



DIGBOI MAHILA MAHAVIDYALAYA
ডিগবৈ মহিলা মহাবিদ্যালয়

UNDER DIBRUGARH UNIVERSITY

GENDER AUDIT REPORT



Prepared by
IQAC

Digboi Mahila Mahavidyalaya

(Academic Session: 2025-26)

Gender Audit Committee:

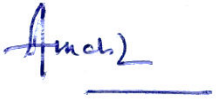
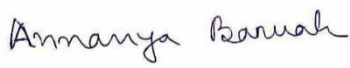
Sl. No.	Name	Signatures
1	Dr Sanjita Chetia, Chairperson	
2	Sanjib Dutta, Coordinator, IQAC	
3	Smita Gogoi, Coordinator	
4	Dr Abul Foyes Md Malik, Member	
5	Annanya Baruah, Member	

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INTRODUCTION OF THE INSTITUTION:

Digboi Mahila Mahavidyalaya is a women's college which offers Higher Secondary courses and Bachelor degree courses in the field of humanities. It was established in the year 1981 by a group of prominent citizens of Digboi under the able leadership of Dwijesh Chandra Deb Sarmah in order to promote women education in the region. Swarnalata Gogoi was the founder principal of the college, and later on it was developed and nurtured by Dr. Kanteswar Deka into its current prestigious position. Digboi Mahila Mahavidyalaya boasts 15 departments (Assamese, Economics, Education, English, Home Science, Philosophy, Political Science, History, Bengali, Hindi, Sociology, Accounting and Finance, Marketing, Banking and Insurance, Human Resource Management,) offer Honours courses to the students. The college is blessed with dedicated and highly-qualified faculty members across every department, and its students have consistently performed excellent results at all levels.

Digboi Mahila Mahavidyalaya, a premier institution dedicated to empowering women through quality education, has long been committed to fostering an inclusive and equitable academic environment. As part of our continuous efforts to promote gender equality and ensure the well-being of all members of our community, this gender audit has been undertaken to assess the current state of gender dynamics within the college.

This audit serves as a critical tool to evaluate how effectively our policies, practices, and culture support gender equity. It involves a thorough examination of various aspects, including curriculum content, faculty representation, student experiences, infrastructure, and overall institutional practices. By identifying areas of strength and those requiring improvement, we aim to develop actionable strategies that further our mission of creating a gender-sensitive and supportive educational environment.

The findings of this audit will not only reflect our commitment to gender equality but will also guide us in implementing targeted interventions to enhance the inclusivity and fairness of our institution. As we move forward, the insights gained from this audit will be instrumental in shaping policies that uphold the values of equity, diversity, and respect for all individuals at Digboi Mahila Mahavidyalaya.

1. Objectives of the Audit Report:

Gender equality is crucial as it prevents gender-based discrimination and promotes neutrality in learning environments. A non-discriminatory educational setting is essential for effective knowledge dissemination. To advance gender equality and prevent gender-based discrimination, as guaranteed by Article 15(1) of the Indian Constitution, especially in higher education institutions where students are more mature, it is important to promote, implement, and monitor specific policies and practices that challenge inequalities and ensure equal opportunities for all genders. Societies that treat all genders equally are safer and healthier, and gender equality is a fundamental requirement for a just society. Ensuring that everyone, regardless of gender identity or other factors, can reach their full potential is not only a moral duty but also a strategic necessity—continuing the journey toward justice, opportunity, and equality. Digboi Mahila Mahavidyalaya shares a vision of a society where everyone has equal opportunities. To promote gender equality on campus, the college conducted a Gender Audit.

The gender audit team sought to create an environment of trust and support, ensuring that students and staff felt safe in expressing concerns about gender equality and safety on campus. They aimed to identify any shortcomings within the system and explored ways to enhance the college's infrastructure. Confidentiality was prioritized when staff or students shared information. The audit's goal was to assess the current state of gender equality at the college, providing a platform for discussing and analyzing any gaps in the college's operations or infrastructure. The audit aimed to instill a sense of ownership among various stakeholders—students, teaching and non-teaching staff all genders—to foster a safe and supportive learning and working environment. The purpose of this audit report is to present the key findings of the Gender Audit conducted at the college.

2. Methodology:

For the audit, a custom-designed questionnaire was implemented to gather gender-specific data from Higher Education Authorities. This data collection focused on areas such as curriculum content, gender distribution across departments, and an inventory of gender-focused programs, workshops, and seminars. The statistical data from the past five academic years, along with findings from an online meeting, were meticulously analyzed. The audit delved into a wide range of gender-sensitive indicators, including curricular aspects, assessment and evaluation processes, gender representation among teaching and non-teaching staff, research, consultancy, and extension activities, infrastructure and resources, student support and development, gender sensitization policies and practices, as well as mechanisms and strategies for addressing gender issues.

3. Findings & Observations

After carefully reviewing the information provided by the College, it is clear that the institution actively promotes gender equality through various strategies and initiatives. There is a notable presence of female staff among the total employees. The College has established a Gender Policy and an Internal Complaints Committee (Sexual Harassment), ensuring that grievances are addressed confidentially and promptly. Gender equality is prioritized, with equal opportunities offered across sports, cultural, curricular, and co-curricular activities, both on and off campus. The College organizes special sessions, workshops, webinars, and gender sensitization programs focused on women's issues to nurture gender equality in the minds of students and the broader community.

The College maintains gender-segregated data on many issues, and the College's Women Empowerment Committee is highly active, working throughout the year for the benefit of both students and staff. The College also encourages research on women's issues, as reflected in its publications, and has supported faculty in organizing seminars, workshops, and lectures on these topics. Faculty members are easily accessible to students, not just during class but also via phone in case of emergencies. The College consistently supports the welfare of its female staff, providing maternity and child care leave. The Institute's Internal Complaints Committee is actively involved in addressing gender-sensitive issues. In conclusion, the College provides an exceptionally gender-friendly environment.

In pursuance of U.G.C. (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Internal Complaints Committee (I.C.C.) is constituted as under to deal with the complaints relating to Sexual harassment at work place.

The college has a fully functional Internal Complaints Committee (I.C.C.), Grievance Redressal Committee (G.R.C.) and Women Cell (W.C.). With their establishment it is ensured that the students have a medium and process through which their problems can be addressed and resolved.

The National Service Scheme (N.S.S.) is a Central Sector initiative under the Government of India's Ministry of Youth Affairs & Sports. It offers students the chance to engage in various community service activities and government-led programs. The primary goal of the N.S.S. is to provide young students with practical experience in community service. The college hosts an active N.S.S. unit, with approximately 95 students volunteering. Guided by the N.S.S. motto "NOT ME BUT YOU," these volunteers participate in numerous community service initiatives, gaining valuable experience that helps them develop into socially responsible

leaders and effective administrators with a deep understanding of societal needs. The N.S.S. committee has organized a variety of activities focusing on gender-related issues, such as sessions on P.C.O.D., maintaining emotional balance during exams, and financial literacy. Additionally, they have conducted a sanitary pad distribution drive. Ms Bharati Adikari NSS Volunter has participated in NSS East Zone Pre-Republic Day Parade Camp held at the Neotia University, Sarisha, Diamond harbour, West Bengal from 18th November 2025 to 27th November, 2025. The college N.C.C. aims to train the students to meet the requirements of the current socio - economic scenario of the country. It helps in building character, nurturing a sense of comradeship, instil discipline and a secular outlook among the students. It fosters a spirit of adventure through the various camps and activities carried out under its banner. It helps in creating a pool of trained and motivated youth who display a positive attitude and leadership qualities in all walks of life. They contribute in nation building regardless of what profession they pursue. The students attended various N.C.C. camps, participated in adventure activities and received recognition and appreciation from N.C.C. units for their excellent performance. There are number of students from N.C.C have attended many camps in many places. They are as follows:

Name: Rituparna Das

CATC=Chabua, July 2023

Drill=Shillong, May 2024

Name: Rashmi Thakuri

CATC = Chabua, July 2023

Trekking camp = Sikkim, November 2023

GOH = Shillong, May 2024

NIAP = Miao, May 2024

IGCC = Jorhat, July 2024

Name: AUDRIKA TAMULI

CATC = Chabua, July 2023

EBSB camp = MP (chhatarpur) jun 2022

MINI CAMP =DIGBOI HORMARPITH SCHOOL 2023

GOH = Shillong, May 2024

NIAP = Miao, May 2024

IGCC = Jorhat, July 2024

Sports play a crucial role in the all-around development of individuals, and the College actively promotes this by engaging students, faculty, and staff in a variety of competitive and recreational sports activities throughout the year. The Department offers facilities for a wide range of sports, including athletics, boxing, badminton, chess, kho-kho, kabaddi, volleyball, powerlifting, weightlifting, wrestling, and yoga. To foster a sense of community and interaction among students, faculty, and non-teaching staff, the College organizes an Annual Sports Day featuring events such as sprint races, shot put, tug of war, musical chairs, balloon bursting, and more. Our students have excelled in various sports, earning medals at international, national, and state levels in disciplines such as kabaddi, yoga, boxing, and wrestling.

Number of awards/medals for outstanding performance in sports/cultural activities at University/state/national / international level

Year	Name of the award/ medal	Team / Individual	Level of competition (University / State / National / International)	Nature of competition (Sports / Cultural)	Name of the student(s)
2019-20	GOLD	Individual	National	(Spors)44th All Assam yogasana Championship	Pooja Sinha
	SILVER	Individual	National	(Sports) Intercollege Boxing Competition	Kanchan Kachari
	SILVER	Individual	National	(Sports) Intercollege Boxing Competition	Kanchan Kachari
	GOLD	Individual	National	(Sports) Intercollege Karate Competition (Kumite)	Puja Borgohain
2020-21	COVID-19				
2021-22	GOLD	Individual	International	Sports	Puja Borgohain
	SILVER	Individual	International	Sports	Puja Borgohain
	SILVER	Individual	State	(Sports)	Ronee Tanti
2022-23	GOLD	Individual	Intercollege	Cultural	Olivia Kalita
	GOLD	Individual	Intercollege	Cultural	Olivia Kalita
2025-26	SILVER	Individual	Intercollege	Cultural	Bishaka Das
	SILVER	Individual	Intercollege	Literary	Sumu Moran

The college has a fully functional medical room with a two beds and a full time female Caretaker to cater to the medical needs of the students. The College also has a Sanitary Pad Vending Machine and an Incinerator installed in college premises for all time ease and accessibility.

