

**INTERNAL QUALITY ASSURANCE CELL (IQAC)  
S.B.M.S. COLLEGE, Sualkuchi  
(SUALKUCHI BUDRAM MADHAB SATRADHIKAR COLLEGE)**

*An Institution of Higher Education Affiliated to Gauhati University, Provincialized by the Govt. of Assam, recognized under Section 2(f) & 12(B) of the UGC Act, 1956 and accredited with Grade B (Cycle II) by NAAC*

Co-ordinator  
IQAC  
Phone : 0361-2830030(O)



P.O.: Sualkuchi  
Dist: Kamrup (Assam)  
Pin : 781103

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## BEST PRACTICE – 1

### TITLE OF THE PRACTICE: GENDER EQUITY

#### **OBJECTIVE OF THE PRACTICE:**

The institution seeks to promote gender-neutrality in the campus and society through activities like awareness programs, seminars, popular talks, counselling, etc. In order to maintain the safety and security of the girls and women, the Gender Sensitization Cell has been constituted for reprisal of grievances which ensures equality and protection for women against all forms of harassment and problems faced.

#### **THE CONTEXT:**

Gender Equality is needed in the practice of academics. It is said that when in a society gender equality is sustained, it brings ultimate prosperity of humankind. Being a higher educational institution, our college strongly believes in gender equality and promote female students participation in different aspects of academic curriculum.

#### **THE PRACTICE:**

Measures initiated by the Institution for the promotion of gender equity during the last five years. The college tries its best to provide facilities to ensure the safety and security of girl students like - CCTV surveillance, well-equipped Girls Common Room containing sanitary pad vending machine and sanitary pad dispensing machine.

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**a) Safety and Security:**

- The entire college campus is made secured by building concrete wall.
- There are two entry gates and one exit gate and CCTV cameras are arranged there to ensure the safety and security of students.
- Apart from the gates, the institution provides CCTV surveillance in specific
- Places like classrooms, administrative building, office, library etc. for the purpose of safety and security.
- No outsider can enter into the college campus without having prior permission from the principal and the outsiders are checked by the gatekeepers in the college entry.
- To wear student ID cards by every student is made compulsory in the college campus
- Female faculty members always help the girl students in every matter and escort them in excursions and academic visits.
- The women cell of the college has constituted an Anti-Sexual Harassment Cell to provide healthy and congenial environment for students and staff members.

**b) Counselling**

- Orientation and counselling programmes are organized time to time and specially during the time of admission.
- There is a disciplinary committee to monitor the issues of gender sensitivity.
- Female faculty members offer assistance and guidance in the issue of gender sensitivity as well as to the welfare of girl students.
- The institution observes *International Women' Day* and *National day of Girl Child* for the welfare of women and girl students.

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- Self-defence training and yoga training are organized for girls students to keep them safety and as well as healthy.
- c) **Common Room:**
  - There are two separate common rooms for girls and boys in the college.
  - Both the common rooms have facilities of electricity, drinking water, and attached toilet with running water.
  - There is a sanitary pad vending machine and a sanitary pad dispensing machine for girls' students in the girls' common room.
  - Both the common rooms provide indoor game facilities like table tennis, carom, Chinese checker, ludo etc.
  - Two student representatives as Girls' and Boys' Common Room Secretaries are elected every year to the Students' Union to oversee the matters of common rooms and further to advise and look into the matters of common room there are in-charges.

**EVIDENCE OF SUCCESS:**

Some evidence of successes of this Best Practice has been visualized based on the following activities:

The Gender Audit undertaken by the IQAC, SBMS College, Sualkuchi along with Internal Committee Members from Women Cell, SBMS College and External Committee Members intends to scrutinize the gender balance within the institution in order to create social awareness about the problems of women and gender discrimination in particular.

The following are the main objectives of the Gender Audit:

- a) To assess the gender balance in the college
- b) To understand gender perception on campus for promoting inclusivity
- c) To reflect and delineate a clear road map for implementing gender- inclusive actions and initiatives within the college community for creating a supportive environment where all individuals feel respected and valued.

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- The institute is committed to implementing effective measures to ensure the safety and security of individuals across all gender identities.
- The principle of non-discrimination based on gender is upheld at all times within the institute.
- The college aims to foster and nurture the self-confidence and self-esteem of female students, women faculty and other staff through empowerment initiatives.

