TEERTHANKER MAHAVEER UNIVERSITY
(Established under Govt. of U.P. Act No. 30, 2008)
Delhi Road, (146 Kms from Delhi on N.H. 24), Moradabad (U.P.) India
Website : www.tmu.ac.in

Gender Audit Report

(2023-2024)

ACKNOWLEDGEMENTS

I extend my heartfelt gratitude to everyone who contributed to the successful completion of the Gender Audit Report for the academic session 2023-24. This achievement is the result of collective dedication, insightful analysis, and collaborative efforts from various individuals and committees.

At the forefront, I express my sincere appreciation to the Hon. Chancellor, Hon. Group Vice Chairman, Hon. Executive Director, and Hon. Vice Chancellor for their unwavering support and commitment to fostering gender equity within our University. Their leadership has been instrumental in guiding this initiative toward meaningful outcomes.

I am also deeply thankful to the esteemed members of the Gender Audit Committee—Dr. Alka Agarwal, Prof. Shivani M. Kaul, Dr. Prashant Kumar and Dr. Jasmine Stephen. Their meticulous approach, thorough evaluation, and valuable insights have played a crucial role in shaping this report. Their dedication to examining gender dynamics within our University has provided a comprehensive understanding of our current standing and areas for improvement.

This report marks a significant step toward promoting gender inclusivity and ensuring a more equitable environment for all members of our academic community. The findings and recommendations outlined will serve as a roadmap for continuous progress. Moving forward, we are committed to implementing these recommendations and strengthening our institutional policies and practices to foster an environment that empowers and supports everyone.

Once again, I express my deepest gratitude to all who have contributed to this important endeavour. Your efforts and collaboration have been invaluable, and I look forward to working together in the pursuit of a more inclusive and equitable university.

Prof. (Dr.) M.P. Singh

Chairperson

Gender Audit Committee

Teerthanker Mahaveer University, Moradabad

Gender Audit Committee (2023-24) -

The members of the Gender Audit Committee are as follows:

S. N.	NAME	Designation
1	**Prof. M. P. Singh** DSW	Chairperson
2	**Dr. Alka Agarwal** Joint Registrar (General Administration)	Member
3	**Prof. Shivanee M. Kaul** HoD - Physiotherapy	Member
4	**Dr. Prashant Kumar** Dy. Registrar (HR)	Member
5	**Dr. Jasmine** Chief Trainer (CTLD)	Member Secretary

Teerthanker Mahaveer University:

Teerthanker Mahaveer University (TMU) is committed to fostering a safe, inclusive, and gender-neutral environment based on the principles of Right Philosophy, Knowledge, and Conduct. The University promotes gender equality, women's empowerment, and follows a zero-tolerance policy against gender-based discrimination and exploitation.

1. Introduction- Gender Audit:

We are committed to fostering an inclusive, equitable, and gender-sensitive academic environment that upholds the principles of diversity and empowerment. As a premier institution dedicated to excellence in education, research, and professional development, TMU recognizes that gender equality is fundamental to academic growth, institutional integrity, and societal progress. In alignment with this vision, the Gender Audit Report for the academic session 2023-24 serves as a comprehensive assessment of the university's gender dynamics, policies, and practices.

At TMU, gender inclusivity extends beyond numerical representation. A true gender-sensitive institution must address structural inequalities, implicit biases, and socio-cultural barriers that influence access to education, career advancement, and decision-making roles.

This audit aligns with national and international frameworks that advocate for gender equity in higher education. It is conducted in accordance with Sustainable Development Goal 5 (Gender Equality), University Grants Commission (UGC) guidelines, and other national policies aimed at promoting inclusivity in academic institutions. By undertaking this exercise, TMU reaffirms its commitment to gender justice, equal opportunity, and the empowerment of individuals irrespective of gender. Based on the findings, strategic recommendations have been formulated to enhance gender sensitivity at TMU. These include strengthening policies that promote women's leadership, ensuring gender-responsive curricula, increasing awareness about gender rights, reinforcing institutional support systems, and fostering a campus culture that embraces equality and diversity.

As TMU continues to grow as a centre of academic excellence, this Gender Audit Report marks a significant step in shaping policies and practices that uphold inclusivity and equity. Gender equality is not just a goal but an ongoing process, and this report serves as a guiding framework for continuous improvement. TMU remains dedicated to fostering a progressive educational ecosystem where individuals, regardless of gender, can thrive, contribute, and lead with confidence.

With this commitment, TMU paves the way for a more equitable future, ensuring that gender inclusivity remains an integral part of its academic and institutional ethos.

2. Objectives:

2.1. To evaluate the representation of different genders in academic programs, faculty positions, administrative roles, student leadership etc.

2.2. To Examine university policies, facilities, and infrastructure (such as restrooms, safety measures, and grievance redressal mechanisms) to ensure they are gender-sensitive and inclusive.

2.3. To assess whether the curriculum, teaching methodologies, and research initiatives incorporate gender perspectives and promote gender equality.

2.4. To Review the effectiveness of measures such as anti-sexual harassment committees, awareness programs, and campus security to create a safe environment for all genders.

2.5. To identify gaps and recommend initiatives, training programs, and workshops to foster gender sensitivity among students, faculty, and staff, ensuring an equitable academic and work environment.