The committee provides information to all students about scholarship to deserving students under various schemes which benefits them by financing their college education. Students are motivated to perform good so that they can avail benefits of the scholarship available under various schemes. It also inculcates competitive spirit in them. Various schemes have been initiated to provide scholarship to deserving students. Some of them have been mentioned as under:

- ISHAN UDAY SPECIAL SCHOLARSHIP SCHEME FOR NER
- POST MATRIC SCHOLARSHIP TO OBC STUDENTS – ASSAM
- POST MATRIC SCHOLARSHIP FOR SC STUDENTS – ASSAM
- POST MATRIC SCHOLARSHIP TO ST STUDENTS – ASSAM
- ARUNACHAL PRADESH STATE STIPEND SCHEME
- FREE WAVE (STATE GOVERNMENT)
- FREESHIP (FROM THE INSTITUTION)

Placement cell

The Placement Cell of the college operates year-round, dedicated to creating diverse opportunities for students under the mentorship of faculty members. Its primary goal is to ensure students secure positions in prestigious companies, government agencies, and NGOs. Annually, the Placement Cell hosts the “Team Build-up” event, where the outgoing student team facilitates a two-stage selection process involving group discussions and personal interviews to form the next team of student volunteers. This process fosters leadership qualities and team spirit, equipping students with the skills to thrive as effective team members in any professional environment.

Through these efforts, students have successfully secured summer internships across various organizations, laying the groundwork for valuable experience and professional development. Additionally, the Cell organizes various initiatives, including mock personal interviews, group discussions, and career guidance workshops, all aimed at boosting the employability of the students. The students who have been successfully placed in organizations are as follows:

Name	Placement	Location
Binita Kadh	CII(Model Career Centre)	Hosur, Tamilnadu
Nilakhi Chetry	CII(Model Career Centre)	Hosur, Tamilnadu
Monalisha S	CII(Model Career Centre)	Hosur, Tamilnadu
Shazida Yasmin	CII(Model Career Centre)	Hosur, Tamilnadu
Sukrana Yasmin Choudhury	CII(Model Career Centre)	Hosur, Tamilnadu
Neha Debnath	SBI Credit(Que)	Ulubari, Guwahati
Sneha Devi	SBI Credit	Ulubari, Guwahati

Digboi Mahila Mahavidyalaya, a women's college located in a rural area, has a significant female student population. Initially, the college offered a limited range of courses, but today it proudly runs two mainstream (Arts & Commerce) programs across fifteen departments. Beyond these, students have the opportunity to enroll in various courses (Diploma, Certificate course) as for example Pradhan Mantri Kaushal Vikas Yojana (PMKVY), PM Vishwakarma schemes (for outgoing students) Add on course (28), Computer courses (District Computer Centre run by Assam State Govt.) which are regularly updated to meet the evolving demands of the job market. The college provides students with a diverse selection of streams and courses to choose from, catering to their academic and career aspirations. The college runs the following courses:

- B.A (Prog.)
- B. Com
- Various Short-Term Courses

The college has initiated K.K.H.S.O.U and Directorate of Open and Distance Learning (DODL), Dibrugarh University, Dibrugarh academic centers in recent past to empower and educate students who have limited access to educational facilities on a regular basis due to familial or other reasons. Regular classes are conducted for them in the college premises during weekends and holidays, and regular examination is conducted as per the University norms.

Short Term Diploma Courses on Skill Development for the students:

Digboi Mahila Mahavidyalaya in collaboration with Skillhub-PMKVY-4.0 under National Skill Development Corporation (NSDC) provides eight short time diploma courses. The courses are provided under the Ministry of Skill Development & Entrepreneurship (MSDE). The Digboi Mahila Mahavidyalaya through this initiative aims to turn the college as a skill hub in this Eastern part of the state. As it is assumed the initiative will also allow aspirant candidates to register for Skill training/learning and employment opportunities through online portal. The details of the courses are as follows- s

Sl. No.	Title of the Courses	Duration	Intake
1	Hand Block Printer	420 Hours	30
2	Craft Baker	390 Hours	30
3	Senior Beauty Therapist	510 Hours	30
4	Handloom Entrepreneur	600 Hours	30
5	Dancer	420 Hours	30
6	Actor	450 Hours	30
7	Mushroom Grower	210 Hours	30
8	Gym Assistant	330 Hours	30

The first batch for the same have started since August 2023. Students from different semesters have participated in the classes. They have been taught and trained by some skilled, efficient and experienced trainers. It is expected that the courses will help the students to become skilful in a particular area as well as would provide better employment opportunity in near future.

Facilities Provided for Women

- Girls' Common Room
- Sanitary Pad Vending Machine
- Women's' Hostel
- Self-Defense Training Programme conducted by the sports cell
- Football and athletics coaching camps by the sports cell
- Health & Sanitation Club
- Sexual Harassment Internal Complaint Cell
- Grievance Redressal Cell
- Add-on Course on "Foundation on Rupcharcha"

Best Practices for Women

- The College authority has supported the seminar and workshops conducted by the various Departments on women's issues.
- The College has regularly supported women employees in terms of granting them maternity leave or child care leave.
- The College has an Internal Complaints Committees for entertaining gender issues.
- The Mentoring system followed within the Departments has helped in making the environment enabling to progression in higher education.
- The College is actively encouraging and supporting the representation of women in leadership roles and decision-making positions.

Gender Audit Format for College

**1. Gender Ratio & category wise data of students, teaching, non-teaching faculty.
(Data of at least last Five years).**

TABLE 1

	Teaching	Non-teaching	students	Total
2019-2020	26	04	788	818
Male	09	04	000	004
Female	17	00	788	805
Others	00	00	000	000
2020-2021	27	04	872	903
Male	09	04	000	013
Female	18	00	872	890
Others	00	00	000	000
2021-22	26	04	769	799
Male	10	04	000	014
Female	16	00	769	785
Others	00	00	000	000
2022-23	26	04	747	777
Male	10	04	000	014
Female	16	00	747	763
Others	00	00	000	000
2023-2024	25	04	618	647
Male	09	04	000	013
Female	16	00	618	634
Others	00	00	000	000
2024-2025	27	04	576	607
Male	09	04	000	13
Female	18	00	576	594
Others	00	00	000	000
2025-2026	26	04	520	550
Male	08	04	000	12
Female	19	00	520	539s
Others	00	00	000	000

Number of Male & Female Staff in College

Gender Ratio & category wise data of teaching staff in different committees/Subcommittees:

Sl No	Committee / Sub Committee	Coordinator / Convenor		Male	Female	Total
1	Governing Body	Mr, Lakhinandan Gogoi, Mr. Suren Phukan, Dr. Sanjita Chetia, Dr. Jovial Kalita, Dr. Aparajita Gogoi, Dr. Ramen Hazarika, Dr. Ratnadip Purkayastha, Dr. Pulak Gogoi, Mr. Mujibur Rahman, Mrs. Sudipta Chakraborty, Dr Pradeep Baruah, Ms. Annanya Baruah, Mr. Binan Dowari		09	04	13
2	IQAC (Core)	Mr. Lakhinandan Gogoi, Dr. Sanjita Chetia, Dr. Pankaj Luchan Gogoi, Dr. Rantadip Purkayasthya, Dr. Pintu Roy, Mr. Sanjib Dutta, Mr. Suren Phukan, Ms. Ankita Saikia, Dr. Dipak Kumar Doley, Mr. Diganta Saikia, Mr. Rajit Dutta, Mandira Baruah, Anand Goyal		11	03	14
3	IQAC(Criterion)	I	Dr. Ratnadip Purkayastha, Ms. Kiran Teronpi	01	01	02
		II	Ms. Smita gogoi, Jutika saikia	00	02	02
		III	Dr. Putul Borah, Dr. Pulak Gogoi	02	00	02
		IV	Mrs. Ruma Paul, Dr. Abul Foyes Md Malik	01	01	02
		V	Dr. Nitamoni Bardaloi, Dr. Mridusmita Dutta	00	02	02
		VI	Dr. Smita Rani Saikia, Ms. Kalpana Chetri	00	02	02
		VII	Dr. Pintu Roy, Dr. Nilakshi Deka	01	01	02
		VIII	Mrs. Manjuma Sonowal, Mrs. Ranjita Saikia	00	02	02
		IX	Mr Ashim Chetia, Ritti Kalita	01	01	02
		X	Dr. Jovial Kalita, Dr. Preety Doulbaruah	01	01	02s
4	Anti Raging Committee	Dr. Jovial Kalita, Ruma Paul, Dr. Abul Foyes Md Malik , Dr. Preety Doulbaruah,G.S. (DMM)		02	03	05S
2	Parent Teacher Association	Dr. Pankaj Luchan Gogoi, Sanjib Dutta, All HODs, G.S. (DMM)		05	07	12
3	Alumni Association	Kumarika Talukdar, Binita Moran, Mrs Ranjita Saikia, Mrs Dipika Dhar, Ankita saikia, Purabi Dey, Satabdi Rajbongshi		00	07	07