### **Gender Balance within the Institution:**

Gender balance is pivotal in ensuring equal opportunities for both male and female students across diverse academic programmes within the institution. It encompasses creating a workforce where men and women are represented fairly and have equal access to employment opportunities and career advancement. Achieving gender balance requires proactive measures such as recruitment strategies that encourage diversity as well as inclusion. The college prioritizes holistic development by offering a range of extracurricular activities and programmes that complement academic learning, promoting well round growth among students. Gender equity necessitates a proactive approach to address the unique needs and experiences of girls and women, ensuring they have equal opportunities to participate and excel in all areas of college life. Ensuring gender equality, the college provides girls with access to various facilities aimed at enhancing their academic development. The NCC Unit, catering to both boys and girls, diligently cultivates qualities such as camaraderie, self-discipline, effective leadership, broad minded perspective, and spirit of adventure. This unit emphasises understanding and celebrating the achievements of girls, fostering a culture of recognition and encouragement. Visualizing the success of gender equity as a best practice in SBMS College is done through the following means.

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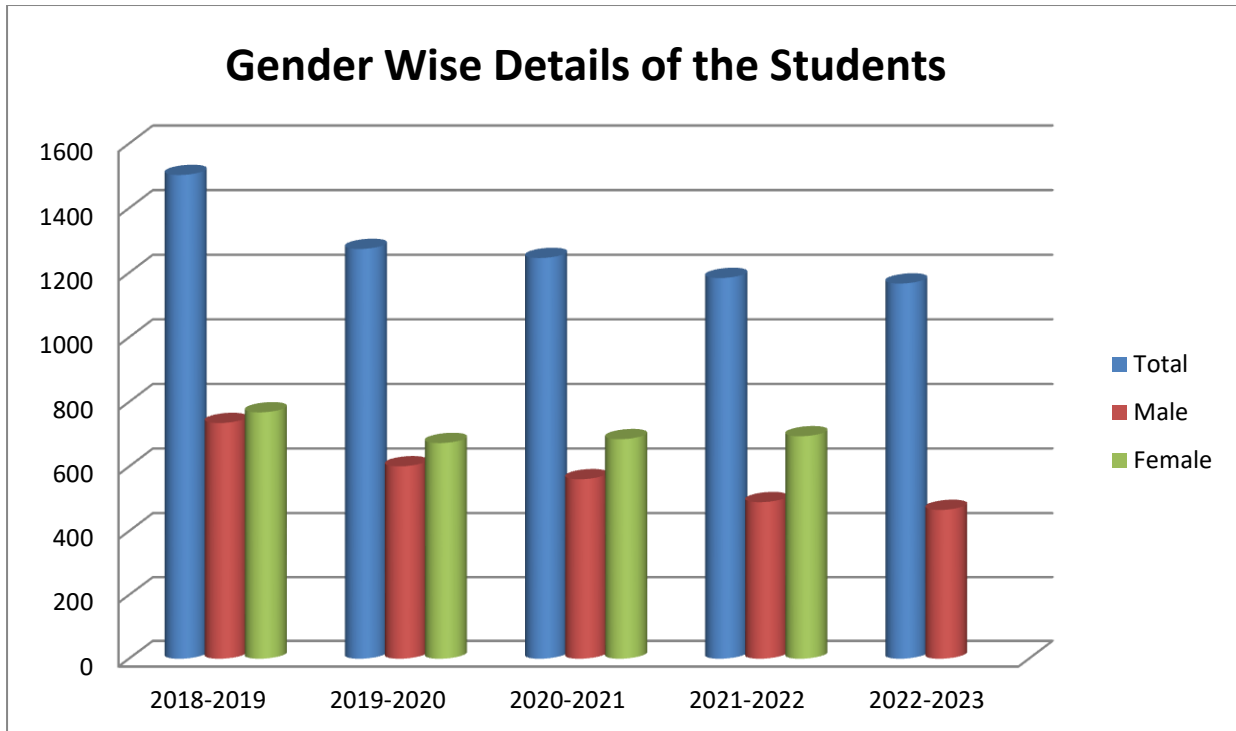
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**1. Statistics and Data Visualization:**

**Table 1.1: Gender wise Details of Students in the College**

Sl. No	Year	Total	Male	Female	% of Male	% of Female
1	2018-2019	1503	735	768	49%	51%
2	2019-2020	1274	601	673	47%	53%
3	2020-2021	1246	561	685	45%	55%
4	2021-2022	1184	490	694	41%	59%
5	2022-2023	1167	466	701	40%	60%



