8 | 12 NOON



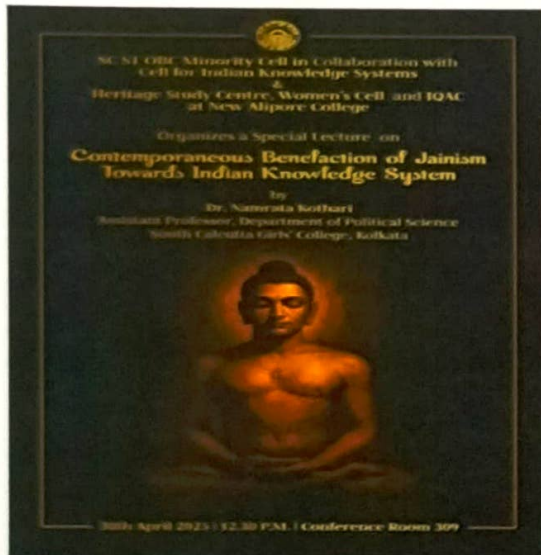
The teaching and non-teaching staff of the college were felicitated with plants.



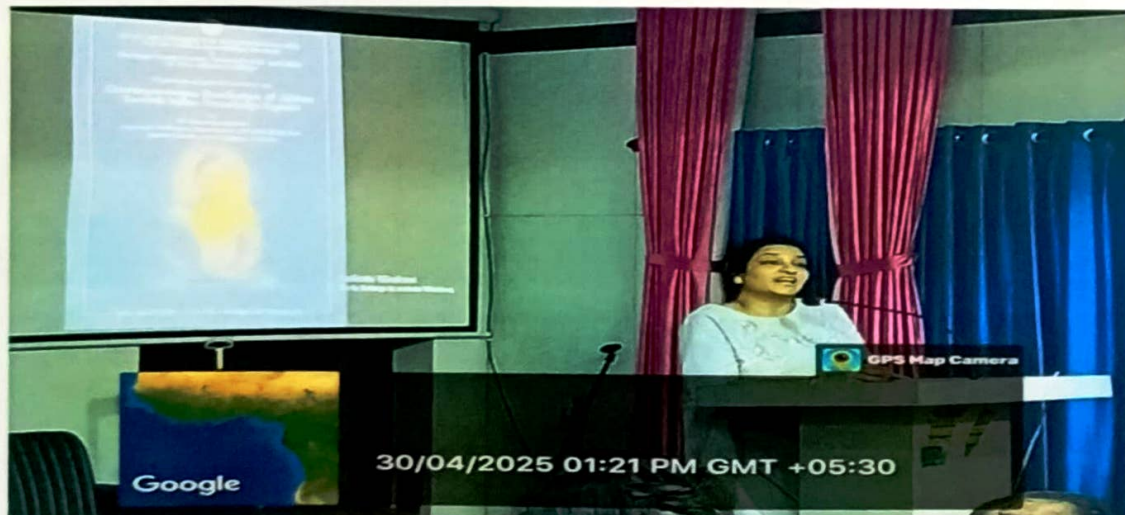
30-hour Certificate Course on Self-Defense for female students and staff of the college, conducted by the reputed Shoto Association of West Bengal in collaboration with NAC Women's Cell.



Talk by Dr Dolonchampa Dasgupta on the 'New Era of Women's Fitness' on 8th March, 2025.



Special Lecture by Dr Namrata Kothari on 30th April, 2025



Some Glimpses of Yoga Workshop



A Special Yoga Workshop

Organized by

The Cell for Fostering Wellness,
The Equal Opportunities Cell,
Women's Cell and IQAC
New Alipore College