4	Academic Committee	Dr. Jovial Kalita, Ruma Paul, Kalpana Chetri, Dr. Pulak Gogoi, GS DMM	02	03	05
5	Routine/Academic Calander / Prospestus	Mr. Sanjib Dutta, Dr. R. Purkayastha, Dr. P. Roy	03	00	03
6	Planning	Dr. A. F. Md Malik, Sanjib dutta, Dr. Jovial Kalita Mr. Ashim Chetia	04	00	04
7	Finance Committee	Mrs. Ruma Paul, Dr A.F.M. Malik, Dr. Jovial Kalita, Dr. Putul Borah, Smita Gogoi	03	02	05s
8	Purchase Committee	Dr. Jovial Kalita, Dr. Abul Foyes md Malik Mr. Ashim Chetia , Dr. Preety Doulbaruah	03	01	04
9	Development Committee	Dr Pintu Roy, Sanjib Dutta, Dr R Purkayastha, Dr Preety Doulbaruah, Dr. Jovial Kalita, Dr. A. F. Md. Malik,	05	01	06s
10	Beautification Committee	Sanjib Dutta, Mrs Manjuma Sonowal, Ritti Kalita	01	02	03
11	Information and Technology	Dr. Pulak Gogoi, Sanjib Dutta, Pintu Roy, (Gs)Dmm	03	01	04s
12	Documentation Cell	DR Pintu Roy, Sanjib Dutta, Dr R Purkayastha, Jutika Saikia	03	01	04
13	Hostel Committee	Chief Warden: Dr. Jovial Kalita Members: All The Wardens, Dr. A F Md Malik, Mrs. Jutika Saikia, Dr. P. Doulbaruah	02	06	08
14	Career Counseling & Entry In Service Convener:	Ms. Kiran Teronpi IQAC, Coordinator: Mr. Sanjib Dutta Members: G.S. (DMM Students' Union)	01	02	03
15	Grievance Redressal Cell Convener	Dr. Smita Rani Saikia Members: Mrs. Ruma Paul, Dr. R. Purkayastha, Ms. Kalpana Chetri, G.S. (DMM Students' Union)	01	04	05
16	Health Career Centre	Dr. Putul Borah Members: Mrs. Manjuma Sonowal, Ms. Smita Gogoi, G.S. (DMM Students' Union)	01	03	04
17	Research Committee	Mrs. Ranjita Saikia Members: Dr. A. F. Md Malik, Dr. Smita Rani Saikia, Dr. Nilakhi Deka	01	03	04
18	Library Committee	Mrs. Annanya Baruah Members: Dr. Pintu Roy, Mrs. Dipika Dhar, Ms. Satabdi Rajbongshi	01	03	04

19	Canteen Committee	Ms. Kiran Teronpi Members: Dr. Jovial Kalita, Dr. Smita Rani Saikia, G.S. (DMM Students' Union)	01	03	04
20	Publication Cell	Dr. AF Md Malik Members: Jutika Saikia, Smita Gogoi, Kalpana Chetri, Dr Nilakshi Deka	01	03	04
21	Admission Committee	Mr. Sanjib Dutta (IQAC, Coordinator) & All the HoDs	06	06	12
22	Cultural Activity	Ms. Smita Gogoi Members: Mr. Ashim Chetia, Cultural Secretary (DMM Students' Union) Committee Members	01	02	03
23	Sports	Mr. Ashim Chetia Members: Dr. Jovial Kalita, Dr. Putul Borah Sports Secretary (DMM Students' Union)	03	01	04
24	Women Cell	Mrs Ranjita Saikia, Ms. Smita Gogoi, Mrs. Jutika Saikia & All Members	00	03	03
25	Examination Committee	Dr. A. F. Md Malik Members: Dr. Jovial Kalita, Jutika Saikia	02	01	03
26	N. S. S.	Jutika Saikia	01	00	01
27	N. C. C.	Dr. Preety Doulubaruah	00	01	01
28	IPR	Dr Pankaj Luchan Gogoi, Ms. Nitamoni Bardaloi, Dr Mridusmita Dutta,	01	02	03
29	Sexual Harassment Committee	Dr. Smita Rani Saikia Members: Mrs. Ruma Paul, Dr. R. Purkayastha, Ms. Kiran Teronpi, G.S. (DMM Students' Union)	01	04	05
30	Divyanga Enquiry	Dr. Sanjita Chetia, (Principal), Dr. A. F. Md Malik (Rusa Coordinator), Mr. Sanjib Dutta (IQAC, Coordinator), Dr. P L Gogoi, Ms. Dipika Dhar (Alumni)	03	02	05
31	Monitoring Committee, Code of Conduct	Code Of Conduct Dr. Sanjita Chetia, (Principal), Dr. Jovial Kalita (Vice Principal), Mr. Sanjib Dutta (IQAC, Coordinator), Dr. P L Gogoi, Mr. Binan Dowari, GS (St. Union)	04	02	06

32	Digboi Mahavidyalaya	Dr. Sanjita Chetia, Principal, Nodal Officer: Dr. Pankaj Luchan Gogoi, Coordinator, IQAC Public Relation Officers: 1. Dr. Abul Foyes Md Malik, Coordinator, RUSA 2. Dr. Smitarani Saikia, Assistant Professor of Home Science, Technical Assistant: Ms. Dipika Dhar, Students' Representatives: GS and President	02	04	06
33	Academic Administrative Audit Committee	Dr. Sanjita Chetia, (Principal), Dr. Jovial Kalita, Mr. Sanjib Dutta (IQAC, Coordinator), Dr. A F Md Malik,	03	01	04
34	Equal Opportunity Cell	Dr. Sanjita Chetia, (Principal), Mr. Sanjib Dutta (IQAC, Coordinator), Dr. P L Gogoi, Ms. Dipika Dhar (Alumni), GS (St. Union)	02	03	05
35	Vigilance Cell	Dr. Sanjita Chetia, (Principal), Dr Jovial Kalita (Vice Principal) Mr. Sanjib Dutta (IQAC, Coordinator), Dr. A. F. Md Malik (Rusa Coordinator), GS & President	03	03	06
36	Entrepreneurship & Innovation Cell	Dr. Sanjita Chetia, (Principal), Mrs. Ruma Paul (Assoc. Prof. of Economics), Dr. P L Gogoi, Dr. Smita Rani Saikia (Asstt Prof. Of Community Science), GS (St. Union)	01	04	05
37	Research & Development Cell	Dr. Sanjita Chetia, Chairperson (Principal), Collaboration & Community: Dr. Jovial Kalita, Mrs Ranjita Saikia, Dr. P L Gogoi, Convenor, IPR Legal & Ethical Matter: Mr. Sanjib Dutta (IQAC, Coordinator), Dr. N. Bardaloi Finance & Infrastructure: Dr. A.F. Md Malik, Ms. Smita Gogoi, Research Program, Policy Development: Dr. Smita Rani Saikia, Dr. P. Roy, Product Development, Minority And Commercialization: Mr. Ashim Chetia, Ms Kalpana Chetri	06	05	11
38	Democracy Club	Dr. Sanjita Chetia, Chairperson (Principal), Mr. Sanjib Dutta (IQAC, Coordinator), Dr. P L Gogoi, Convenor, Ritti Kalita , Dr. Mridusmita Dutta, Mrs. Jutika Saikia, Mrs. Dipika Dhar Volunteer GS & President	02	07	09
39	Academic Monitoring Committee	Dr. Sanjita Chetia, Chairperson (Principal), Dr. Jovial Kalita, Vice Principal & Convenor, Mr. Sanjib Dutta (IQAC, Coordinator), Dr. R. Purkayastha, Ms. Kalpana Chetri, Dr Nilakshi Deka	03	03	06

40	Internal Complaint Committee	Dr Sanjita Chetia(Principal) Dr Jovial Kalita(Vice Principal),Mr Sanjib Dutta(IQAC Coordinator),Mrs Ruma Paul(Presiding Officer), Mrs Ranjita Saikia(Member), Dr Smita Rani Saikia(Member), General Secretary, Digboi Mahila Mahavidyalaya Students' Union(Member)	02	05	07
41	Gender Champions	Presiding officer (Dr Sanjita Chetia,Principal) Nodal Teacher (Ashim Chetia, Jutika Saikia)	01	02	03

