



**L. S. RAHEJA**  
**SCHOOL OF ARCHITECTURE**

**(Bombay Suburban Art & Craft Education Society)**

## **GENDER AUDIT REPORT 2022-23**

Bombay Suburban Art and Craft Education Society's

**L.S. Raheja School Architecture**

Bandra (East)

Mumbai

Gender Audit for the Academic year 2022-23

Date – 29.08.2023

Time - 11.00 am

Venue - Conference room (First Floor)

Based on the survey conducted the following recommendations are suggested for improvisation of Gender equality in the institute

### Recommendations

LSR SOA aims at creating an appropriate learning environment for all students and staff regardless of gender, caste and creed. The institute gives opportunities to all based on merit, skills and right attitude and are not gender biased.

The college should further enhance gender equity and equality by including the following in their agenda.

1. Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women/ men and positive masculinities.
2. Conduct more seminars, lectures and workshops for motivation and sensitizing students towards gender equity and imparting knowledge on awareness and legal aspects of the same
3. Change in admission form inclusive for all genders
4. Everyone should be made aware of the guidelines and process to approach the CWDC in an anonymous manner to safeguard the safety of the complainant if any. Suggestion box for anonymous complaints should be provided
5. Online suggestion form facility should be provided.
6. Ventilation of the toilets should be improved.



Mrs. Apeksha Gaje  
Assistant Professor  
Sheila Raheja School of Business management & Research




Ar. Smita Subandh  
Visiting Faculty  
L S Raheja School of Architecture

## INDEX

Sr. No.	Content
1	LSRSOA Profile
2	Gender Equality at LSRSOA
3	Gender Audit- Introduction
4	Gender Audit at LSRSOA
6	Gender Audit Survey Analysis
7	Conclusion and Suggestions
8	Annexure 1: Women Development Cell Report
9	Annexure 2: Internal Complaints Committee Report
10	Annexure 3: Questionnaire



*Handwritten signature and initials.*

## **About L.S. Raheja School of Architecture**

L.S. Raheja School of Architecture, a CSR arm of K. Raheja Realty, is one of the esteemed pioneer institutions imparting education in the field of Architecture. The parent trust "Bombay Suburban Art & Craft Education Society" started this elite institute with a professional 5 years' full-time course offering Government Diploma' in Architecture in 1953 under the recognition Directorate of Technical Education, Maharashtra State which received recognition from the Council of Architecture (Constituted under the act of parliament 1973).

In 2007, the L. S. Raheja School of Architecture stopped the Government Diploma Course and received affiliation from Mumbai University to conduct a 5-year full time Bachelor's Degree course in Architecture (non-aided) approved by the State Government of Maharashtra and recognized by Council of Architecture, India.

Well-supported by the management and under the guidance and able leadership of Ar. Arvind M. Khanolkar the institute had progressed to being in the top 5 institutes in Maharashtra within the first decade and now under its current Principal Ar. Mandar Parab, aims to scale newer heights to be recognized as one of the best institutes imparting architecture education in India. With a young dynamic and dedicated full time faculty as their primary guiding force, the students of L. S. Raheja School of Architecture have proven time and again that they do not just exist, but achieve success and recognition at various platforms and scale top positions among the institutions at all India level



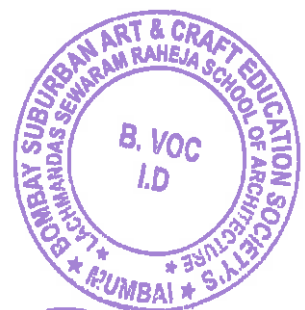
*Handwritten signature and initials.*

## Vision

The institute aims to be a renowned learning community engaged in exemplary teaching and research by creating entrepreneurs who have been trained in understanding design as a broad humanistic and scientific discipline with technical skills complemented by personal vision and ethical perception.

## Goals

1. To create a dynamic institution of learners through creative and critical thinking and dedication to high standards
2. To produce leaders that meet the demand of a globally challenging profession through sound training
3. To prepare students to evolve with the ever changing world by offering comprehensive, high quality programs and services that respond to the need of the industry
4. To strive for excellence and foster the spirit of professionalism by creating a culture of constant improvement through measuring learning across the institution
5. To support diversity thereby adopting a holistic approach through the process of lifelong learning



*Signature*  
*Signature*

## Gender equality at LSRSOA

Gender equality in society forms an important aspect of the value system of a healthy and progressive nation. Gender equality, women empowerment, choice of every gender to work are strategies to reduce poverty, reduce social injustices among the genders, accelerate growth levels, improve health standards and contribute to a healthy, financially strong and a conducive domestic environment in the country. Gender parity is also regarded as attainment of human rights and a prerequisite for sustainable development.

Students are the face of the nation in future and therefore imbibing good value systems in them is very essential. Educational institutes hold the responsibility and play a very important role to sensitize the students towards gender issues. It is very necessary to project respect and broaden the mindset of students towards the opposite sex, and to achieve this, teachers always counsel them in the classroom and on the campus to respect each other.