3. Gender Statistics:

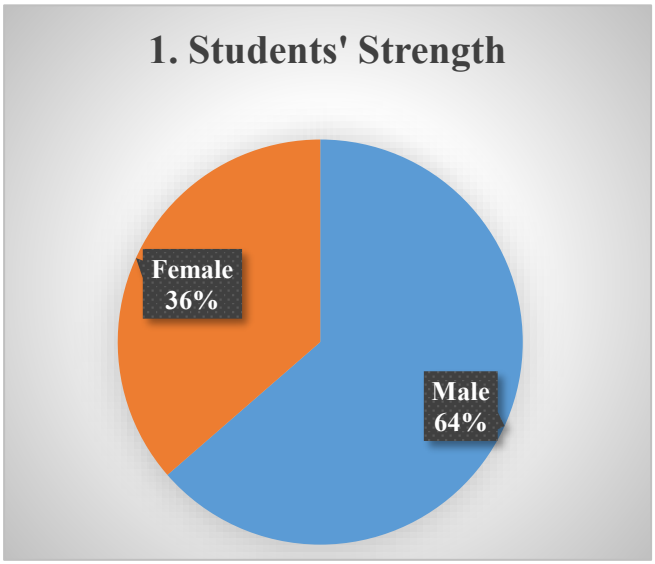
Teerthanker Mahaveer University is committed to fostering an inclusive and progressive academic environment where gender balance is not just a goal but a guiding principle. Ensuring equal opportunities across academics, leadership, and extracurricular activities strengthens diverse perspectives and promotes holistic institutional growth. Gender balance is deeply embedded in the university's policies, practices, and culture, ensuring representation at all levels.

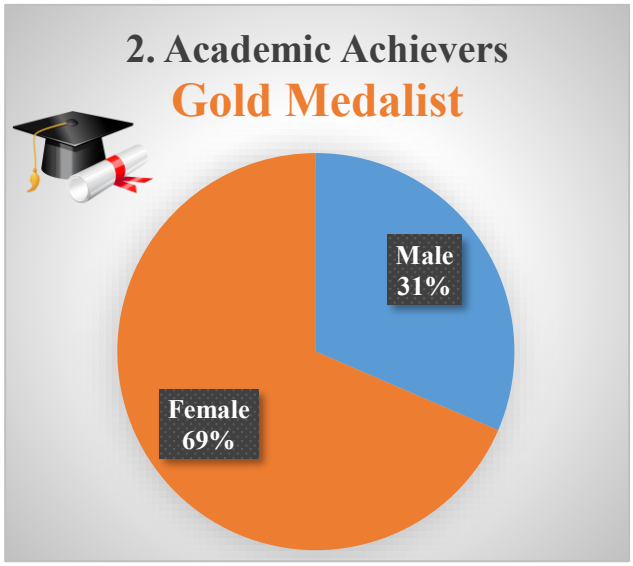
The gender audit is a structured, multi-phased process designed to assess the university's position on gender equity and identify areas for improvement. It begins with meticulous data collection, combining quantitative metrics—such as gender distribution in faculty, leadership, and student bodies—with qualitative insights from surveys, interviews, and focus groups. This dual approach captures statistical trends while also highlighting the lived experiences and challenges faced by different community members.

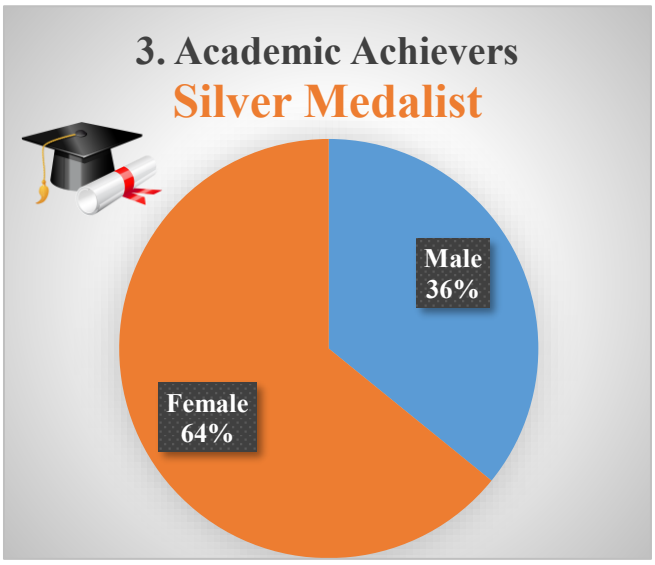
A thorough policy review follows, evaluating recruitment practices, career advancement opportunities, and institutional support mechanisms. Stakeholder consultations enrich the analysis, incorporating perspectives from students, faculty, and staff. By synthesizing these insights, the audit provides a clear, evidence-based picture of gender representation and equity within the university. The findings serve as a foundation for strategic interventions and policy enhancements, reinforcing the institution's unwavering commitment to gender justice and inclusivity.