GENDER AUDIT STUDENTS' RESPONSES

Findings and Explanations

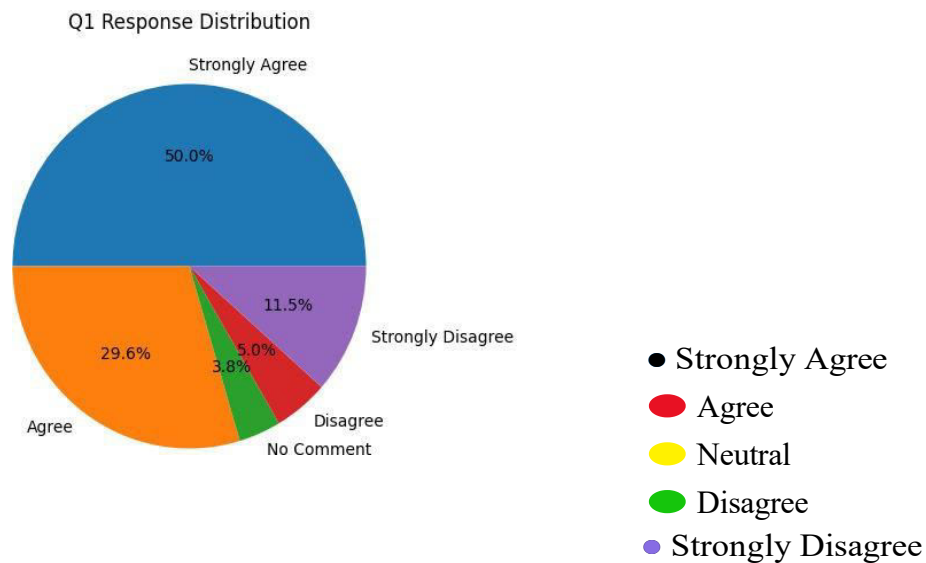
Gender Audit Student Feedback Report

Total Respondents: 260 Students

Pie Chart Analysis of Responses

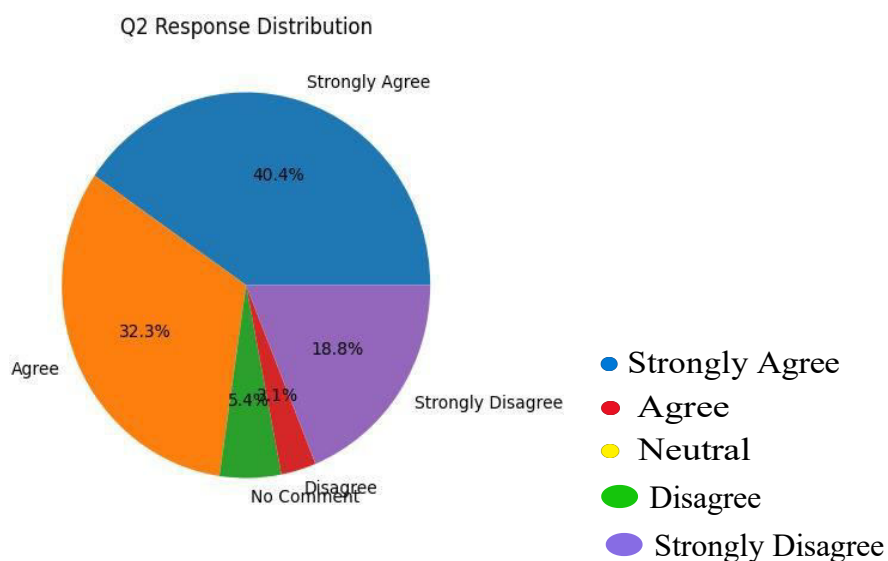
Question 1

Gender equality and sensitivity topics are meaningfully integrated into the academic curriculum.



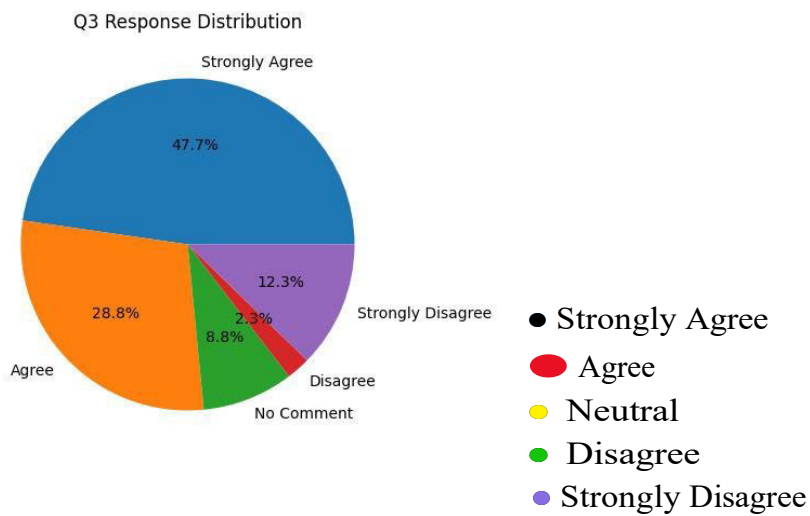
Question 2

The institution regularly organizes seminars/workshops on women's safety and gender awareness.



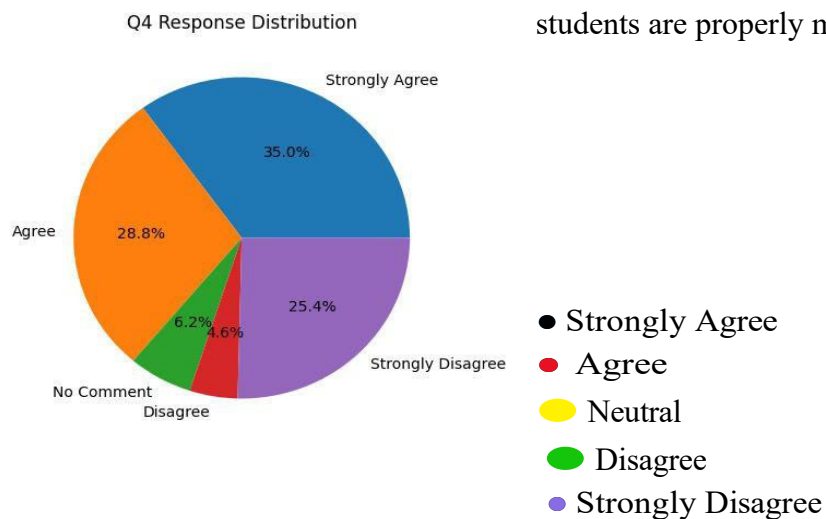
Question 3

The number of washrooms available on campus is sufficient for students.



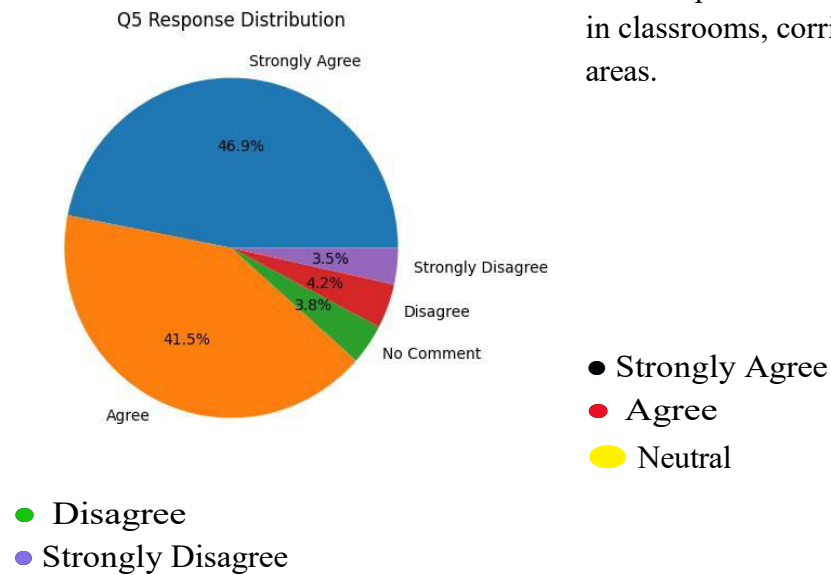
Question 4

Sanitary facilities and disposal systems for female students are properly maintained.



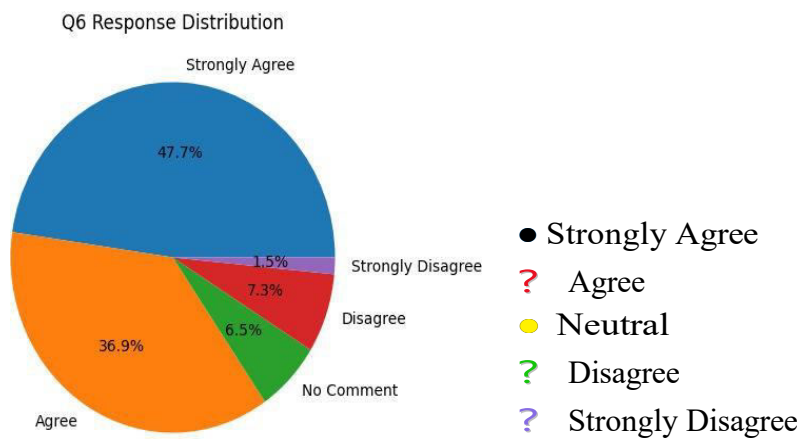
Question 5

The campus has adequate lighting arrangements in classrooms, corridors, hostels, and common areas.



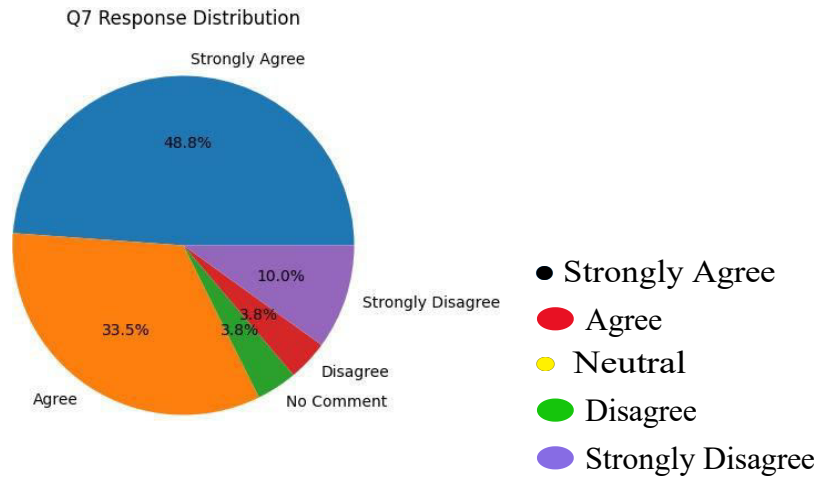
Question 6

Safety and security measures on campus are satisfactory during both daytime and nighttime.



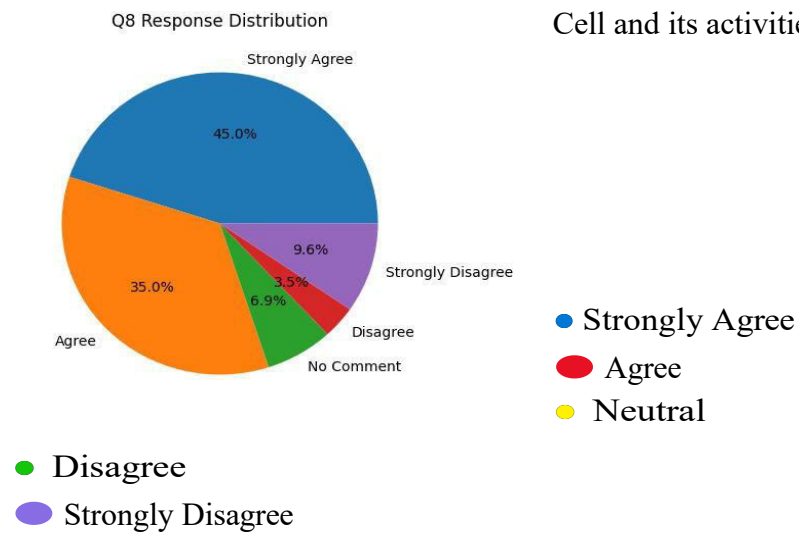
Question 7

Class schedules are designed considering the convenience and safety of female students.