Our college is well prepared to handle and respond to any gender sensitive issues and provides an inclusive environment for humans of all genders with a sense of personal safety and dignity.

Gender equality does not mean that they have to become the same, but that their rights, responsibilities and opportunities will not depend on the sex they are born with or the gender they identify with. Gender equity means fairness of treatment to all genders according to their respective needs. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. Gender equality denotes women having the same opportunities in life as men, including the ability to participate in the public sphere. Gender equity denotes



*Dr*  
*gms*

the equivalence in life outcomes for women and men, recognizing their different needs and interests, and requiring a redistribution of power and resources. Many discussions and campaigns about gender equity allow the women gender and also the transgender in recent times to take spontaneous action against their oppression or exploitation.

Both gender equity and equality are indispensable and are principally incorporated in the functioning of a reputed institute like LSRSOA, which believes in fair and justifiable treatment to all. It also aims to eliminate harassment on the basis of gender which is any act or threat by men or male-dominated institutions that inflicts physical, sexual, or psychological harm on a woman or girl because of their gender. The college always concentrates on the student's qualitative performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities and special attention. The student committee of the college has a fair balance of girls and boys in participation and also teacher In-charges to cater to their issues. A Ladies representative is a mandatory post in the elected student council body. The girls common room is situated on the first floor of the college. Separate washrooms for girl students on each floor are equipped with basic amenities like dustbins, mirror and sanitary napkin vending machine. Professional ladies security guards are also placed at college gates. The student admissions and staff appointments are completely gender neutral and based on the principle of fair and equal opportunity across all genders. The housekeeping and maintenance staff also shows equal representation of male and female genders. The institute maintains a holistic gender neutral approach towards the entire cross section of its stakeholders where opportunities are based on skill set/ qualifications and not gender.



A handwritten signature in blue ink, appearing to be "Soh" with a flourish underneath.

## Gender Audit 2022-23

The college conducted a Gender Audit in 2022-2023 to create awareness about respect for every gender and also to identify ways to make the college campus safe for all genders.

The Women Development Cell of the College ensures awareness about their objectives by conducting seminars, self-defense workshops. 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 by the College with an objective to Prevent Sexual Harassment of any gender at the college.

UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike".

On a global scale, achieving gender equality also requires eliminating harmful practices against women and girls, including sex trafficking, femicide, sexual violence, gender wage gap, and other oppression tactics.



*Sh*  
*Sm*



## Objectives of Gender Audit

- To identify the areas where the gender inequality exists
- To identify the probable reason for the gender inequality
- To maintain a good gender balance in all fields of the college.
- To advise ways to bridge the gender gap
- To implement the prevention of sexual harassment effectively.

## The Gender Audit was conducted as per the following process

- Orientation of the students and Staff members through various activities like, guest lectures and self-defense workshops.
- Questionnaire was circulated among the students and staff to understand their awareness about women safety in the College premises. A Statistical Gender Analysis was collected of all staff-members and students.
- Meeting minutes of relevant bodies were reviewed for complaints / suggestions, etc.
- Review of redressed cases in the institute and recommendations suggested.



*Sh*  
*ans*

## Gender Audit at LSRSOA

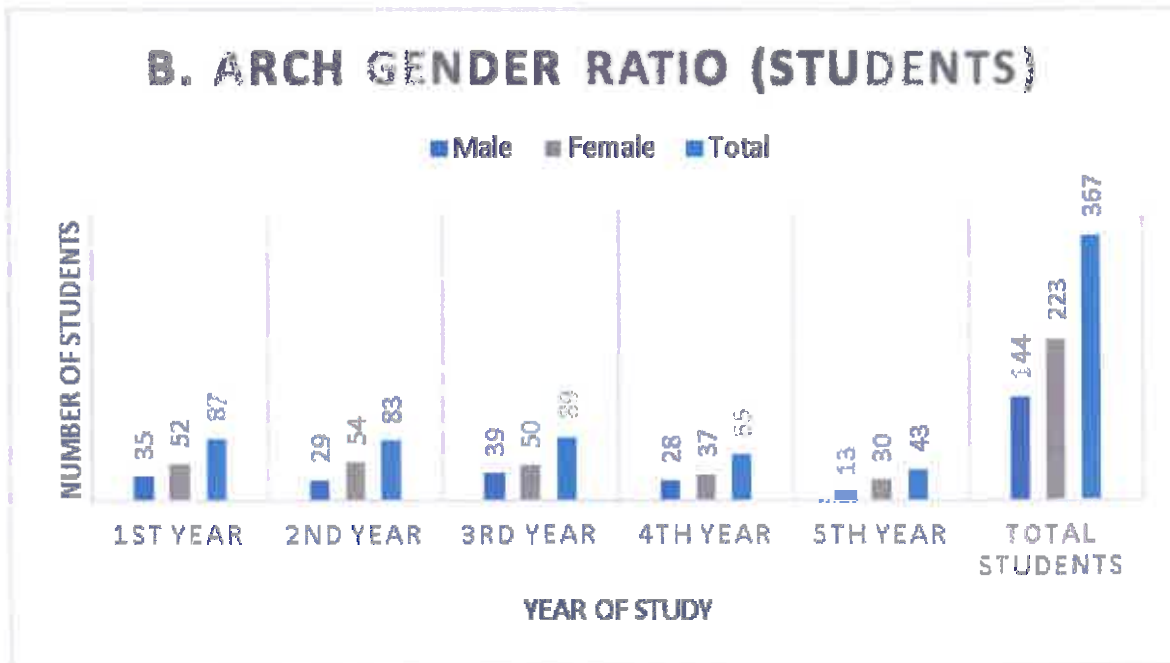
### 1. Strength of Students and staff (2022 -2023)