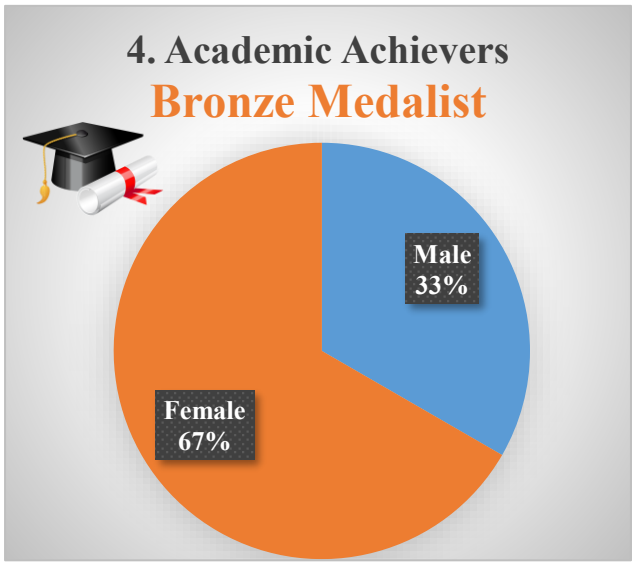
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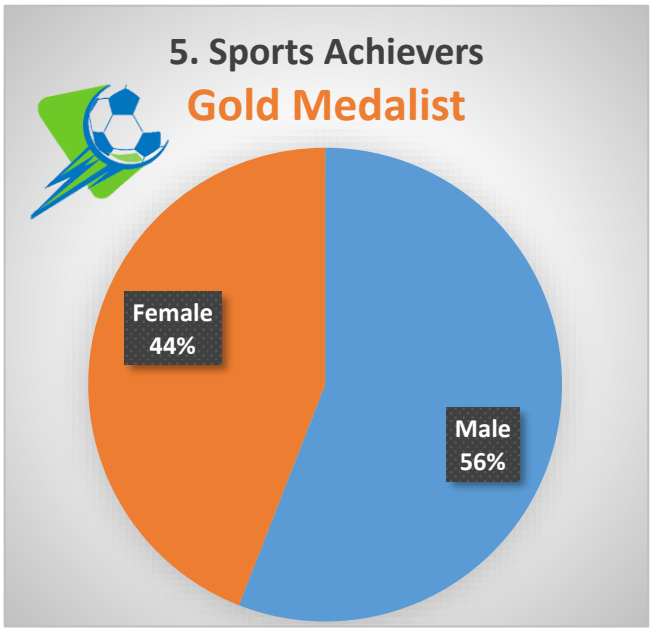
Gender Statistics of Students (2023-24)						
S.N.	**Description**	**Male**	**Male (%)**	**Female**	**Female (%)**	**Total**
1	Students' Strength	7529	**64**	4307	**36**	**11836**
2	Academic Achievers -Gold Medalist	17	**31**	37	**69**	**54**
3	Academic Achievers- Silver Medalist	19	**36**	34	**64**	**53**
4	Academic Achievers -Bronze Medalist	16	**33**	32	**67**	**48**
5	Sports Achievers -Gold Medalist	66	**56**	52	**44**	**118**
6	Sports Achievers -Silver Medalist	73	**58**	53	**42**	**126**
7	Sports Achievers- Bronze Medalist	73	**60**	49	**40**	**122**