Session Conducted by

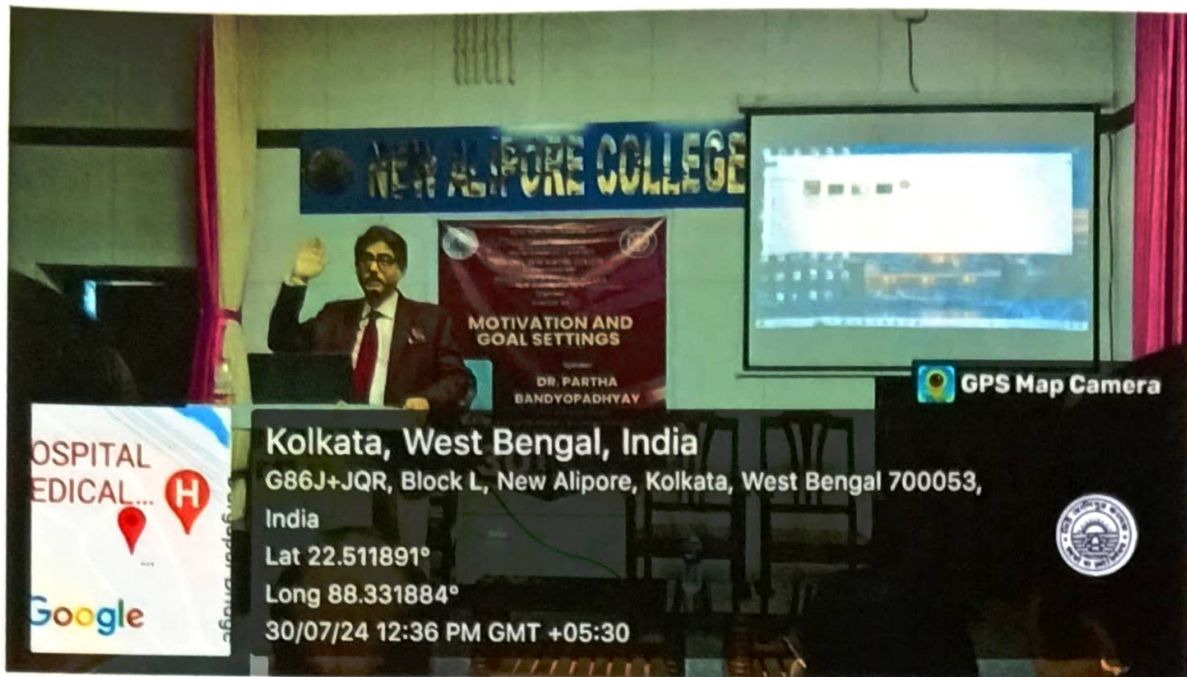
Smt. Moitrayee Banerjee, Holistic Yoga & Wellness Practitioner

Date: 3rd Dec 2025 (Wednesday)

Time-12:30PM.

Venue: Room No, 409





Special lecture on 'Motivation and Goal Settings' by Dr Partha Bandyopadhyay, B.P.Poddar Hospital and Medical Research Ltd, on 30th July, 2024.



"Say No to Plastic", NSS volunteers in action.



Our NCC Girl Cadets in action



BEST PRACTICES

1. The College attaches utmost importance to gender equity.
2. Various issues related to different aspects of gender like gender sensitization and gender equity are prioritized in the college agenda and workshops, seminar and events are conducted regularly to that effect.
3. The College has maintained a gender segregated data on most of the issues related to the students and staff.
4. Scholarships and Students Concessions are availed of by boys and girls alike.
5. The College has actively functioning Gender Cell along with Anti-Ragging, Equal Opportunity, Internal Complaint and Grievance Redressal Cells that are committed to provide a free and fair environment to the students in the College.
6. The Cells conduct different programmes with students, staff and experts in the fields both inhouse and other recognized organisations on a regular basis.
7. The College ensures that human resource policies are flexible for women and men and family friendly.
8. The College administration has regularly supported employees in terms of granting maternity, paternity leave and child care leave.
9. The general environment of the college is gender friendly.
10. The Mentoring system and counselling classes by various Departments have helped in making the environment a more conducive one for higher education.
11. The Principal on Call is a wonderful endeavour by which the students can directly contact the Principal.
12. The College has put up Display Boards where the names and contact details members of the Grievance Committee are given
13. The College authorities are easily approachable by the students.

POLICY RECOMMENDATIONS

- Awareness and outreach programme on menstrual hygiene for girl students of the college and adolescent girls of the nearby areas including use of paraben free cosmetics and recyclable sanitary napkins. Regular Health Camps need to be arranged for students and staff on physical and mental health.
- Arrange for hands-on workshops involving textile arts that integrate traditional crafts (Batik, Tie-Dye) with modern tailoring and encourage sustainable entrepreneurship.

CONCLUSION

Gender Audit Team analysed that the Administration of College encourages gender equality and gender sensitive behavior. Gender balance in college is good, which is a very positive outcome. The college is actively organising programmes which deal with gender construction within the societal ambit, takes prompt action against sexual harassment faced by women and female students and promotes a holistic improvement of the students and staff in a safe environment. The very few weaknesses in this regard can surely be overcome with such consistent efforts. We look forward to a more fruitful future scenario in college.