Academic year 2022-23	Students			Academic year 2022-23	Faculty		
	Male	Female	Total		Male	Female	Total
<b>B. Arch.</b>							
1st year	35	52	87	Teaching	11	11	22
2nd year	29	54	83	Non-teaching	12	2	14
3rd year	39	50	89				
4th year	28	37	65				
5th year	13	30	43				
<b>B. Voc.</b>							
1st year	27	46	73	Teaching	4	2	6
2nd year	13	43	56	Non-teaching	3	1	4
3rd year	22	35	57				



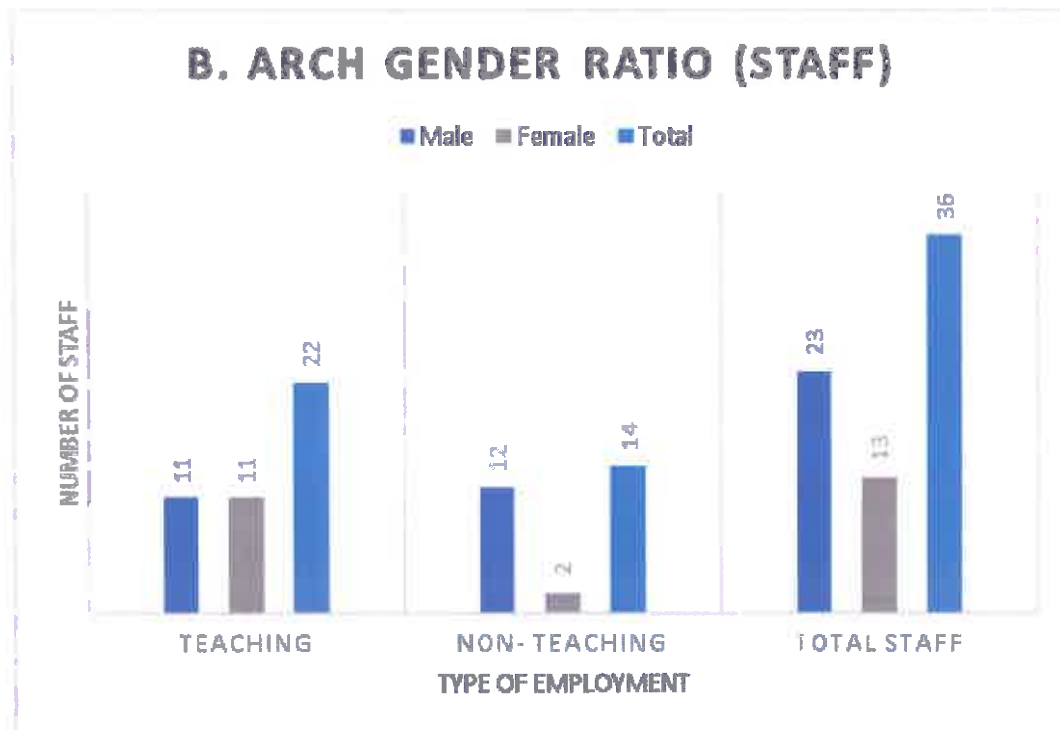
*Handwritten signature*

## B. ARCH GENDER RATIO (STUDENTS)



B. Arch. - Number of girl students is more than the male students across all years

## B. ARCH GENDER RATIO (STAFF)

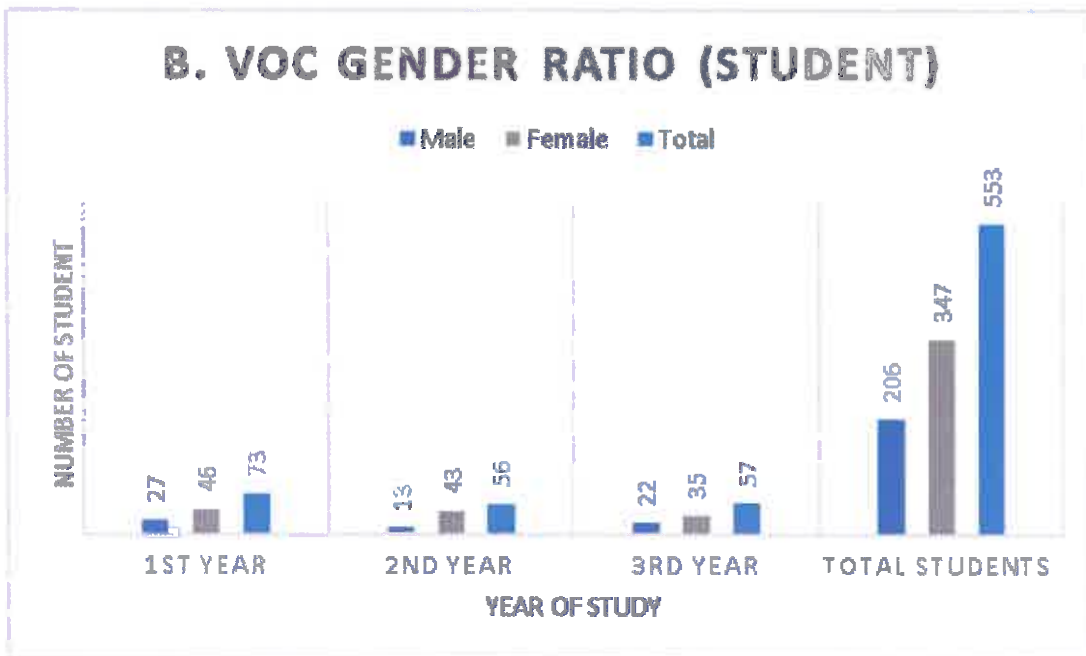


B. Arch. - The teaching staff shows equal representation of male and female genders  
The non teaching staff, the number of female staff is less than the male staff