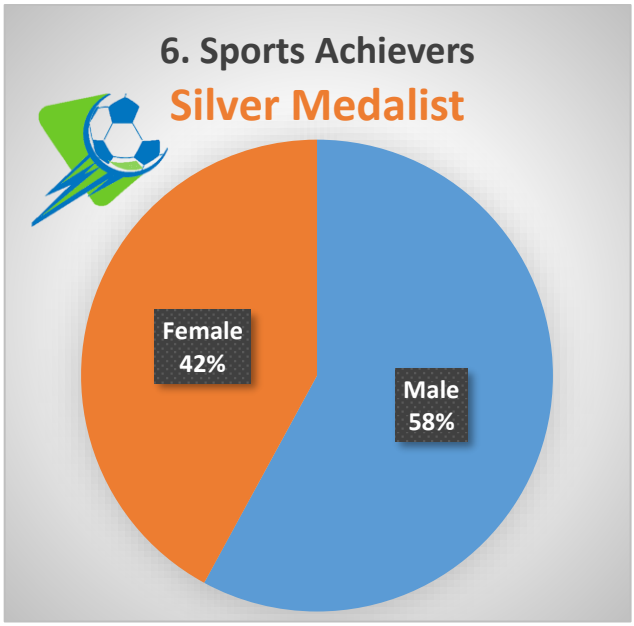

1. Students' Strength
Female
36%
Male
64%


2. Academic Achievers
Gold Medalist
Male
31%
Female
69%


3. Academic Achievers
Silver Medalist
Male
36%
Female
64%


4. Academic Achievers
Bronze Medalist
Male
33%
Female
67%


5. Sports Achievers
Gold Medalist
Female
44%
Male
56%


6. Sports Achievers
Silver Medalist
Female
42%
Male
58%

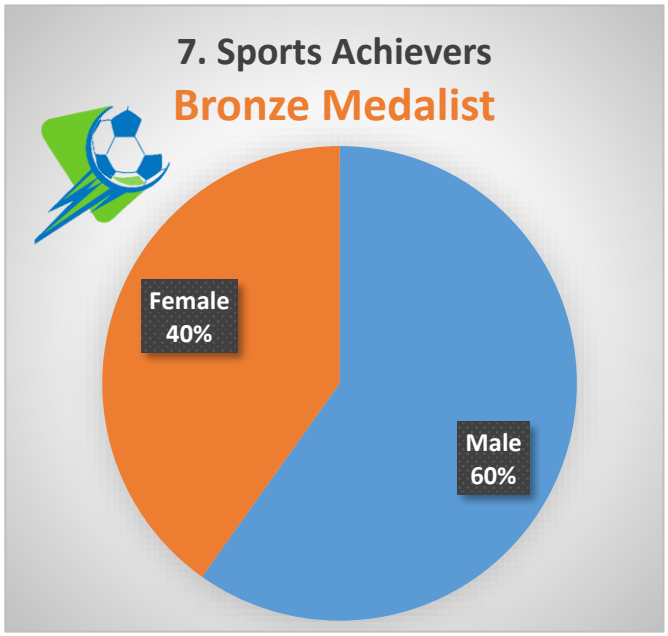
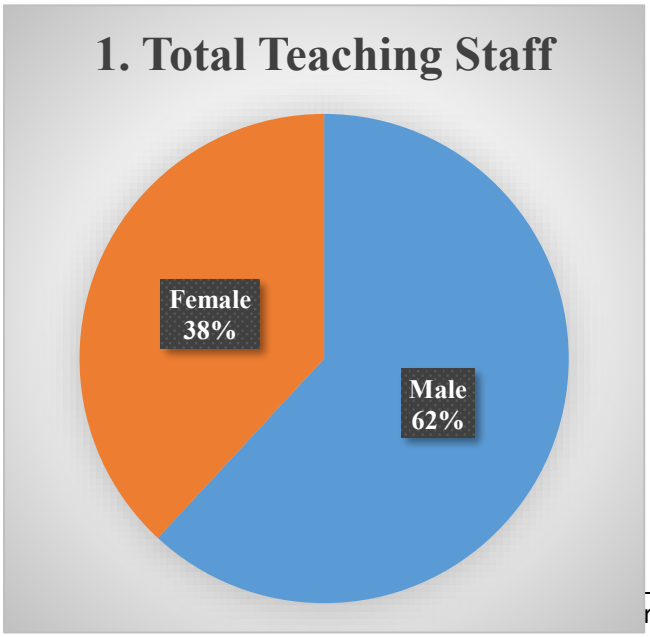
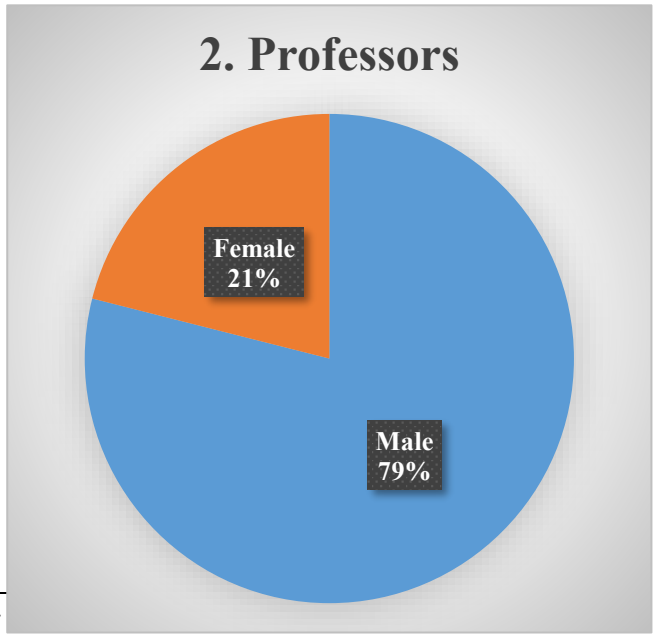
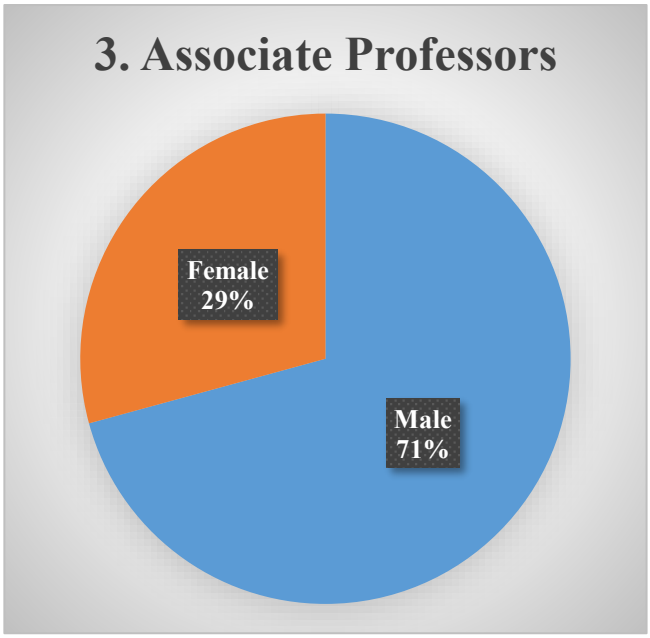