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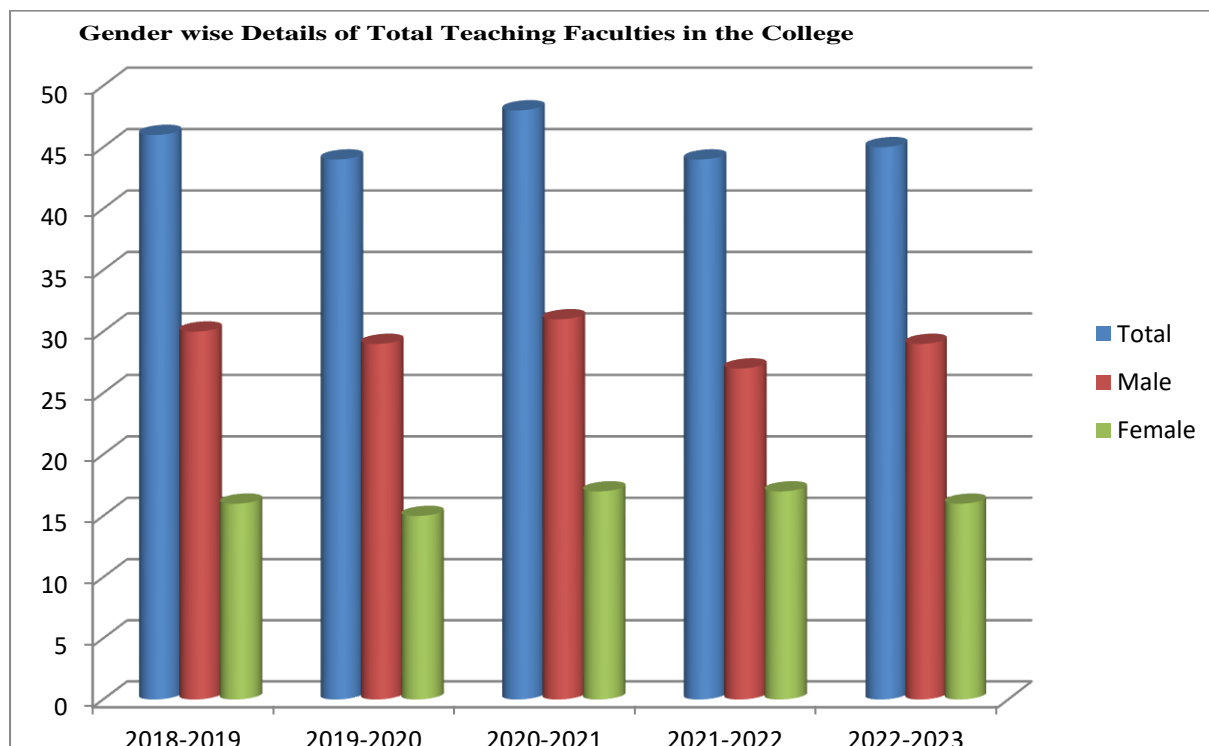
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**Table 1.2: Gender wise Details of Total Teaching Faculties in the College**

Sl. No	Year	Total	Male	Female	% of Male	% of Female
1	2018-2019	46	30	16	65%	35%
2	2019-2020	44	29	15	66%	34%
3	2020-2021	48	31	17	65%	35%
4	2021-2022	44	27	17	61%	39%
5	2022-2023	45	29	16	64%	36%