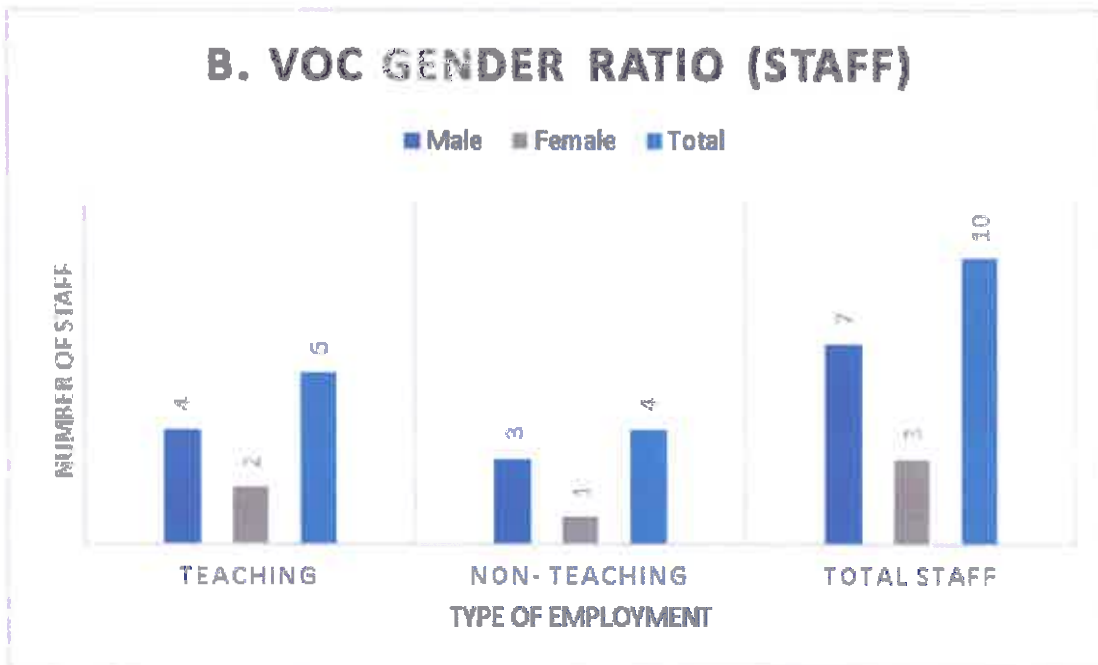
*Jms*  
*Sh*

## B. VOC GENDER RATIO (STUDENT)



B. Voc.- The number of girl students is more than the male students for all years

## B. VOC GENDER RATIO (STAFF)



B. Voc. - The number of male faculty is more than the number of female faculty.



*Signature*

2. Representation of male and female in student body committee  
Elected Student council 2022-23

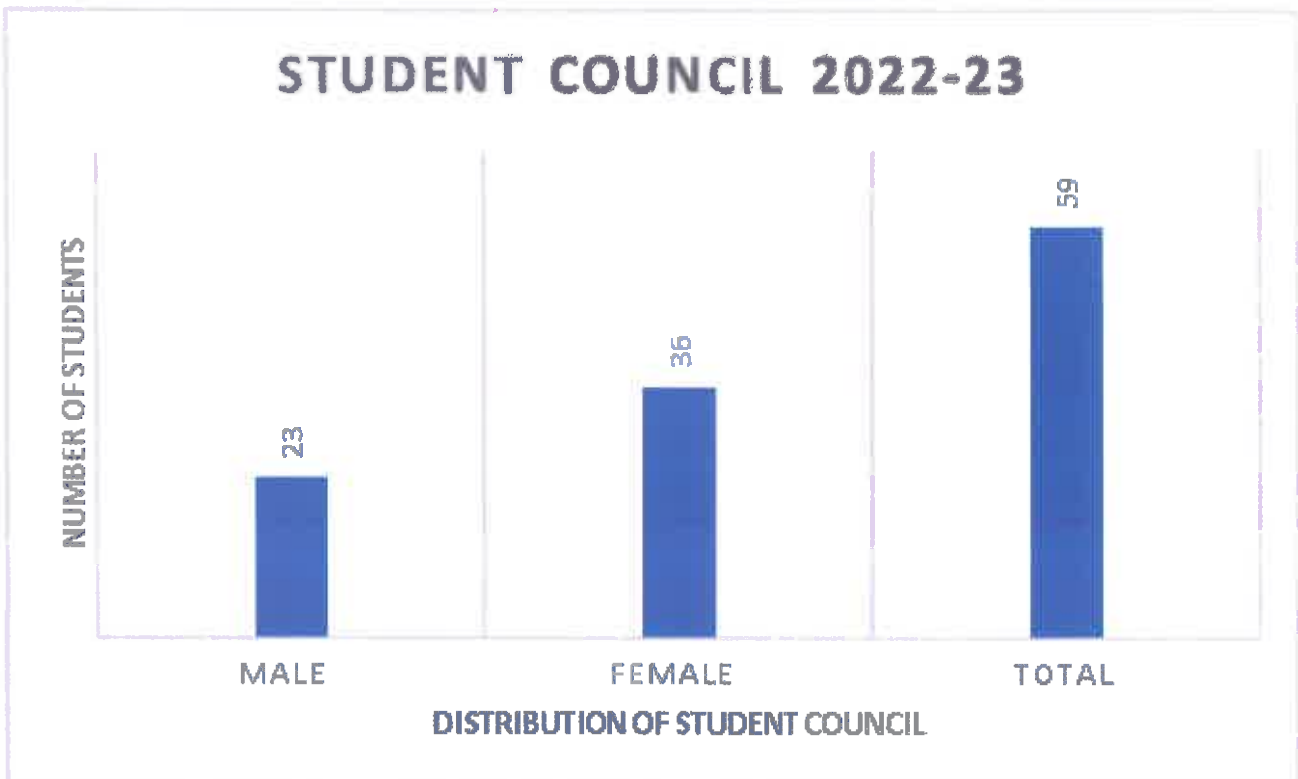
Executive Council 2022-23	
President	Rohit Jain
General Secretary (B.Arch)	Shubhu Vora
General Secretary (DD)	Shubh Bhangal
Ladies' Representative (B.Arch)	Shubh Palode
Ladies' Representative (DD)	Susmita Ghosh
Unit Secretary (NABA)	Anshu Jais
Treasurer (B.Arch)	Rashika Khosla
Treasurer (B.Arch)	Lalita Hirani
Treasurer (DD)	Tarish Kohli

Core Council 2022-23	
Cultural Head (B.Arch)	Hetal Gajjar
Cultural Head (DD)	Jhal Jain
Design Head (B.Arch)	Hansh Bahl
Design Head (DD)	Sanya Kamdar
Editorial Head (B.Arch)	Shweta Rangraj
Editorial Head (DD)	Kunal Vishwakarma
Exhibition Head (B.Arch)	Kritiya Tumbekar