Question 8

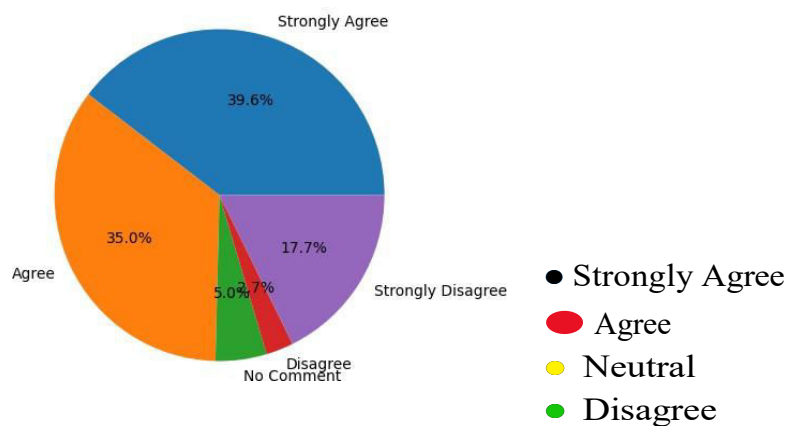
Students are aware of the Women Development Cell and its activities.



Question 9

Female faculty members are actively involved in the Women Development Cell.

Q9 Response Distribution

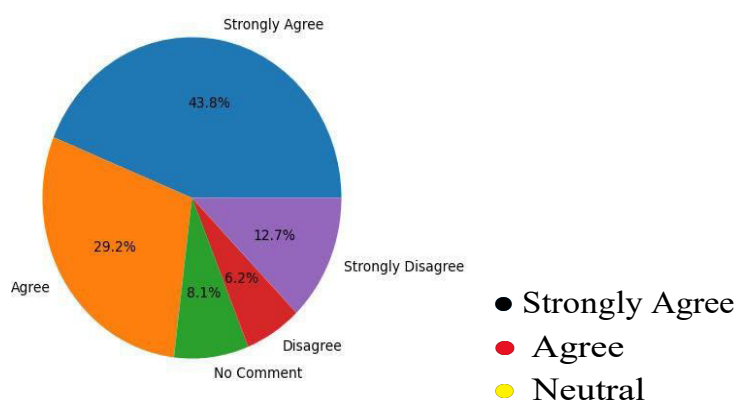


● Strongly Disagree

Question 10

Students feel comfortable approaching the Women Development Cell for assistance.

Q10 Response Distribution



● Disagree

? Strongly Disagree

Question 11

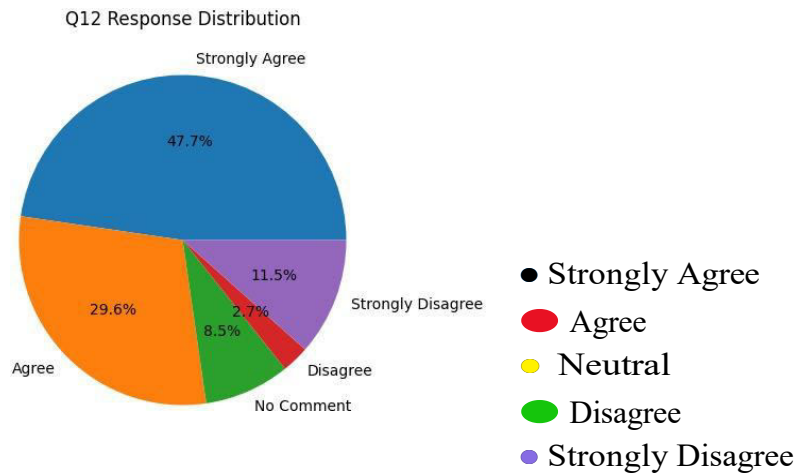
An effective grievance redressal mechanism is available in the institution.

Q11 Response Distribution



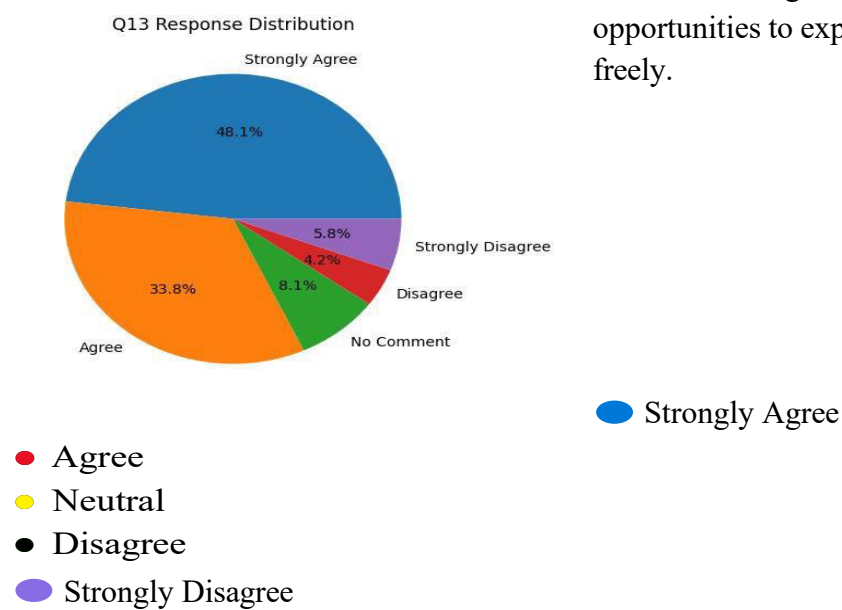
Question 12

All genders are equally encouraged to participate in clubs, societies, and institutional activities.



Question 13

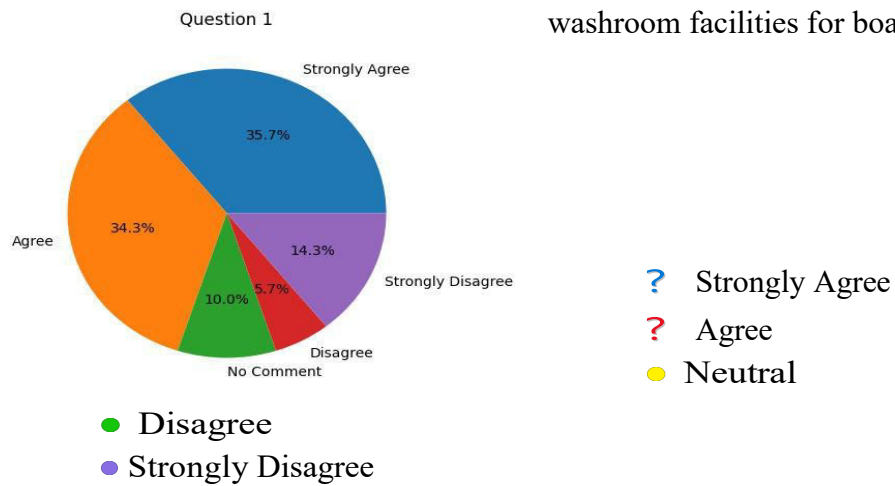
Students of all genders receive equal opportunities to express their opinions and ideas freely.



Pie Chart Analysis

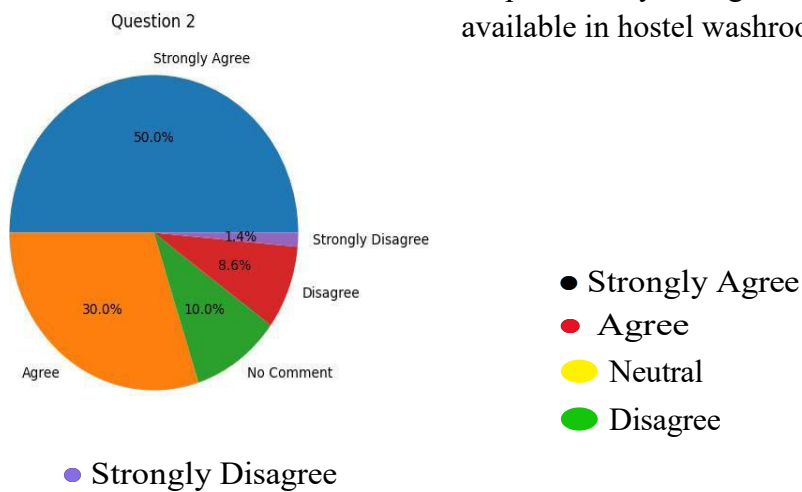
Question 1

The hostel provides sufficient and hygienic washroom facilities for boarders.



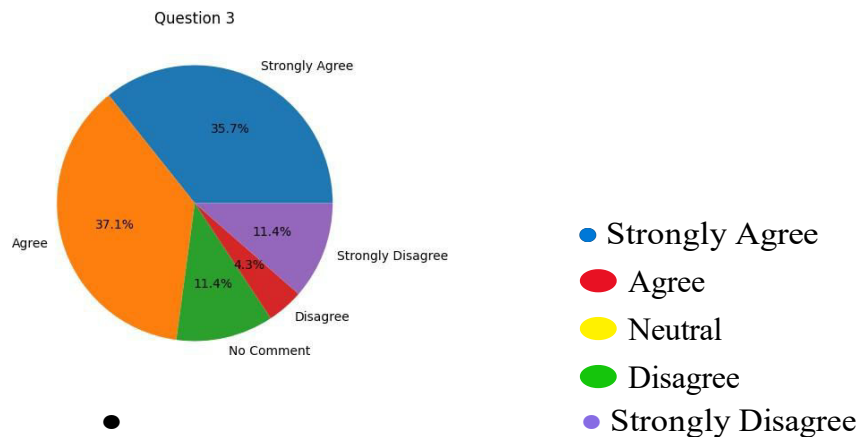
Question 2

Proper sanitary arrangements and disposal facilities are available in hostel washrooms.



