



SOURASHTRA COLLEGE (Autonomous), MADURAI.

(A Linguistic Minority Co-education Institution)

(Affiliated to Madurai Kamaraj University & Re-Accredited with 'B+' Grade by NAAC)

Vilachery Main Road, Pasumalai (P.O), Madurai-625004.

Contact No.: 87542 09994

· sourashtracollege.com

87542 08885

✉ soucollege@gmail.com

NAAC CYCLE IV – SELF STUDY REPORT

GENDER AUDIT - 2022-2023

The Gender audit of Sourashtra College, Madurai was carried out on 14.02.2023.
Three internal faculty members carried out the audit.

Gender Audit Committee

1. Dr. T. R. Jeeva Priya
Convenor, Gender Audit Committee
Associate Professor
Research Department of Business Administration
Sourashtra College
2. Prof. S.K. Kanchana
Co – Ordinator, Women Empowerment Cell
Assistant Professor
Department of Mathematics
Sourashtra College
3. Capt. Dr. K.R. Srinivasan
Controller of Examinations
Head and Associate Professor, Department of Economics
Sourashtra College

Introduction

Sourashtra College is committed for creating a healthy working environment that enables everyone to work without fear of prejudice, gender bias, and in a harassment free environment. The college also believes that all employees and students have the right to be treated with dignity. It is committed for zero tolerance policy towards sexual harassment at workplace. We have imbibed a gender-neutral policy and philosophy of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 with UGC (Prevention Prohibition of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 and implemented the same in the form of Internal Compliance Committee.

Gender Audit Committee has been working with the objective of redressing the grievances of the women teachers and non-teaching staff and students. The committee has been dealing with the complaints of sexual harassment and any other type of harassment of the women students, teaching and non-teaching staff in the college. The committee has been considering all the individual complaints and taking suitable action in accordance with the UGC guidelines. Several gender sensitization programs such as meeting, seminars, workshops, and rallies are being organized on a regular basis in the college. The days of national and international importance related to gender issues are also celebrated in the college.

In compliance with the University Grants Commission's directive the college has an internal committee in place to deal with issues of sexual harassment and provide a safe and healthy working environment for all female members of Sourashtra College. The committee comprises of three members.



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Objectives of the Gender Audit

- To create gender balance in decision-making processes in all college activities.
- To promote health and hygiene among girl students.
- To suggest measures for bridging the gender gap.
- To foster, gender equality in all aspects of college community.
- To prevent the sexual harassment at the college.

Analysis & Interpretation- 2022 – 2023

The girl student's enrollment during the year 2022-2023 is found to be 37% and the men as 63% percentage in aided.

The girl student's enrollment during the year 2022-2023 is found to be 20% and the men as 80% in self-finance.

Details of students admitted during the last six academic year

Programme (AIDED)		Year 1 2023- 24	Year 2 2022-23	Year 3 2021-22	Year 4 2020-21	Year 5 2019-20	Year 6 2018- 19
SC	Male	11	9	16	7	9	9
	Female	4	5	4	3	10	8
ST	Male	0	0	0	0	0	0
	Female	0	0	0	0	0	0
OBC	Male	154	153	207	196	195	204
	Female	88	77	142	115	111	108
General	Male	0	0	0	1	1	0
	Female	3	4	0	3	2	1
Others (MBC/DNC)	Male	25	20	15	22	20	22
	Female	8	8	15	9	12	16
Total		293	276	399	356	360	368