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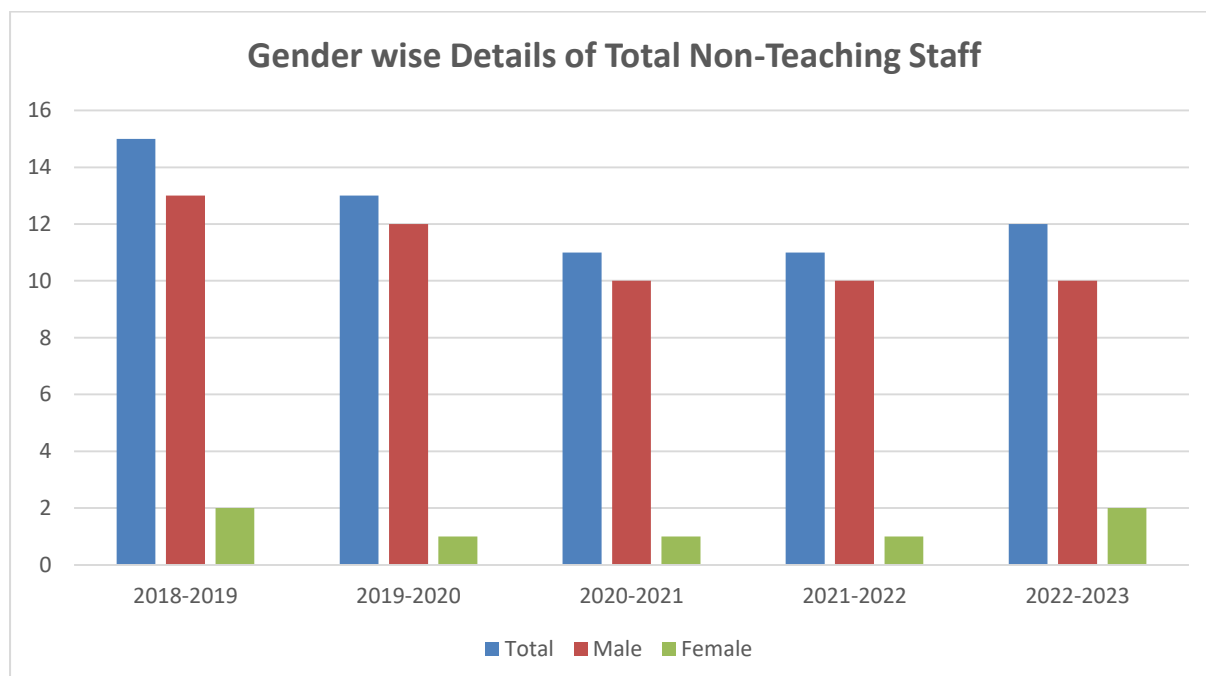
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**Table 1.3: Gender wise Details of Total Non-Teaching Staff in the College**

Sl. No	Year	Total	Male	Female	% of Male	% of Female
1	2018-2019	15	13	02	87%	13%
2	2019-2020	13	12	01	92%	08%
3	2020-2021	11	10	01	90%	10%
4	2021-2022	11	10	01	90%	10%
5	2022-2023	12	10	02	83%	17%



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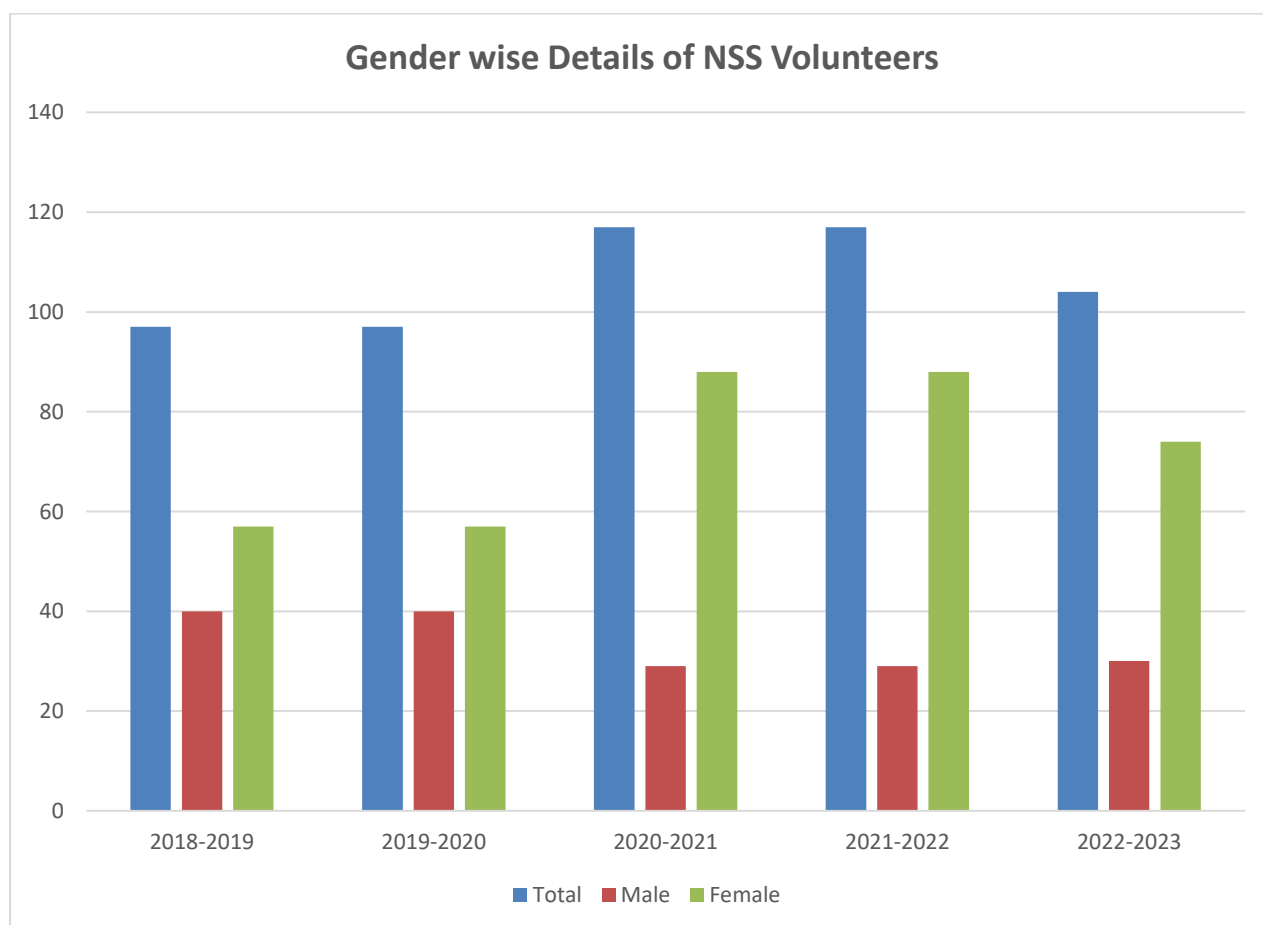
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**Table 1.4: Gender wise Details of NSS Volunteers in the College**