1. Name **DR. TANIA CHAKRAVERTTY**
Designation **Principal, Shri Shikshayatan College.**
Signature with office seal *Tania Chakraverty*
Dr. Tania Chakraverty
Principal
Shri Shikshayatan College
11, Lord Sinha Road, Kolkata - 700071
21.08.2026

2. Name **INDRANI BASU**
Designation **Principal, Berhampore College.**
Signature with office seal *Basu*
21.8.2026

3. Name **Lushreema Dutta**
Designation **Associate Professor, Bengali**
Signature with office seal *Lushreema Dutta*
21.8.26
Principal
Berhampore College
Berhampore, Murshidabad-742101

4. Name **DRUBAJYOTI BANERJEE**
Designation **Co-ordinator, IQAC, New Alipore College**
Signature with office seal *Banerjee*
Dr. Dhrubajyoti Banerjee
Coordinator
Internal Quality Assurance Cell
New Alipore College
Kolkata 700053

5. Name **Taydeepnaray**
Designation **Principal**
Signature with office seal *Taydeepnaray*
21-08-2026
New Alipore College
Block-L, New Alipore
Kolkata - 700 053

MS
(HAULI SANYAL)
21/8/26

Convener
Women's Cell, IQAC
New Alipore College
L - Block, New Alipore
Kolkata - 700 053

Tayita Dutta
21/8/26

Jb. Convener
Women's Cell, IQAC
New Alipore College
L - Block, New Alipore
Kolkata - 700 053

APPENDIX

A. FORMAT OF QUESTIONNAIRE:STUDENTS

	CONTROL OBJECTIVE	OPTION
1	Do you know college has CCTV surveillance (তুমিকিজানোকলেজেসিসিটিভিনজরদারিআছে?)	YES
		NO
		MAYBE
2	Adequate number of toilets are available in the campus for girls? (মেয়েদেরজন্যক্যাম্পাসেপর্যাপ্তসংখ্যকটয়লেটআছে?)	YES
		NO
		MAYBE
3	The classroom offers equal opportunities to all genders? (শ্রেণীকক্ষসবলিঙ্গকেসমানসুযোগপ্রদানকরে?)	STRONGLY
		DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
4	There is equal opportunity to all genders for free and fair expression of ideas? (স্বাধীনওন্যায্যমতপ্রকাশেরজন্যসবলিঙ্গেরসমানসুযোগআছে?)	YES
		NOMAYBE
5	Have you ever faced gender discrimination in your college? (তুমিকিকখনওতোমারকলেজেলিঙ্গবৈষম্যেরসম্মুখীনহয়েছে?)	YES
		NO
		MAYBE
6	Do you know the college has a women cell, anti-sexual harassment cell and grievance redressal cell? (তুমিকিজানোকলেজেমহিলাসেল, যৌননির্যাতনবিরোধীসেলএবংঅভিযোগপ্রতিকারসেলআছে?)	YES
		NO
		MAYBE
7	Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc? (রাতেক্যাম্পাসেরভিতরে ,করিডোরে, ক্লাসরুম, সাধারণএলাকা, টয়লেটইত্যাদিজায়গায়পর্যাপ্তআলোপাওয়াযায়?)	YES
		NO
		MAYBE
8	Is gender awareness programme conducted in your college? (কলেজেকিজেন্ডারসচেতনতাকার্যক্রমপরিচালিতহয়?)	YES
		NO
		MAYBE
9	Does the college have separate common rooms and games room for male and female students? (কলেজেকিপুরুষওমহিলাশিক্ষার্থীদেরজন্যআলাদাকমনরুমএবংগেম সুরুমআছে?)	YES
		NO
		MAYBE
10	. Does the college give equal opportunity for extracurricular and gaming activities to all students irrespective of gender? (কলেজকিলিঙ্গনির্বিশেষেসমস্তছাত্রদেরএবংছাত্রীদেরজন্যপাঠ্যক্রমবহির্ভূতএবংগেমিংকার্যকলাপেরজন্যসমানসুযোগদেয়?)	YES
		NO
		MAYBE