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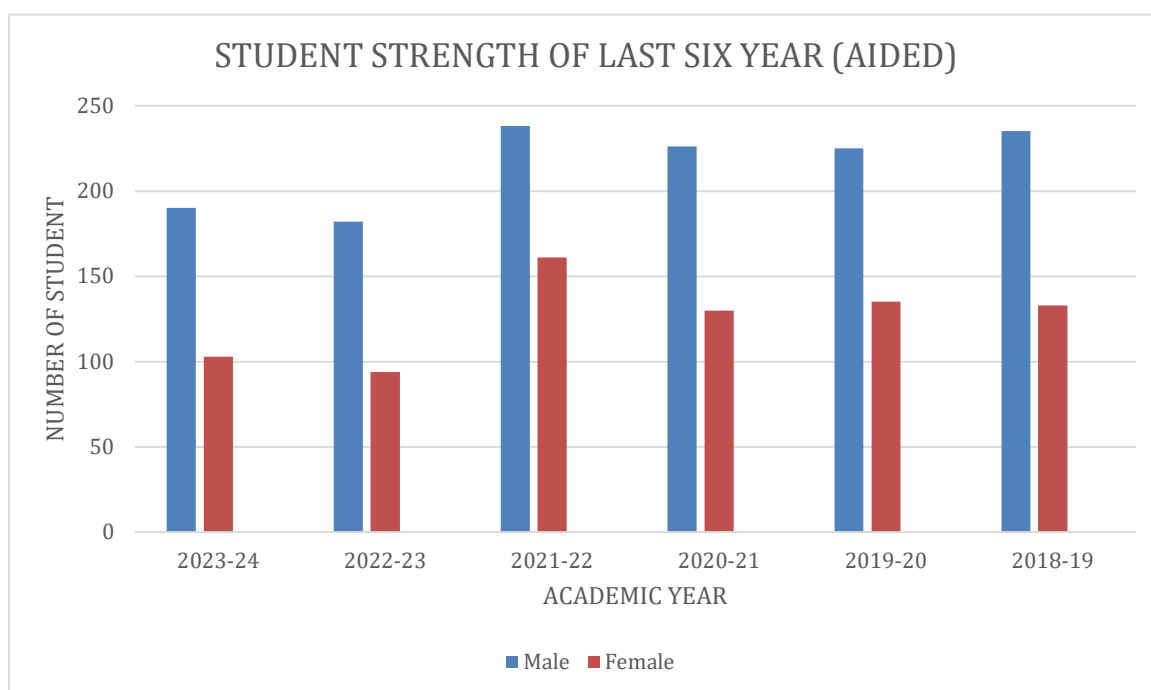
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Programme (SELF FINANCE)		Year 1 2023-24	Year 2 2022-23	Year 3 2021-22	Year 4 2020-21	Year 5 2019-20	Year 6 2018-19
SC	Male	19	23	20	8	17	17
	Female	7	4	2	3	6	6
ST	Male	1	0	2	0	1	1
	Female	1	0	1	0	0	0
OBC	Male	181	275	144	148	225	216
	Female	66	59	42	47	74	63
General	Male	2	1	1	1	4	7
	Female	3	1	0	1	2	3
Others (MBC/DNC)	Male	44	60	41	22	49	32
	Female	13	11	6	10	9	11
Total		337	434	259	240	387	356





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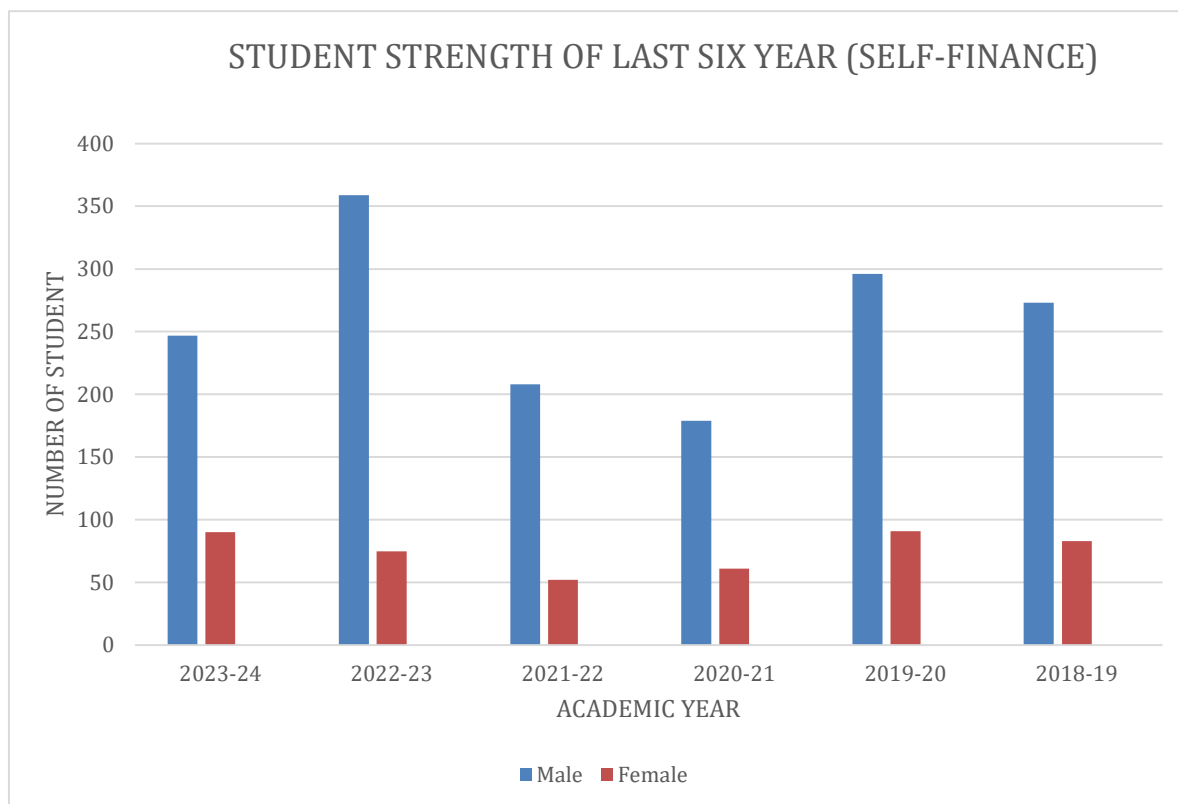
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STUDENT STRENGTH OF LAST SIX YEAR (SELF-FINANCE)