Sl. No	Year	Total	Male	Female	% of Male	% of Female
1	2018-2019	97	40	57	41%	59%
2	2019-2020	97	40	57	41%	59%
3	2020-2021	117	29	88	25%	75%
4	2021-2022	117	29	88	25%	75%
5	2022-2023	104	30	74	29%	71%





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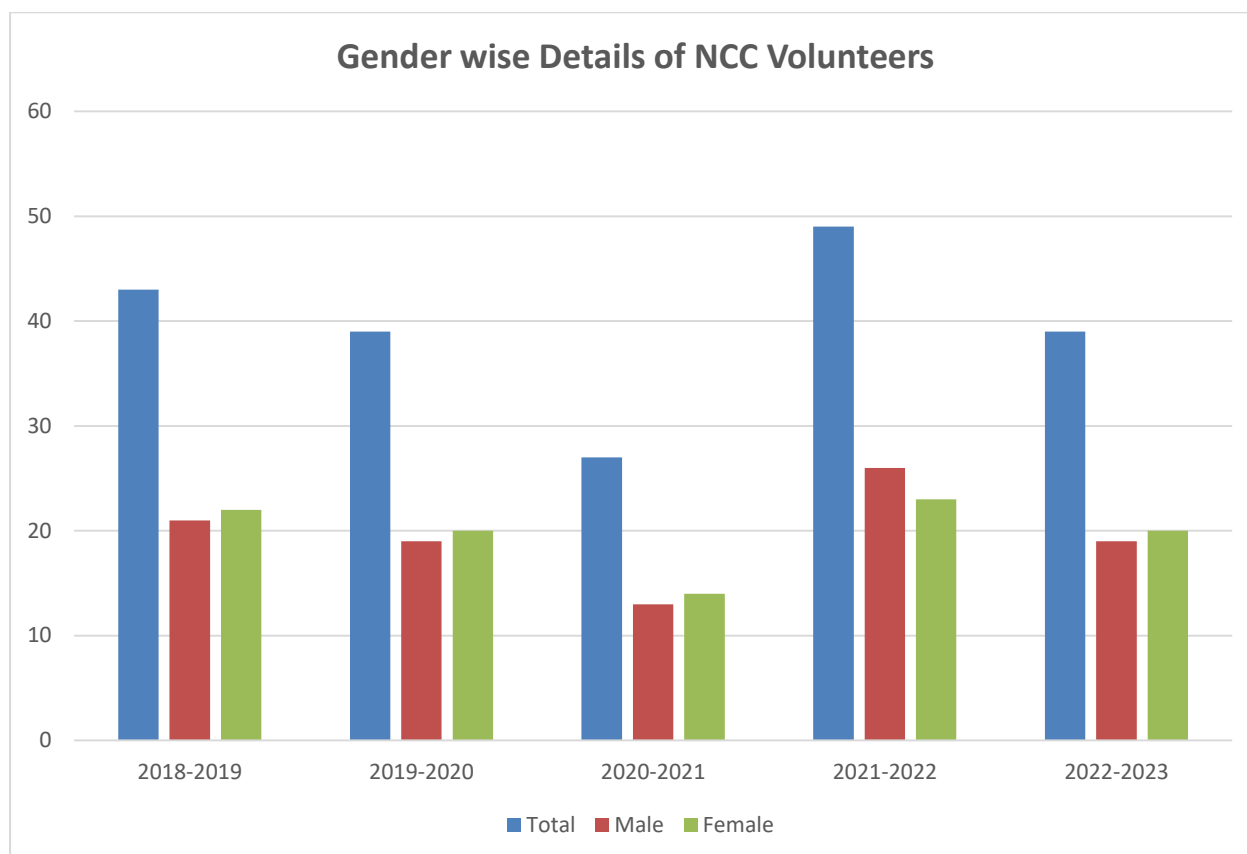
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**Table 1.5: Gender wise Details of NCC Volunteers in the College**