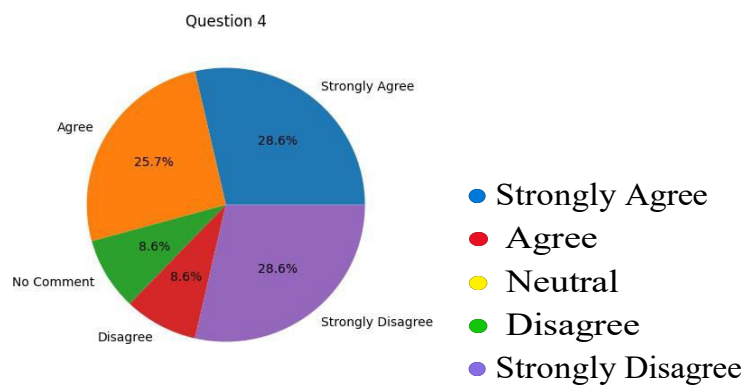
Question 3

Lighting arrangements in hostel corridors, rooms, staircases, and common areas are satisfactory during nighttime.



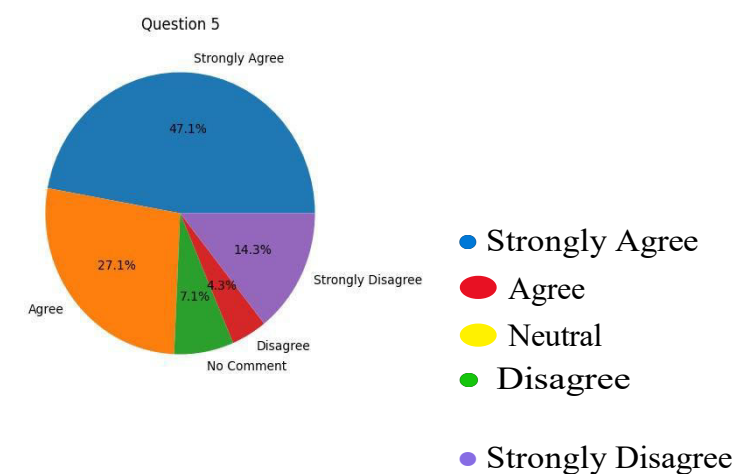
Question 4

The hostel campus has adequate security measures for students during both day and night.



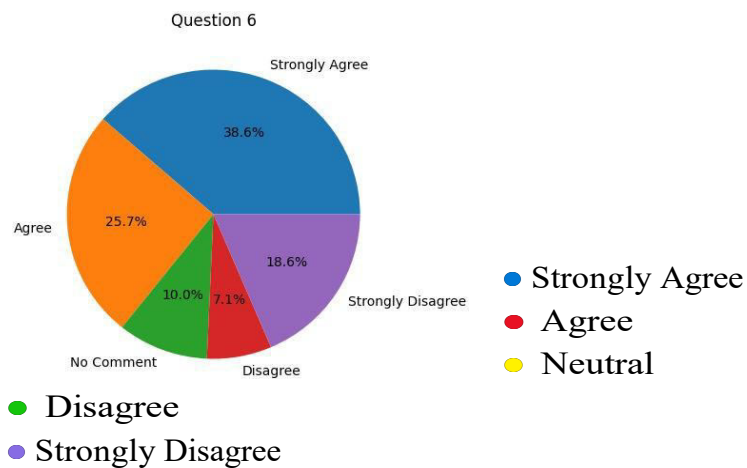
Question 5

Students are aware of the Women Empowerment/Women Welfare Cell functioning in the institution.



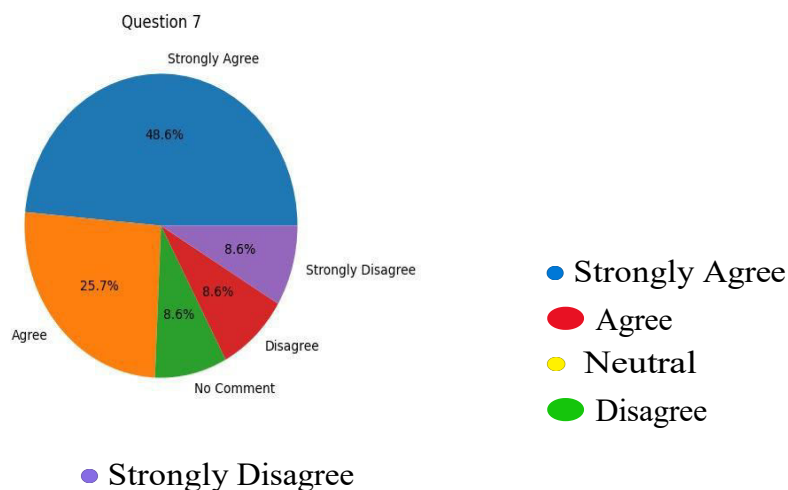
Question 6

Female faculty members or wardens are actively associated with the Women Welfare Cell.



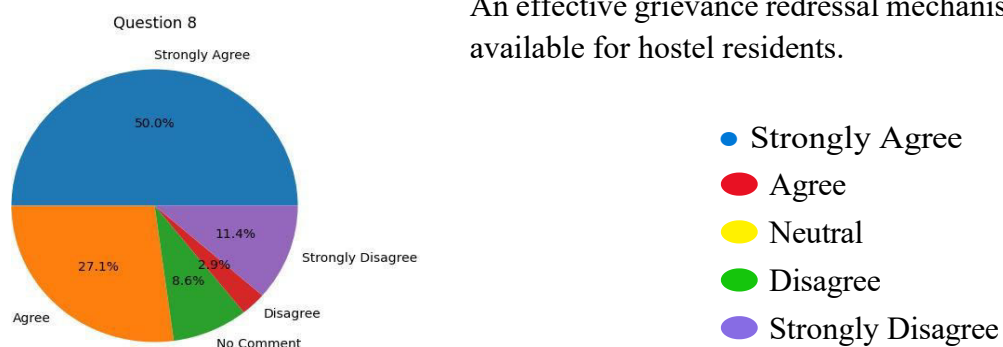
Question 7

Hostel boarders feel comfortable contacting the Women Welfare Cell whenever required.



Question 8

An effective grievance redressal mechanism is available for hostel residents.

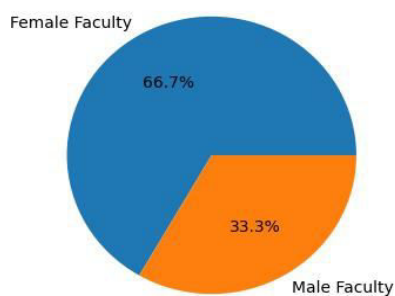


Gender Audit for Faculty and Staff

Findings and Explanations

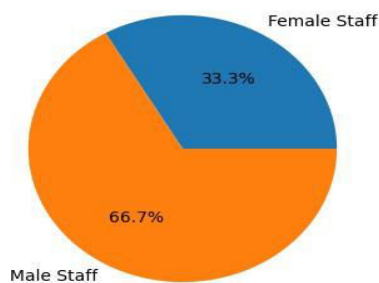
At present, the institution has 27 permanent faculty members along with a number of contractual faculty engaged for academic purposes. Among the permanent faculty members, 18 are women and 9 are men, reflecting a healthy gender balance with women constituting 66.67% and men 33.33% of the total permanent teaching staff. In addition, the institution has 18 staff members, of which 6 are women and 12 are men. This questionnaire has been designed to assess gender sensitivity, safety, equality, and inclusiveness within the college environment and to understand the perspectives of faculty and staff regarding gender-related practices and facilities in the institution.

Permanent Faculty Composition



Staff Gender Composition

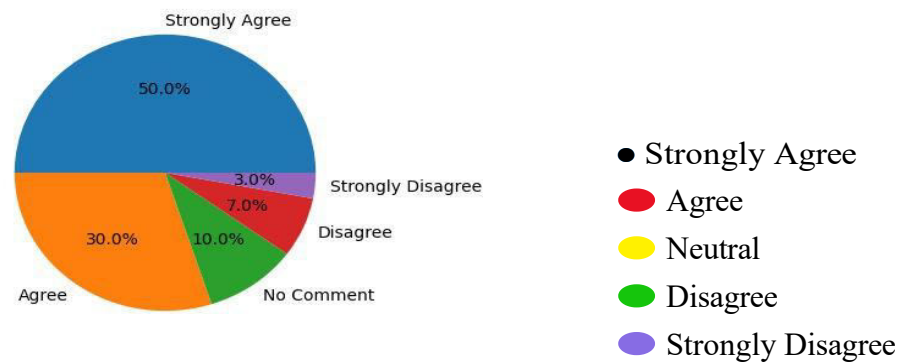
Staff Composition



Question 1

The institution regularly organizes programmes on gender sensitization as part of teaching and learning activities.

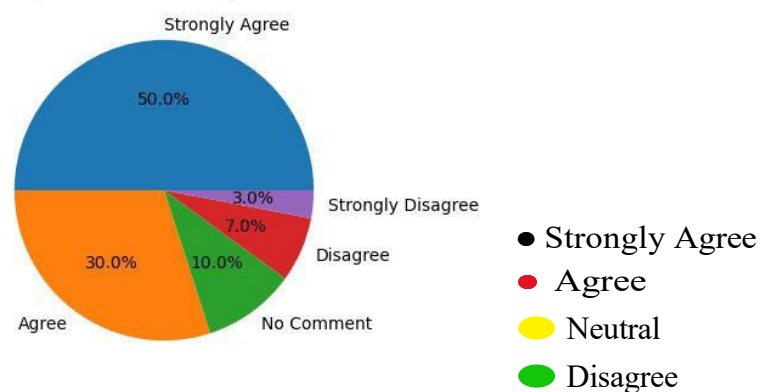
Response Pattern for Question 1



Question 2

The college conducts awareness programmes on gender equality and prevention of sexual harassment.