Exhibition Head (DD)	Jyoti Palode
PR Head (B.Arch)	Chauhan
PR Head (DD)	Hetal Rathi
Sports Head (B.Arch)	Hemant Kulkarni
Sports Head (DD)	Shruti Mandhyan
Workshop Head (B.Arch)	Neeraj Deshpande
Workshop Head (DD)	Shubh Ghag

General Council 2022-23 (B.Arch)	
FYB.Arch	Rishabh Jadhav
	Arushika Ghosh
SYB.Arch	Jini Nayari
	Genelia Khedkar
	Ayush Singh
TYB.Arch	Nayvi Gupta
	Yukta Rani
	Bhadrana Agrawal
	Gayatri Yekar
Fourth Year B.Arch	Pratik Sawant
	Prathmesh Madhan
	Lalita Hirani
Fifth Year B.Arch	Diha Nigaj
	Bhishik Patil
	Aditya Kamdar

General Council 2022-23 (DD)	
FYB.Voc	Diya Gandhi
SYB.Voc	Rishabh Dhorewar
	Vidhi Jain
TYB.Voc	Harshankar
FY.GPT	Rudra Shinde
	Aashika Sawant
SY.GPT	Ankur Parbh
	Tarish Kohli
TY.GPT	Poonam Kanchan
	Sarika Kankaria
FY.GPT	Chaitanya Satyaje
	Sara Ghose
SY.GPT	Mohit Pagar
	Krushni Rupa



Representation of male and female students is proportionate to their total strength



*Sm*  
*Shw*

3. The survey questionnaire was sent via google forms to all students and faculty There were 158 responses. Annexure of the responses is attached.