B. FORMAT OF QUESTIONNAIRE: TEACHERS/ NON TEACHING STAFF

	<u>CONTROL OBJECTIVE</u>	<u>OPTION</u>
1	1. The college conducts gender sensitization program ?(কলেজলিঙ্গসংবেদনকর্মসূচিপরিচালনাকরে?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
2	2. Adequate number of toilets are available in the campus for girls?(মেয়েদেরজন্যক্যাম্পাসেপর্যাপ্তসংখ্যকটয়লেটআছে?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
3	Adequate facilities are available inside the toilet keeping in mind the need of the facultyandNon-teaching staff? Adequate disposal bins are available in the toilet? (শিক্ষকওঅশিক্ষককর্মীদেরপ্রয়োজনেরকথামাথায়রেখেটয়লেটেরভি তরেপর্যাপ্তসুবিধাপাওয়াযায়? টয়লেটেপর্যাপ্তডিসপোজালবিনপাওয়াযায়?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
4	Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc? (রাতেক্যাম্পাসেরভিতরে ,করিডোরেক্লাসরুম, সাধারণএলাকা, টয়লেটইত্যাদিজায়গায়পর্যাপ্তআলোপাওয়াযায়?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
5	Adequate security arrangements have been made in the campus and common areas during day and night? (ক্যাম্পাসওসাধারণএলাকায়দিনেওরাতেপর্যাপ্তনিরাপত্তারব্যবস্থাকরাহ য়েছে?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
6	The classroom offers equal opportunities to all genders? শ্রেণীকক্ষসবলিঙ্গকেসমানসুযোগপ্রদানকরে?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE

		STRONGLY AGREE
7	There is equal opportunity to all genders for free and fair expression of ideas? (স্বাধীন ও সুষ্ঠু মত প্রকাশের জন্য সব লিঙ্গের সমান সুযোগ আছে কি?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
8	Are you aware that there is a Women Cell in the College? (আপনিকি জানেন যে কলেজে একটি মহিলা সেল আছে?)	YES
		NO
		MAYBE
		STRONGLY AGREE
9	Have you ever faced gender discrimination in your work place? (আপনিকি কখনও আপনার কর্মস্থলে লিঙ্গ বৈষম্যের সম্মুখীন হয়েছেন?)	YES
		NO
		MAYBE
		NEUTRAL
10	Are women well represented in the college administration? (কলেজ প্রশাসনে মহিলায় কি ভাল ভাবে প্রতিনিধিত্ব করেন?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
11	Leaves like parental and child care are available and granted to the employees readily? (কর্মীদের পিতাকালীন এবং মাতাকালীন সংক্রান্ত এবং শিশু যত্নের মতো ছুটি কিসে সহজেই মঞ্জুর করা হয়?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
12	Does the College offer flexible working hours and/or flexible work locations in case of real emergency? (কলেজ কিসংস্কারের জরুরী পরিস্থিতিতে নমনীয় কাজের সময় এবং/অথবা নমনীয় কাজের অবস্থান অফার করে?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
13		YES

	. Does the College have an anti-sexual harassment, anti-gender violence policy or equivalent? (কলেজে কি যৌন হয়রানি বিরোধী, লিঙ্গসহিংসতা বিরোধী নীতি বা সমতুল্য নীতি আছে?)	NO
		MAYBE
14	What are the best examples of positive change in the workplace that you have noticed in the past five years? (কর্মক্ষেত্রে ইতিবাচক পরিবর্তনের সেরা উদাহরণগুলি কী যা আপনি গত পাঁচ বছরে লক্ষ্য করেছেন?)	<u>SHORT ANSWER TYPE</u>
15	How do you expect the workplace to change over the next five years to make it more conducive to women employees? (নারী কর্মচারীদের জন্য আরও সুবিধাজনক করে তুলতে আগামী পাঁচ বছরে কর্মক্ষেত্রে কীভাবে পরিবর্তন আসবে বলে আপনি আশা করেন?)	<u>SHORT ANSWER TYPE</u>

Response of the questionnaire meant for teaching staff of the college:

<https://docs.google.com/forms/d/e/1FAIpQLSdm3NXSDxpa0t7Gly4NqFyA1sC81MM7RoxnfBchuXppBrwKjA/viewform?usp=header>

Response of the questionnaire meant for students of the college:

https://docs.google.com/forms/d/e/1FAIpQLSc_hFWgOdz7tBfDm-SJZy6kXFRnRjUyxzc81U27Emaca4EXfg/viewform?usp=header