Response Pattern for Question 2

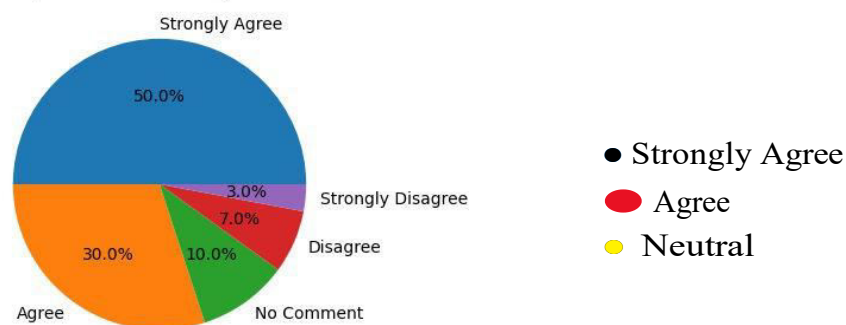


● Strongly Disagree

Question 3

Adequate sanitation facilities and disposal arrangements are available for women faculty members and staff.

Response Pattern for Question 3

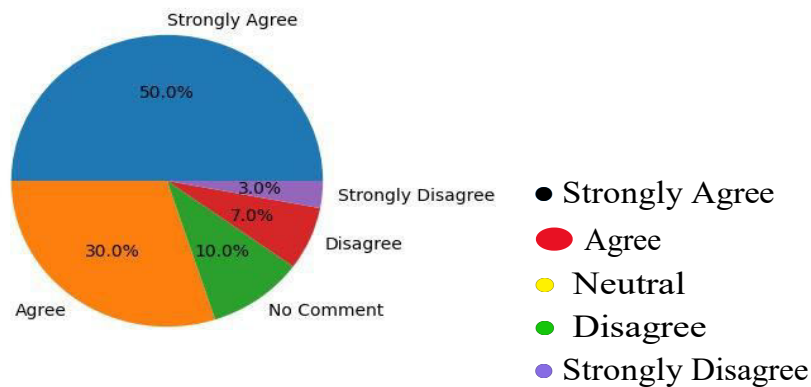


- Disagree
- Strongly Disagree

Question 4

The campus has sufficient lighting facilities in classrooms, corridors, toilets, and common areas.

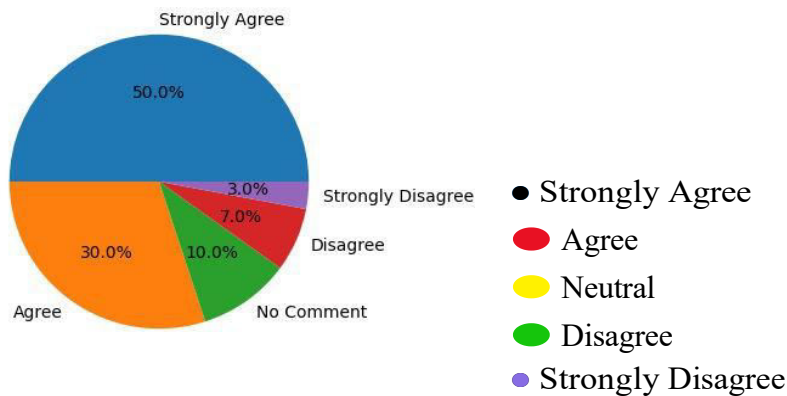
Response Pattern for Question 4



Question 5

Proper security arrangements are maintained within the campus during both day and night.

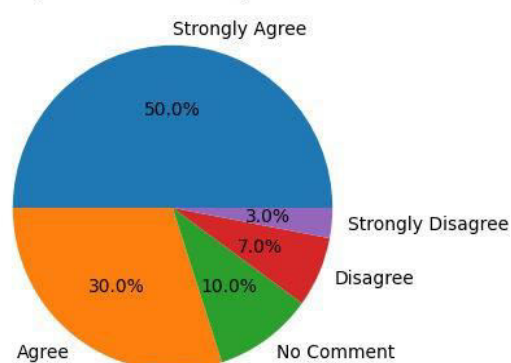
Response Pattern for Question 5



Question 6

Flexible timing arrangements are considered for women faculty and staff whenever necessary.

Response Pattern for Question 6

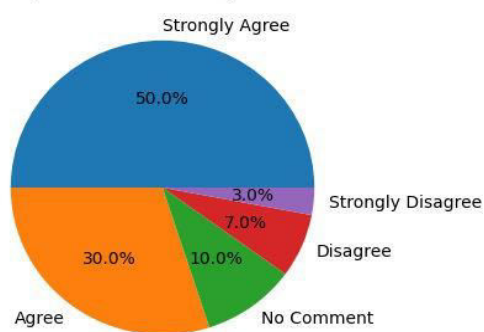


- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Question 7

The institution has an active Women's Cell and faculty/staff members are aware of its functions.

Response Pattern for Question 7



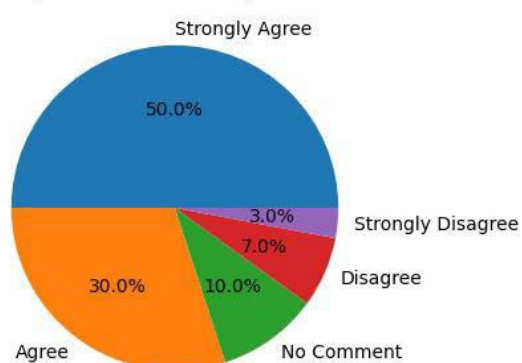
- Strongly Agree
- Agree
- Neutral

- Disagree
- Strongly Disagree

Question 8

Women faculty members are adequately represented in the Women's Cell.

Response Pattern for Question 8



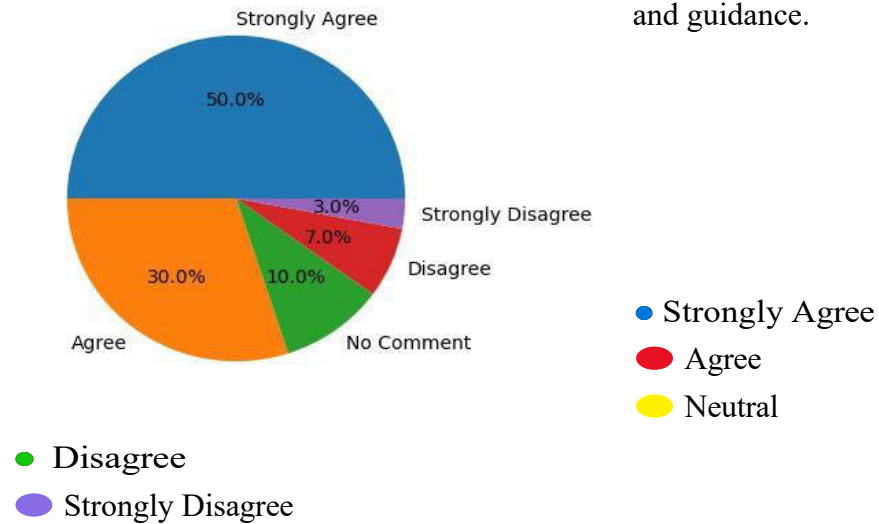
- Strongly Agree
- Agree
- Neutral

- Disagree
- Strongly Disagree

Question 9

Faculty and staff feel comfortable approaching the Women's Cell for support and guidance.

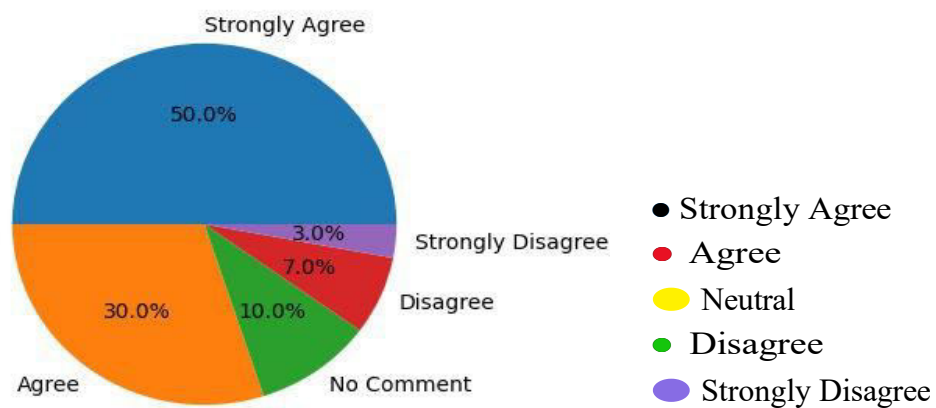
Response Pattern for Question 9



Question 10

Equal opportunities are provided to all genders in clubs, committees, and institutional activities.

Response Pattern for Question 10



COMMENTS:

- As a women's college, the institution has consistently upheld the values of gender equality, women empowerment, and inclusive education since its establishment.
- The college has maintained a satisfactory student enrolment of more than 1000 students despite being located in a semi-urban and hinterland area.
- Girl students have shown remarkable participation and achievement in cultural activities at college, university, state, and national levels.
- The institution encourages students to participate in sports and games by providing adequate opportunities, coaching support, and exposure to competitions at different levels.
- Various vocational and skill-based courses are offered to enhance employability, entrepreneurship, and self-reliance among students.
- Regular training programmes on self-defense and personal safety are organized to build confidence and awareness among girl students.
- The college conducts awareness programmes on women's legal rights, gender justice, health, hygiene, and social responsibilities.
- Active participation of students in extension activities, community outreach programmes, and social awareness campaigns reflects the institution's commitment towards holistic development.
- The Women's Cell and Internal Complaints Committee actively work towards creating a safe, supportive, and gender-sensitive campus environment.
- The institution promotes equal opportunities and encourages free expression of ideas, leadership qualities, and decision-making among students and staff.
- Special emphasis is given to personality development, mental well-being, and career guidance for empowering women learners.
- The college regularly organizes seminars, workshops, and interactive sessions on gender issues, leadership, and women empowerment.
- A healthy and inclusive academic atmosphere has been maintained through mutual respect, cooperation, and participation of all stakeholders.