Survey responses to the questions are as follows -

- a. Sex
  - The females are 65% and males are 35%
- b. Staff or student
  - The students form 94% of users of the campus.
- c. Are there an adequate number of toilets available for your use on each floor of the college campus ?
  - 87% of responses agree that there are an adequate number of toilets available for use on each floor of the college campus?  
46% agreed, 13% disagreed and rest were neutral in response
- d. For females only - Are there facilities available in the ladies toilet , keeping in mind the need of ladies/ girls - namely disposable bins and vending machine for sanitary napkins
  - 46% agreed, 41% disagreed and rest were neutral
- e. Adequate lighting is available inside the campus during night, including but not limited to, adequate lighting in corridors, classrooms, common areas, toilets etc.
  - 75% agreed, 18% disagreed and rest were neutral
- f. Adequate security arrangements have been made in the campus and common areas throughout the day
  - 94% agreed to the above
- g. College Women Development Cell (CWDC) is set up in your college, details of which are available on the Institute Website. Are you aware of this Committee?
  - 60% of responses are aware of CWDC
- f. Are you aware of that a sexual harassment grievance redressal system exists in your Institute under the CWDC
  - 54% of responses are aware of the grievance redressal system
- g. Have you felt the need to approach the CWDC ?
  - Only 7% of respondents felt the need to approach the grievance redressal cell.



*Sms*

h. If approached - the College Women Development Cell (CWDC) have addressed to the complaint

- Out of the 17% of respondents who approached CWDC 15 % respondents complaints were addressed

i. The classroom is free of gender biases and offers equal opportunity to all genders

- 84% of respondents agreed that it is free of gender bias

j. The College offers equal opportunities to all in all co-curricular and extra curricular activities irrespective of gender

- 89% of respondents agree that there are equal opportunity for all genders in co-curricular and extra curricular activities irrespective

k. There is equal representation opportunities on the Student Council irrespective of the gender

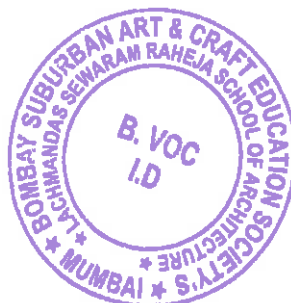
- 92 % of respondents agreed that there is equal representation of all genders in the Student Council Committee.

l. There is equal opportunity for free and fair expression of ideas irrespective of your gender

- 91 % of respondents agreed that there is free and fair expression for all genders.

## Suggestions

- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women/ men and positive masculinities.
- More awareness programs on Legal rights should be conducted
- Change in admission form with respect to filling the field of gender
- Everyone should be made aware of the guidelines and process to approach the CWDC in an anonymous manner to safeguard the safety of the complainant if any. Suggestion box for anonymous complaints should be provided
- Online suggestion form facility should be provided.
- Ventilation of the toilets should be improved.



*Handwritten signatures and initials.*

## Gender Policy

- The Gender policy of LSRSOA aims to promote equality of access and treatment to all genders working and studying at the College.
- LSRSOA affirms the principles of equality, fairness and justice for all. Inclusive education and opportunities The College believes in inclusivity in education and practices it with the complete commitment and involvement of its management, faculties and staff.
- The College works on the following parameters to create an atmosphere of inclusivity and respect for all genders on the campus.
- There shall not be any kind of discrimination on the basis of Gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all gender
- Regular communication with the stakeholders about the need to respect human dignity.
- Conducting guest lectures for students on diversity, sensitivity to various genders and changing gender roles.
- Active Women Development Cell for representation of women.
- Regular activities to make faculties and students aware about gender based issues.
- The faculties of LSRSOA encourage students to learn from diversity in class and recognize the uniqueness each gender has to offer. They create a learning environment which encourages participation, discussion and fairness.
- Students can approach their mentors to discuss professional as well as personal problems.
- The college always focuses on the all-round development of students irrespective of gender. Good gender equity is the characteristic of a quality institute. Our college strives to enhance equity and ensure the equality of women in all activities through well planned policy.



*Handwritten signature and initials.*



- To promote gender awareness, the IQAC initiated "Gender Audit" for the year 2022-23 for the stakeholders in the college. The audit was conducted with the major objectives to foster gender equality in all aspects of college life and throughout the college community; to examine the policies and regulations of the college towards the needs and interests of both the male and female learners of the college; and to take active steps and corrective measures to establish good gender balance in decision-making processes in all areas of the college activities. It was an effective attempt at seeing the current status of women across the nation.



*Handwritten signatures in blue ink.*

**Annexures**

Annexure 1 - Gender Audit Survey Questionnaire

Annexure 2 - Minutes of meeting of CWDC

Annexure 3 - Minutes of the meeting of Internal Complaints Committee



*Shree Parvati*

## Annexure 1 - Survey Questionnaire

### Questionnaire

[https://docs.google.com/forms/d/12WVvdx2Y59ZFX9nu\\_7k25ITca-PhWsqkzYvhjA596fw/edit](https://docs.google.com/forms/d/12WVvdx2Y59ZFX9nu_7k25ITca-PhWsqkzYvhjA596fw/edit)

Q1. Name

Q2. Sex

- a. Male
- b. Female
- c. Other
- d. Prefer not to say

Q3. Staff or Student

- a. Student
- b. Staff

Q4. Are there an adequate number of toilets available for your use on each floor of the college campus?