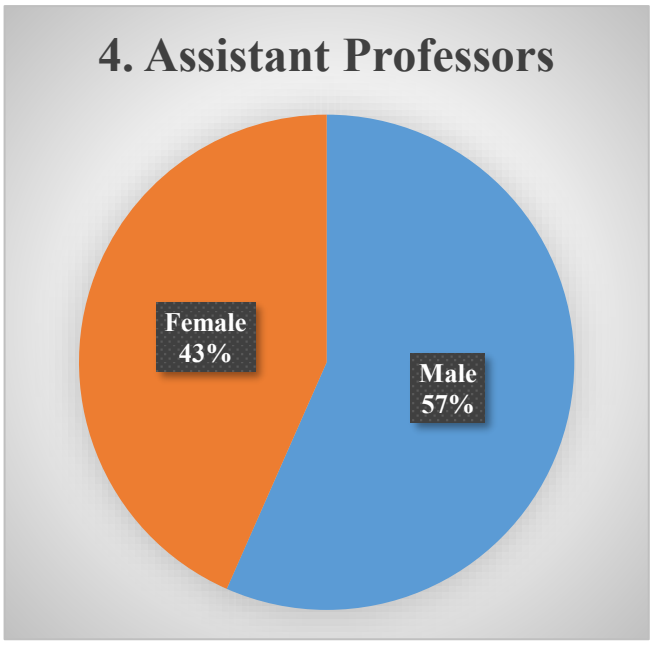
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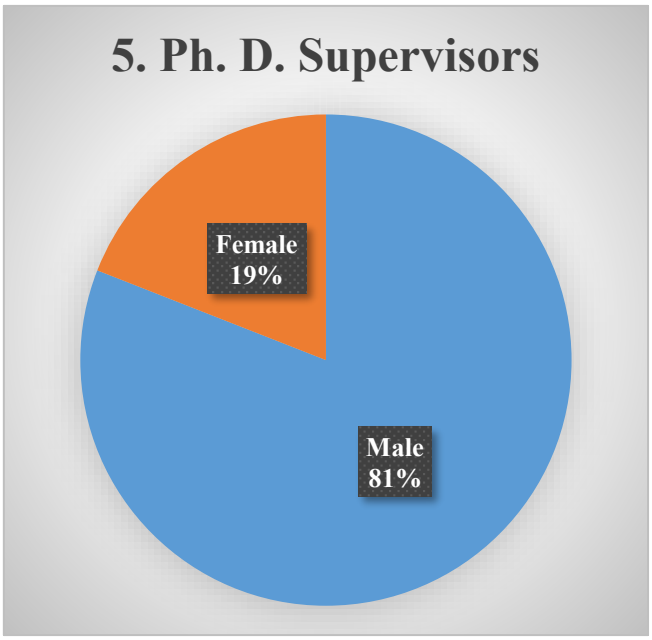
Gender Distribution of Teaching and Non-Teaching Staff						
S.N.	**Description**	**Male**	**Male (%)**	**Female**	**Female (%)**	**Total**
1	Total Teaching Staff	424	**62**	261	**38**	**685**
2	Professors	75	**79**	20	**21**	**95**
3	Associate Professors	75	**71**	31	**29**	**106**
4	Assistant Professors	274	**57**	210	**43**	**484**
5	Ph.D. Supervisors	119	**81**	28	**19**	**147**
6	Total Non-Teaching Staff	871	**86**	137	**14**	**1008**