Suggestions

- More gender sensitization programmes, workshops, and awareness campaigns may be organized regularly for students, faculty, and staff.
- The institution may introduce additional skill-development and entrepreneurship training programmes to enhance self-employment opportunities for women students.
- Greater participation of students in leadership roles, decision-making bodies, and institutional committees may be encouraged.
- Career counselling, mental health support, and mentoring facilities may be strengthened for the overall well-being of students.
- The college may organize more seminars and interactive sessions on women's rights, cyber safety, workplace ethics, and legal awareness.
- Infrastructure facilities such as common rooms, sanitation facilities, and campus security systems may be further upgraded to ensure a safer and more comfortable environment.
- More sports and cultural activities at inter-college and national levels may be

encouraged to enhance confidence and exposure among students.

- Awareness regarding the functions of the Women's Cell and Internal Complaints Committee may be further promoted among all stakeholders.
- Digital literacy and financial literacy programmes for women students may be introduced to improve practical knowledge and independence.
- Collaboration with NGOs, government agencies, and community organizations may be strengthened for conducting outreach and women empowerment programmes.
- Regular feedback mechanisms may be adopted to understand gender-related concerns and improve institutional practices.
- The institution may continue to foster an inclusive, respectful, and supportive campus culture that promotes equality and mutual understanding among all.

Conclusion

The Gender Audit Team carefully reviewed and analysed the academic environment and institutional practices of Digboi Mahila Mahavidyalaya, Digboi, Tinsukia. The analysis revealed that the college has been functioning in a positive and inclusive environment where women are provided with equal opportunities to grow academically, socially, culturally, and physically. The institution strongly believes that gender equity is not merely about providing identical facilities to all, but about creating opportunities and support systems that address the specific needs, interests, and aspirations of women students. In this regard, the college has continuously worked towards creating a supportive atmosphere that encourages women's participation, leadership, confidence, and empowerment in every sphere of life.

The college gives equal importance to academic excellence and holistic personality development of students. To strengthen the values of gender equality and women empowerment, several student-oriented facilities and programmes are regularly organized. The NCC unit for girls plays an important role in developing qualities such as discipline, leadership, comradeship, self-confidence, secular outlook, and a spirit of adventure among students. Similarly, the NSS unit actively engages students in community service, social awareness campaigns, and various outreach activities, thereby nurturing social responsibility and civic values among young women.

The institution also focuses on the physical and mental well-being of students through self-defence training programmes, karate camps, yoga sessions, and meditation workshops

organized by the Women's Cell from time to time. Skill-development and vocational courses are offered to enhance employability and promote economic self-reliance among women students. The college further strengthens the process of women empowerment by organizing lectures, seminars, and interactive sessions by eminent personalities, academicians, legal experts, and social workers.

Regular workshops and awareness programmes on Women's Rights, Human Rights, legal literacy, cyber safety, and gender sensitization are conducted to make students aware of their rights, responsibilities, and social roles. The Women's Cell and Grievance Redressal Cell function actively to address issues and concerns related to students, faculty, and staff members in a fair and supportive manner. These bodies also play a significant role in promoting awareness regarding gender justice, dignity, and equality within the campus.

In the fields of sports and cultural activities, the students of the college have achieved notable success at various levels. Their active participation in youth festivals, competitions, and extracurricular activities has brought recognition and appreciation to both the institution and the students themselves. The college also encourages students to participate in social welfare and community outreach programmes such as flood relief activities, cleanliness drives, awareness rallies, and street plays on social issues.

The overall observations and findings of the Gender Audit Team indicate that the principles of gender equity and gender sensitivity are well reflected in the policies, practices, and programmes of the institution. Faculty members, staff, and students maintain a respectful and gender-sensitive attitude, contributing to a healthy and inclusive campus culture. The audit further highlights that the college possesses significant strengths in promoting women empowerment, leadership, safety, and participation. Although a few areas may require gradual improvement, the institution's commitment, dedication, and progressive outlook towards gender justice and equality are highly commendable. With continued efforts and collective participation, the college is well positioned to emerge as a model institution in promoting gender equity and women empowerment.

---END OF REPORT---

ANNEXURES

1. Samples of Questionnaire of Gender Audit for Students
2. Samples of Questionnaire of Gender Audit for Hostel Boarders
3. Samples of Questionnaire of Gender Audit for Faculty and Staff

Samples of Questionnaire of Gender Audit for Students

Sl. No.	Question	Strongly Agree	Agree	No Comment	Disagree	Strongly Disagree
1	Gender equality and sensitivity topics are meaningfully integrated into the academic curriculum.	130	77	10	13	30
2	The institution regularly organizes seminars/workshops on women's safety and gender awareness.	105	84	14	8	49
3	The number of washrooms available on campus is sufficient for students.	124	75	23	6	32
4	Sanitary facilities and disposal systems for female students are properly maintained.	91	75	16	12	66
5	The campus has adequate lighting arrangements in classrooms, corridors, hostels, and common areas.	122	108	10	11	9
6	Safety and security measures on campus are satisfactory during both daytime and nighttime.	124	96	17	19	4
7	Class schedules are designed considering the	127	87	10	10	26
	convenience and safety of female students.					

8	Students are aware of the Women Development Cell and its activities.	117	91	18	9	25
9	Female faculty members are actively involved in the Women Development Cell.	103	91	13	7	46
10	Students feel comfortable approaching the Women Development Cell for assistance.	114	76	21	16	33
11	An effective grievance redressal mechanism is available in the institution.	128	86	11	19	16
12	All genders are equally encouraged to participate in clubs, societies, and institutional activities.	124	77	22	7	30
13	Students of all genders receive equal opportunities to express their opinions and ideas freely.	125	88	21	11	15

Samples of Questionnaire of Gender Audit for Hostel Boarders

Sl. No.	Questionnaire	Strongly Agree	Agree	No Comment	Disagree	Strongly Disagree
1	The hostel provides sufficient and hygienic washroom facilities for boarders.	25	24	7	4	10
2	Proper sanitary arrangements and disposal facilities are available in hostel washrooms.	35	21	7	6	1
3	Lighting arrangements in hostel corridors, rooms, staircases, and common areas are satisfactory during nighttime.	25	26	8	3	8
4	The hostel campus has adequate security measures for students during both day and night.	20	18	6	6	20
5	Students are aware of the Women Empowerment/Women Welfare Cell functioning in the institution.	33	19	5	3	10
6	Female faculty members or wardens are actively associated with the Women Welfare Cell.	27	18	7	5	13
7	Hostel boarders feel comfortable contacting the Women Welfare Cell whenever required.	34	18	6	6	6
8	An effective grievance redressal mechanism is available for hostel residents.	35	19	6	2	8

Samples of Questionnaire of Gender Audit for Faculty and Staff

Sl. No.	Questionnaire	Strongly Agree	Agree	No Comment	Disagree	Strongly Disagree
1	The institution regularly organizes gender sensitization programmes as part of academic and curricular activities.	<u>28</u>	<u>14</u>	<u>2</u>	<u>1</u>	<u>0</u>
2	Awareness programmes on gender equality and prevention of sexual harassment are conducted effectively in the college.	<u>30</u>	<u>12</u>	<u>1</u>	<u>1</u>	<u>1</u>
3	Adequate sanitation and disposal facilities are available for women faculty members and staff.	<u>26</u>	<u>15</u>	<u>2</u>	<u>1</u>	<u>1</u>
4	The campus has sufficient lighting facilities in classrooms, corridors, toilets, and common areas during evening hours.	<u>24</u>	<u>16</u>	<u>2</u>	<u>1</u>	<u>2</u>

5	Proper security arrangements are maintained within the campus during	<u>27</u>	<u>13</u>	<u>2</u>	<u>1</u>	<u>2</u>
	both daytime and nighttime.					
6	Flexible timing arrangements are considered for women faculty members and staff whenever necessary.	<u>22</u>	<u>17</u>	<u>3</u>	<u>1</u>	<u>2</u>
7	The college has an active Women's Cell and faculty/staff members are aware of its activities and functions.	<u>31</u>	<u>10</u>	<u>2</u>	<u>1</u>	<u>1</u>
8	Women faculty members are adequately represented in the Women's Cell and related committees.	<u>29</u>	<u>11</u>	<u>2</u>	<u>1</u>	<u>2</u>

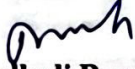
9	Faculty and staff members feel comfortable approaching the Women's Cell for support and grievance redressal.	<u>25</u>	<u>15</u>	<u>3</u>	<u>1</u>	<u>1</u>
10	Equal opportunities are provided to all genders in institutional	<u>30</u>	<u>11</u>	<u>2</u>	<u>1</u>	<u>1</u>
	committees, clubs, and forums.					
11	The institution encourages free and fair expression of ideas and opinions irrespective of gender.	<u>32</u>	<u>10</u>	<u>1</u>	<u>1</u>	<u>1</u>

GENDER AUDIT CERTIFICATE

This is to certify ***Digboi Mahila Mahavidyalaya*** has successfully undergone a Gender Audit for the year 2024-25 conducted in accordance with applicable gender equity, diversity, inclusion, workplace safety, and equal opportunity standards. The audit was carried out on 9th July, 2025.

This certificate is valid for the above mentioned period and assessed the institution's policies, practices, systems, and workplace environment relating to gender equality and inclusion.

Date: 09th July, 2025.


(Dr. Bulbuli Boruah)
External Auditor, Gender Audit 2024-25 &
Principal,
H. P. B. Girls' College (Autonomous)
PRINCIPAL
H.P.B. Girls' College (Autonomous)