GENDER RATIO OF TEACHERS-CURRENT YEAR

	TEACHER'S STRENGTH	Ph.D.,	M.Phil.,
MALE	62	34	22
FEMALE	59	35	18



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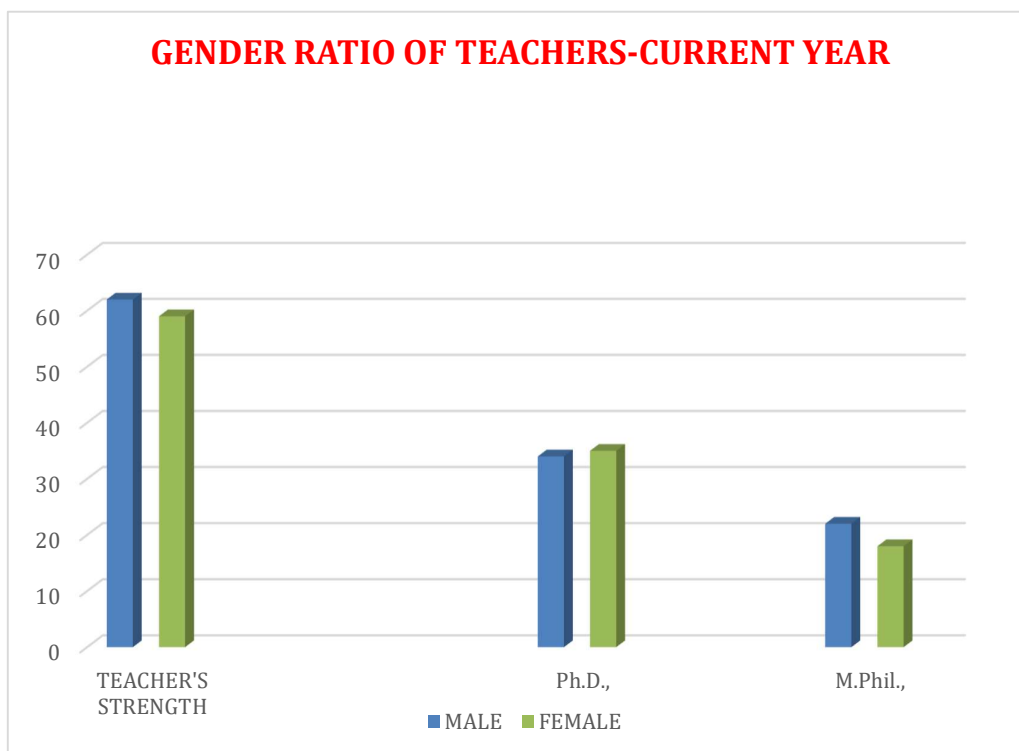
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In Aided and Self-Finance Teaching faculty category the female strength is 49% .As far as Ph.D. holders are concerned both male and female are equal in number.