3. Associate Professors
Female 29%
Male 71%


4. Assistant Professors
Female 43%
Male 57%


5. Ph. D. Supervisors
Female 19%
Male 81%

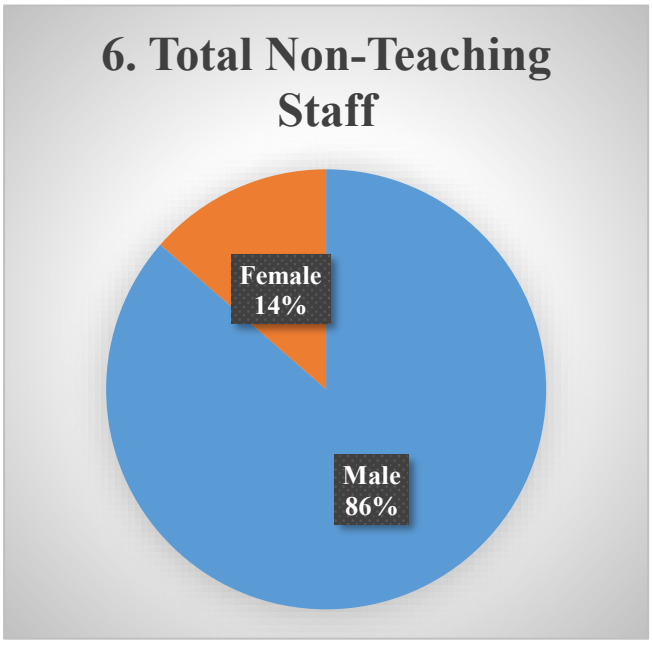
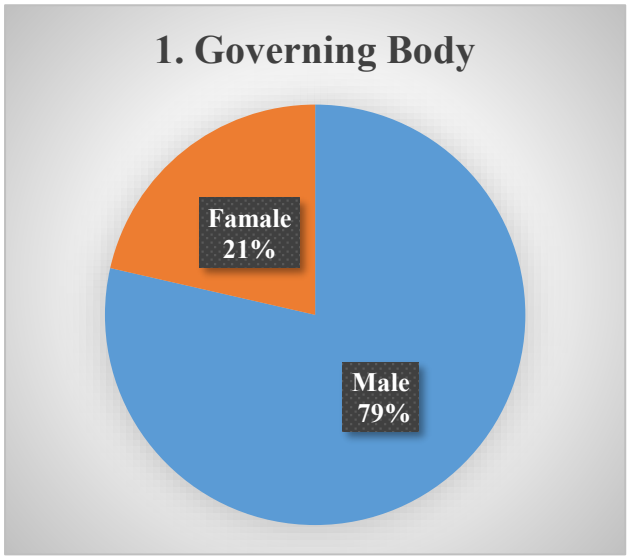
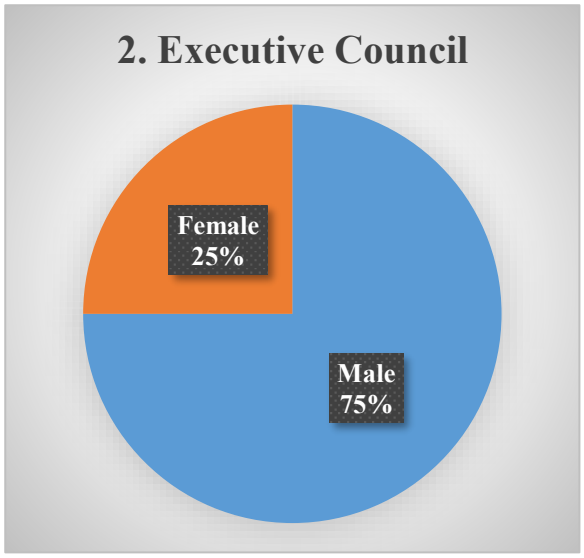
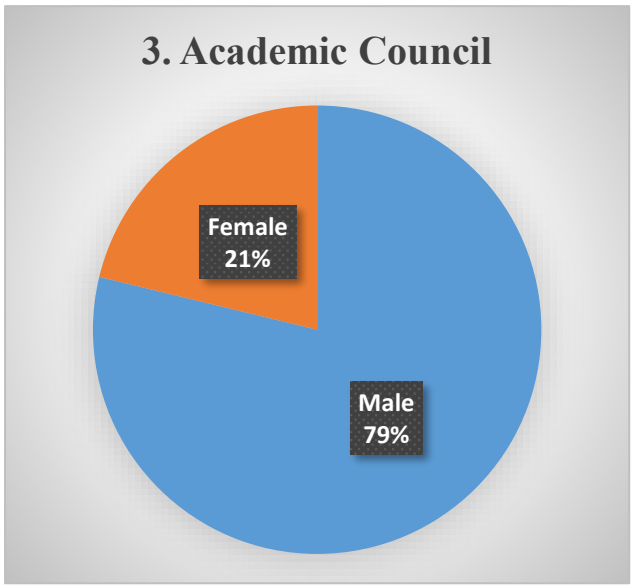

6. Total Non-Teaching Staff
Female 14%
Male 86%

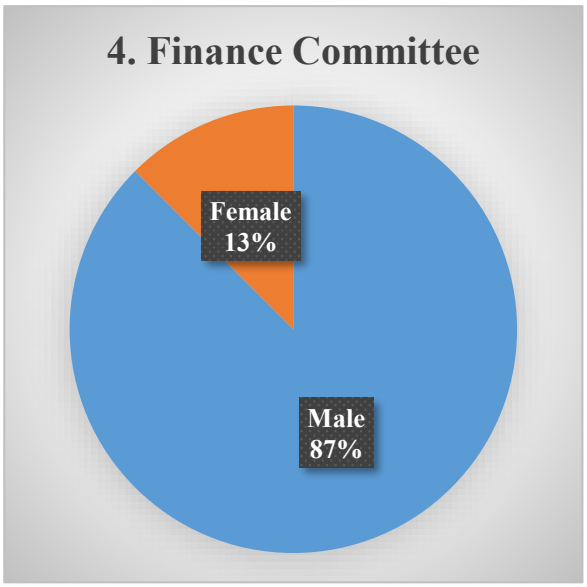
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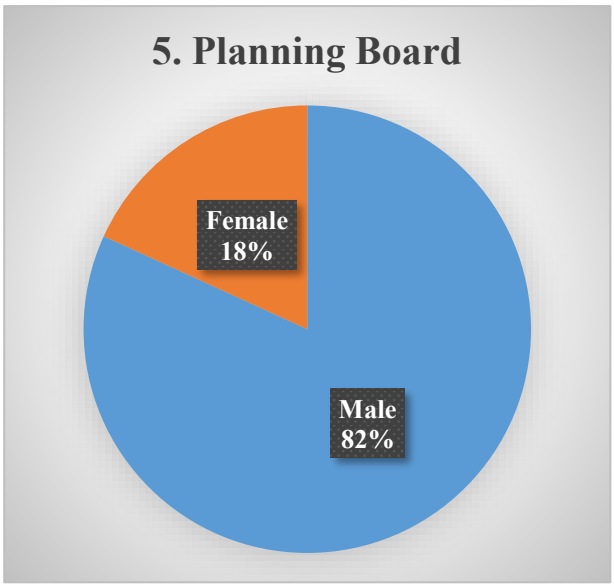
Gender Representation in Different Governing Bodies						
S.N.	**Description**	**Male**	**Male (%)**	**Female**	**Female (%)**	**Total**
1	Governing Body	11	**79**	3	**21**	**14**
2	Executive Council	9	**75**	3	**25**	**12**
3	Academic Council	26	**79**	7	**21**	**33**
4	Finance Committee	7	**88**	1	**13**	**8**
5	Planning Board	9	**82**	2	**18**	**11**
6	University Administration	24	**80**	6	**20**	**30**
7	College Heads	17	**85**	3	**15**	**20**