Sl. No	Year	Total	Male	Female	% of Male	% of Female
1	2018-2019	43	21	22	49%	51%
2	2019-2020	39	19	20	49%	51%
3	2020-2021	27	13	14	48%	52%
4	2021-2022	49	26	23	53%	47%
5	2022-2023	39	19	20	49%	51%



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2. The college has established an Anti-Ragging Committee, Internal Complaint Committee and Grievance Redressal Cell to ensure a safe and supportive environment for all students.
3. Notably, our female students have showcased outstanding achievements in cultural activities, sports, earning accolades through their participation in events like Youth Festival and various competitions, bringing pride and recognition to themselves and the institution.

### **Gender Sensitization Initiatives:**

The college maintains its commitment to gender equality by fostering a safe and inclusive environment through committees like Anti-Ragging, Internal Complaints Committee, etc. alongside offering tailored facilities for female students. The women cell comes forward in assisting and counselling girl students of the college in case of emergence of any untoward incidents. The college has implemented the following initiatives for the convenience and well-being of girl students.

- Installing security cameras at strategic locations for enhanced security
- Ensuring equal representations of female students in student union body, committees etc.
- Offering self-defense workshop for girls to enhance their confidence and safety awareness.
- Girls Common Room: There is an adequate space entirely for girl students in the campus. Rest Room facility and Wash-room provision have also been made available for girls in the Room. Vending machine facility is available for girl students.
- Drinking Water: Water coolers and water purifiers have been provided for boys and girls in the College campus.
- Canteen: There is a separate section in the canteen for boys and girl students so that they can comfortably consume their own food or canteen food.
- Health Unit: To provide first aid to the students, there is a health unit facility in the college campus and a physician from Local PHC visits twice in a week and maintain the primary routine check-up.

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Embracing the diversity within our community, the college is dedicated to fostering gender equality and empowerment. We acknowledge the unique needs and strengths of both female staff and students and actively work towards eliminating gender disparities. Through our initiatives, we promote equal opportunities, fair treatment and a supportive environment where every individual can excel and achieve their goals regardless of gender.

**PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED:**

Several challenges are encountered when striving for gender equity in our college, along with the resources required addressing him.

- a) Gender equity initiatives involve lots of efforts in a continuous and long-term engagement. So, it requires determination and commitment from the stakeholders. Resources needed include more workshops, training programmes and awareness campaigns for students, faculty and staff.
- b) Implementing gender sensitive policies in our institute requires resources such as legal expertise, policy development teams, and monitoring mechanisms to ensure compliance. There is a need to empower women with knowledge about their legal rights and avenues. Conducting awareness campaigns on women's legal rights is a cornerstone of our upcoming initiatives.
- c) Providing gender neutral facilities, accessible spaces for all genders requires financial resources for renovations and maintenance.
- d) It requires dedicated resources and trained personnel in order to offer support services related to cultivating a culture of gender equity.
- e) Gender inclusivity could be further enhanced within the institution by developing a gender –sensitive curriculum and educational materials which require resources for research, content development and faculty training.
- f) Continual improvement in gender equity practices requires on-going commitment, monitoring, and allocation of resources based on evolving needs and priorities.

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