- a. Agree
- b. Staff
- c. Neutral

Q5. Only for females

Are there facilities available in the ladies toilet, keeping in mind the need of ladies/girls - namely disposable bins and vending machine for sanitary napkins

- a. Agree
- b. Staff
- c. Neutral

Q6. Adequate lighting is available inside the campus during night, including but not limited to, adequate lighting in corridors, classrooms, common areas, toilets etc

- a. Agree
- b. Disagree
- c. Neutral

Q7. Adequate security arrangements have been made in the campus and common areas throughout the day

- a. Agree
- b. Disagree
- c. Neutral



*Handwritten signature*

Q8. College Women Development Cell (CWDC) is set up in your college, details of which are available on the Institute Website. Are you aware of this Committee?

- a. Yes
- b. No

Q8. Are you aware of that a sexual harassment grievance redressal system exists in your Institute under the CWDC?

- a. Yes
- b. No

Q9. Have you felt the need to approach the CWDC for sexual harassment grievance?

- a. Yes
- b. No

Q10. If approached - the College Women Development Cell (CWDC) have addressed to the complaint

- a. Agree
- b. Disagree
- c. Not applicable

Q11. The classroom is free of gender biases and offers equal opportunity to all genders

- a. Agree
- b. Disagree
- c. Neutral

Q12. The College offers equal opportunities to all in all co-curricular and extra curricular activities irrespective of gender

- a. Agree
- b. Disagree
- c. Neutral

Q13. There is equal representation opportunities on the Student Council irrespective of the gender

- a. Agree
- b. Disagree
- c. Neutral

Q14. There is equal opportunity for free and fair expression of ideas irrespective of your gender

- a. Agree
- b. Disagree
- c. Neutral

Q15. Do you have any suggestions with respect to gender equality in the Institute?