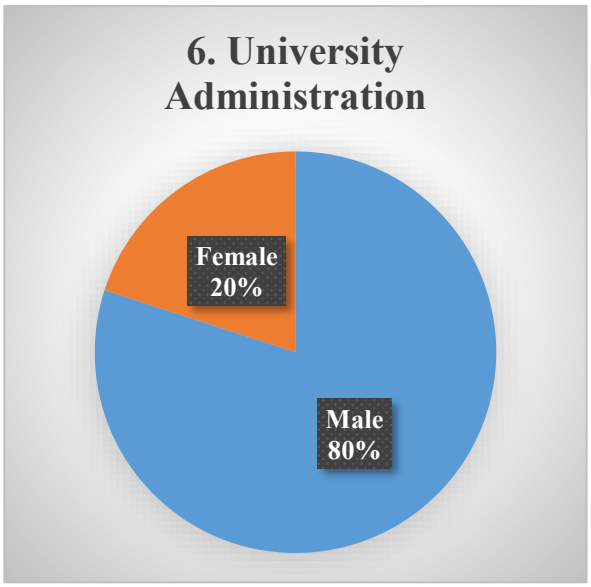


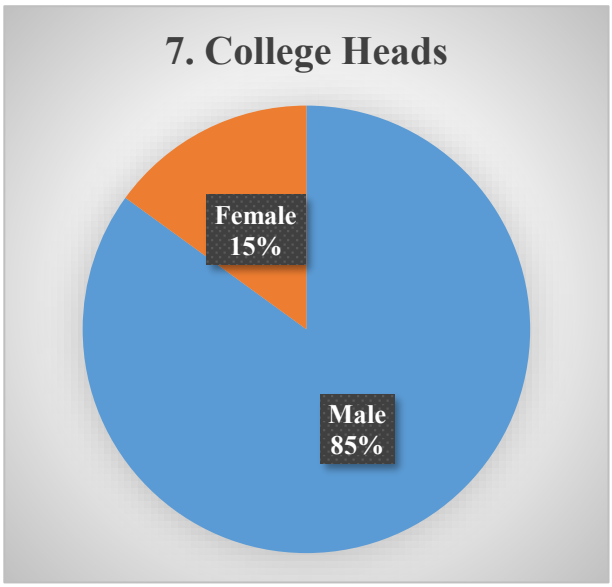












4. Prominent positions - Academia and Administration:

Women at Teerthanker Mahaveer University (TMU) play a vital role in academia and administration, significantly contributing to institutional governance, academic leadership, and policymaking. Holding key positions such as Directors, Deans, Associate Deans, and Joint Registrars, they ensure the smooth functioning of academic and administrative operations. Their leadership is instrumental in shaping university policies, streamlining academic processes, and fostering an environment conducive to learning and research.

In addition to administrative roles, women at TMU excel as Professors, Principals, and Heads of Departments, leading academic initiatives and promoting faculty development. Their contributions span diverse disciplines, including medical sciences, engineering, management, law, and humanities, driving innovation and interdisciplinary collaboration. By mentoring students and junior faculty, they create pathways for academic excellence and professional growth, nurturing future leaders in education and research.

Women leaders at TMU also play a crucial role in policy formulation and institutional decision-making. They advocate for inclusive and progressive reforms that enhance the quality of education, improve student engagement, and ensure equitable opportunities for all. Their strategic vision helps the university adapt to evolving educational trends, integrate modern pedagogical approaches, and enhance research productivity.

Beyond their formal roles, women at TMU contribute to the university's culture by promoting diversity, equity, and inclusion. Their presence in leadership fosters a balanced and holistic approach to governance, enriching the institution with diverse perspectives and innovative solutions. By championing academic integrity, research excellence, and collaborative learning, they continue to make a profound and lasting impact on TMU's academic ecosystem.

Through their dedication, expertise, and leadership, women at Teerthanker Mahaveer University are not only transforming the institution but also shaping the future of education and administration, reinforcing the importance of gender diversity in leadership and governance.