Facilities for Women on Campus:

The College provides several facilities for women for their safe and secure life in the campus with no gender bias and the facilities provided for women on campus includes:

1.**Safety Measures:** The entire campus is watched by 11 security guards and 63 CCTV cameras enhance safety and security.





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2. **Rest Rooms:** Separate rest room for women faculty and girls is provided with necessary facilities.



3. **Hostel Accommodation:** Separate hostel for girls students equipped with all amenities and 24/7 security.





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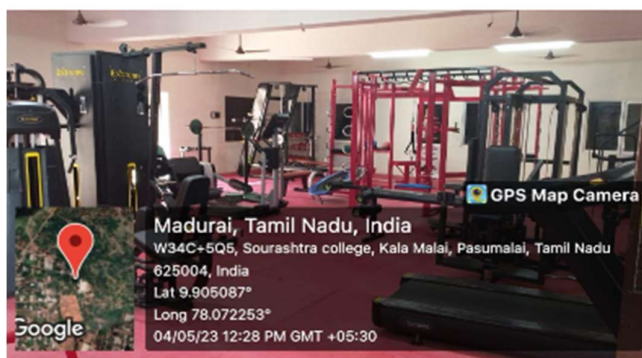
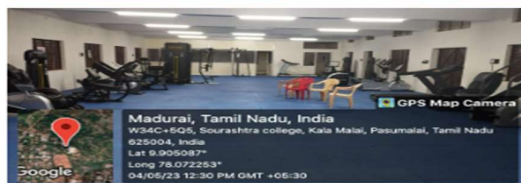
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4. Bus Facility: The College offers bus facility especially for girl's students and women faculty.



5. Sports Facilities: First floor of Fitness Centre with Science Backup is meant for women for Gym, Fitness and Health activities.





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6. **Women Empowerment Cell and Counselling:** Academic and personal issues are counselled and guided through Mentors in the ratio of 1:20. In addition, students requiring professional counselling services are referred to the Students' Counselling Cell for further follow-up. Hands on training to girl students for self-employment are also provided.

7. **Nursing Care:** In case of emergency, nursing care is provided to the girl students by taking them to the nearest hospital accompanied by the lady staff. After initial treatment, they will be entrusted to their parents safely.

Programmes for girl students:

THIRUVIZHAKKU POOJA

சௌராஷ்டிரக் கல்லூரி (தன்னாட்சி) மதுரை-4
மகளிர் மேம்பாட்டுக் குழு நடத்தும்
“**திருவிளக்கு பூஜை**”
நாள் : 5-8-2022 வெள்ளிக்கிழமை
நேரம் : காலை 10 மணி
இடம் : கல்லூரி வெள்ளி விழா அரங்கம்

Prof. N.H.சரவணன் முதல்வர் (பெ) **Dr. D.R.குமரேஷ்** தாளாளர் & செயலாளர்

மகளிர் மேம்பாட்டுக் குழு உறுப்பினர்கள்
Dr. S.K.காஞ்சனா - ஒருங்கிணைப்பாளர் Dr. சித்து முரளிதரன் தேவி - உறுப்பினர்
Dr. K.R.கவிதா - உறுப்பினர் திருமதி. M.அமிர்தவாஷினி - உறுப்பினர்





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GENDER SENSITIZATION - NATIONAL GIRL CHILD DAY





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WALKATHON ON WOMEN EMPOWERMENT:



GENDER SENSITIZATION - INTERNATIONAL WOMEN'S DAY





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Findings

- The overall enrollment of girl students during the year 2022-2023 in found to be 57%
- The overall strength of female faculty members is 49%
- As far as Ph.D. holders are concerned both male and female are equal in number.
- The Co – ordinators of various clubs like Career Development cell, Citizen Consumer club, Red Ribbon Club, Women Empowerment cell, Nature club, Fine Arts Club, Thatha Patti, etc. are female faculties.
- The institution ensures the safety and security of the Girl students and it was found that there was no grievances regarding ragging, and it is noted that proper gender equity is maintained in the institution.

Recommendations

1. Short films, documentaries and street plays could be screened to create awareness about the importance of gender equality and gender sensitization.
2. Arrangement of self-defense classes for girl students may be encouraged to empower the girl students.
3. Legal literacy programs including lectures on rights of women may be arranged to benefit the students-both male & female.
4. Women helpline No.181 may be posted.