Table-4

S.N.	Name	Designation
1	Ms. Neelima Jain	Director (Governance- Dental & All. Health Sciences)
2	Dr. Manjula Jain	Senior Professor & Dean (Academics)
3	Dr. Jyoti Puri	Associate Professor & Associate Dean (Ph.D. Cell)
4	Dr. Alka Agarwal	Joint Registrar (Record Cell) & I/C IKS
5	Dr. Neha Anand	Associate Professor & Assistant Director (Academics)
6	Dr. Vineeta Jain	University Librarian
7	Dr. S. P, Subashini	Professor & Dean (Faculty of Nursing)
8	Dr. M. Jasline	Professor & Officiating Principal (TMCON)
9	Dr. Sapna Singh	Professor & HoD (Deptt. of Child Health Nursing)
10	Ms. Lincy Joseph	Professor & HoD (Nursing Foundation)
11	Ms. Vijimol G	Professor & HoD (Deptt. of OBG)
12	Ms. Priyanka Masih	Associate Professor & HoD (Medical Surgical Nursing)
13	Ms. Sheuli Sen	Professor & Principal (TPCON)
14	Dr. Ruchi Kant	Professor & HoD (Paramedical)
15	Dr. Shivanee M Kaul	Professor & HoD (Physiotherapy)
16	Dr. Ankita Jain	Professor & Vice Principal (TMDC&RC)
17	Dr. Hina Hashmi	Assistant Professor & Program Co-Ordinator (B.Sc (H)- CS)
18	Dr. Shalini Ninoria	Associate Professor & Program Co-Ordinator (BCA I Year)
19	Dr. Ranjana Sharma	Associate Professor & Program Co-Ordinator (BCA II Year)

5. Key Measures Ensuring Girls' Safety

5.1 Curriculum & Awareness

a. Gender equity integrated into the course “Human Values and Ethics”.

b. Regular sensitization programs such as:

   i. Self-defence training

   ii. Health & hygiene workshops

   iii. Women's rights awareness

   iv. Debates, exhibitions, contests on gender issues

c. Encouragement of active participation by both genders to promote mutual respect.

5.2 Campus Security Framework

a. Internal Complaints Committee (ICC) handles gender-related grievances as per UGC norms.

b. Proctorial Board & Anti-Ragging Committee oversee campus discipline; contact details are displayed on notice boards.

c. Complaint/grievance boxes placed in discreet areas to enable safe reporting.

d. Enforced zero-tolerance for misconduct or discrimination.

5.3 Surveillance & Physical Safety

a. CCTV surveillance with centralized monitoring across classrooms, streets, labs, sports grounds, and parking zones.

b. Strict visitor screening at all entry points to the campus.

c. Female security guards posted at strategic and sensitive areas.

d. Separate lifts for girls in most multi-story buildings.

5.4 Safe Transport for Girls

a. Dedicated buses for female students with safe pick-up/drop-off from various locations in and around Moradabad.

5.5 Girls’ Hygiene & Sanitation

a. Separate restrooms for women in all academic blocks.

b. Equipped with:

i. 24-hour water supply

ii. Sanitary napkin disposal units

c. Dedicated sanitary staff ensures daily cleanliness and maintenance.

5.6 Safe Residential Facilities

a. Separate girls' hostels featuring:

i. Face recognition/biometric attendance system

ii. CCTV surveillance

iii. Wi-Fi, reading rooms, indoor games, laundry, and lounge

iv. Separate female gym.

5.7 Women-Friendly Campus Provisions

a. Girls' common rooms available in every college/department for rest and privacy.

b. Designated separate cabins for female faculty members.

5.8 Support for Women Employees

a. Free Day Care Centre (9:00 AM to 5:00 PM) for children (up to 3 years) of women employees.

b. Maternity Leave - 90 days each after 02 years of service with the University and subject to a maximum for two surviving children.

c. 20% discount in Hospital for all employees.

6. Areas for Improvement:

i. **Women's representation in administrative and decision-making roles** is lower than that of men, necessitating targeted policies to encourage female leadership.

ii. **Additional security measures, such as appointing more female security personnel across all constituent colleges**, would enhance the sense of safety for female students and staff.

iii. **Installation of sanitary pad vending machines** in every building is required to improve accessibility to menstrual hygiene products.

iv. **More self-defence training programmes** should be conducted to equip female students with safety skills.

v. **Health awareness and check-up camps** focusing on mental health, menstrual hygiene, and women's well-being need to be conducted more frequently.

These observations highlight the university's strengths in promoting gender equity and identify areas where further improvements can be made to create a more inclusive and safer environment for all genders.

7. Summary and Conclusion:

The Gender Audit of Teerthanker Mahaveer University (TMU) for 2023–24 highlights the university's commitment to gender inclusivity, safety, and equality. While female students perform well academically, their enrolment and representation in senior leadership and governance remain limited. TMU has implemented strong safety measures, supportive hostel facilities, and basic hygiene provisions, though areas like menstrual hygiene (e.g., absence of sanitary pad vending machines) and mental health support need improvement. Institutional mechanisms exist to address gender concerns but require wider awareness and accessibility.

Overall, TMU demonstrates a progressive approach with structured policies, awareness programs, and support systems. Continued focus on leadership inclusion, enhanced hygiene facilities, and expanded gender sensitisation efforts will further strengthen its vision of a safe, inclusive, and equitable academic environment.