Following are some of the measures that may be taken in order to sensitise the younger generation

1. More workshops, seminars and conferences on gender issues.
2. More and better rest rooms with facilities with stress on cleanliness and maintenance.
3. Interactive sessions and discussions on security of students within and outside the campus.
4. Active participation of all stakeholders in gender sensitization efforts.

The journey towards ensuring gender equality and inclusivity in education is long and complex. It requires concreted efforts of educators, students, parents and communities to work together to eradicate gender disparity in education.

Dr. S.K. KANCHANA
Co-ordinator, Women Empowerment Cell

Capt. Dr. K.R. SRINIVASAN
Controller of Examinations



Dr. T. R. JEEVA PRIYA
Convenor, Gender Audit Committee

Dr.S.R.V.RAVINDRAN
PRINCIPAL



MADURAI KAMARAJ UNIVERSITY

(University with Potential for Excellence)

Re-accredited by NAAC with 'A' Grade in the 3rd Cycle



Prof. Dr. V. Chinniah, M.Com., M.B.A., M.Phil., B.L., Ph.D.,
Registrar

Palkalai Nagar, Madurai – 625 021,
Tamil Nadu, India.

CDC-1/ICC/Circular/2018

Date: 10.05.2018

To

All the Principals of affiliated colleges
of Madurai Kamaraj University

Sir / Madam,

Sub: Constitution of Internal Complaints Committee (ICC) at your college – Reg.
Ref: University Grants Commission (Prevention, prohibition and redressal of sexual
harassment of women employees and students in higher educational
institutions) Regulations, 2015

With reference to the above mentioned subject, notwithstanding any other similar
Committee constituted in your college, to enquire sexual harassment of women employees
and students, now I am, by direction, to inform you that a new Committee in the name of
“**Internal Complaints Committee**” shall be constituted as per the University Grants
Commission (Prevention, prohibition and redressal of sexual harassment of women
employees and students in higher educational institutions) Regulations, 2015.

The ICC shall have the following composition:

1. A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a University, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;"

2. Two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
3. Three students, **if the matter involves students**, who shall be enrolled at the undergraduate, master's and research scholar levels respectively, elected through transparent democratic procedure;
4. One member from amongst non-government organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

...2...

5. At least one-half of the total members of the ICC shall be women.
6. Persons in senior administrative positions in the HEI, such as Vice-Chancellor, Pro Vice-Chancellors, Rectors, Registrars, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
7. The term of office of the members of the ICC shall be for a period of three years. HEI's may also employ a system whereby one-third of the members of the ICC may change every year.
8. The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
9. Where the Presiding Officer or any member of the Internal Committee:
 - (a) Contravenes the provisions of section 16 of the Act; or
 - (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
 - (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
 - (d) has so abused his position as to render his continuance in office prejudicial to the public interest.

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."

Further, you are requested to kindly give publicity within the college, so that the women employees and students shall make use of this committee to redress their problems.

For further details please visit the following link
[https://www.ugc.ac.in/pdfnews/7203627 UGC regulations-harassment.pdf](https://www.ugc.ac.in/pdfnews/7203627%20UGC%20regulations-harassment.pdf)

The ICC Committee constituted in your college shall be communicated to the undersigned immediately.

Yours faithfully,

REGISTRAR



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Madurai-625 004.

Internal Complaints Committee

Sourashtra College (Autonomous) is committed to provide safe academic and working environment to all students and its women employees. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established with a Policy by the College for a period of three years (2023- 24, 2024-25, 2025-26) on 2nd October 2023.

Objectives:

The objectives of the Internal Complaints Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

1. To develop a policy against sexual harassment of women at the College.
2. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the College.
3. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
5. To create a secure physical and social environment to deter any act of sexual harassment.
6. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

Committee Members:(2023-2024)

Sl. No.	Name	Position in ICC
1	Prof.D.V.Jeyanthi	Chairperson
2	Dr.M.P.Ganesan	Member
3	Dr.S.S.Suganthi	Member
4	Dr.G.Vijayalakshmi	Member
5	Dr.J.S.Urmila	Member
6	Mr.S.N.Thiyagarajan	Advocate-Member
7	T.S.Nirmala	Member-N.T.Staff
8	K.G.Nandhakumar	Member-N.T.Staff
9	S.Srinath	Student Member
10	T.S.Dharshini	Student-Member
11	S.Mahalakshmi	Student-Member




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