*JSR*  
*JSR*

# Gender audit survey 2022 23

158 responses

Publish analytics



*Sm*  
*San*  


### Name

158 responses

Mugdha Bakde

Sanika Pal

Jinay Mehta

anjali singh

Drishti Jain

Divya Bhargava

Piyush Lohakare

Shubham Jaitapkar

Akshita

Harshala Sanap

Dhiraj Patere

Aditya Chaudhary

Avani Mehta

Simran Shah

Himanshu Ojha

Ojoswita Deb

Mukesh jangid

SARA DESAI

dinesh.r@lsrsa.edu.in

Dhruv Agrawal

Mahek Mihani



*Sh*  
*gomo*

Nikunj Babulkar

Apurva singhal

Swarangi Parab

Siddhi Suhas Arolkar

Vaishnavi Mane

Clifford pinto

Samiksha Sharad Ghuge

MANASI PATIL

Mansi Sudhir Musale

Himika Singhal

Sejal Patil

Khatal sayali

Deepiga S Pillai

Ankal Pandey

Shravani Hemant Naik

Rashi Sanklecha

Vedant Rathod

Olivia Machado

NIVESH MHATRE

Shruti Kongre

Vikas Gaud

Arya Naik

Abdus Sami Khan



*ems*  
*son*

Divya Jadhav

Gufran sayyed

Janhavi Churi

Rohit Dahihande

Lavanya Mun

Darshil Shah

Anushka Mahakal

Ananya Gupta

Khyaati Jadhav

Ketki joshi

Sankalp khedekar

Mac Pereira

Advay Phadke

Milonee Tari

Charu Mehra

Pragya Sharma

Swara Kochle

Devanshi Jain

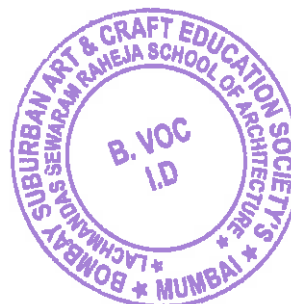
Bhumija Desai

Shrinivas Tibole

Sachin patil

Kunal gujar

Riyesh



*Sm*  
*Sh*



Pawar Sneha

Aarya wadgaonkar

Aaditya Chavan

Prathamesh tambade

Ruturaj Ramesh Madnaik

Bhavesh Jadhav

Parth Badarkhe

Prachi

Anushka Bhopi

Sneha Rajesh Ukarde

Riddhi

Shubh Makwana

Pronit Jadhav

CHINMAYEE BHOIR

Jinit

Jayani Kumar

Pallavi Prabhupatkar

Rina Bhongle

Chinmayi Chaudhari

Khushi

Neeyti Gupta

Aditi Bhandari

Krisha Bari



*Sm*  
*Sh*

Vriddhi Kithany

Trupti salunkhe

Pooja Rao

Rhitika Sakharle

Shubham Agrawal

Asmi Kokate

Anushka waje

Ritesh Narvekar

Sameer Rohra

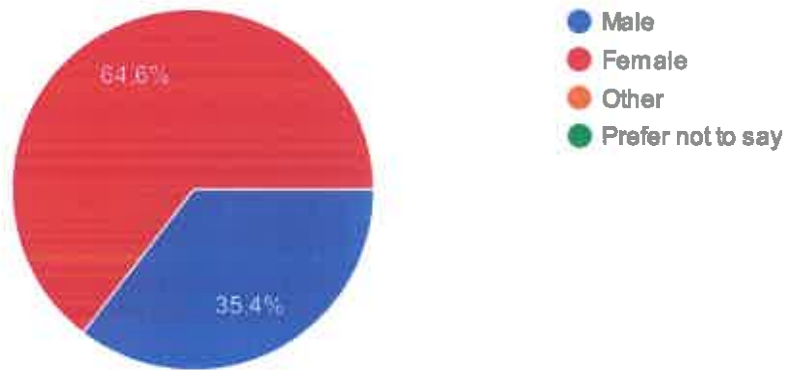
Rutuja Dattaram Satam

58 more responses are hidden

### Sex

 Copy

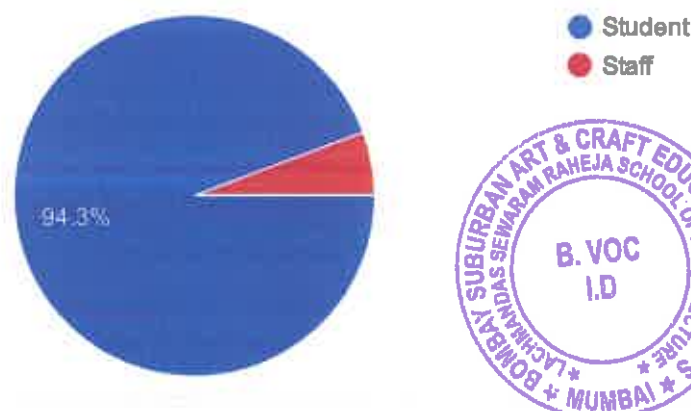
158 responses



### Staff or student

 Copy

158 responses

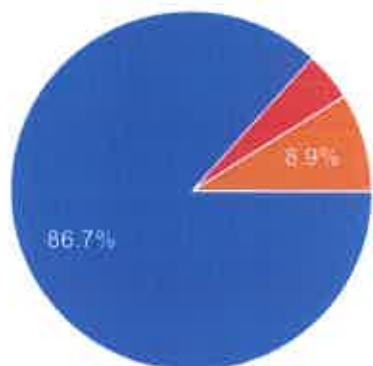


*Signature*  
*ms*

Are there an adequate number of toilets available for your use on each floor of the college campus ?



158 responses



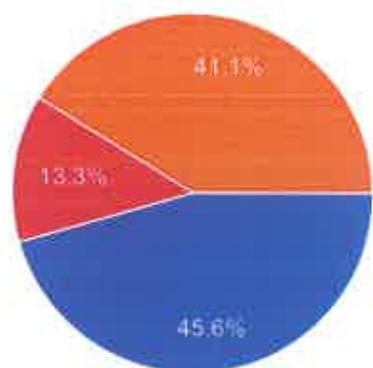
- Agree
- Disagree
- Neutral

Only for females



Are there facilities available in the ladies toilet , keeping in mind the need of ladies/ girls - namely disposable bins and vending machine for sanitary napkins

158 responses

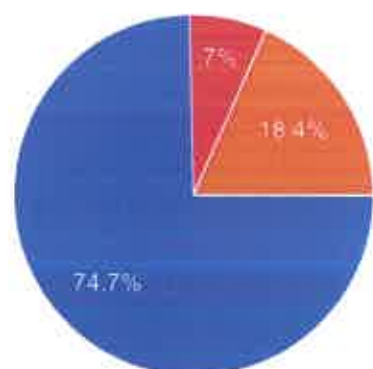


- Agree
- Disagree
- Neutral

Adequate lighting is available inside the campus during night, including but not limited to, adequate lighting in corridors, classrooms, common areas, toilets etc.



158 responses



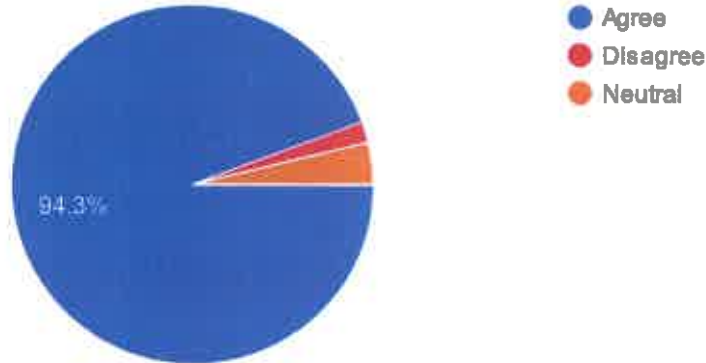
- Agree
- Disagree
- Neutral



Adequate security arrangements have been made in the campus and common areas throughout the day



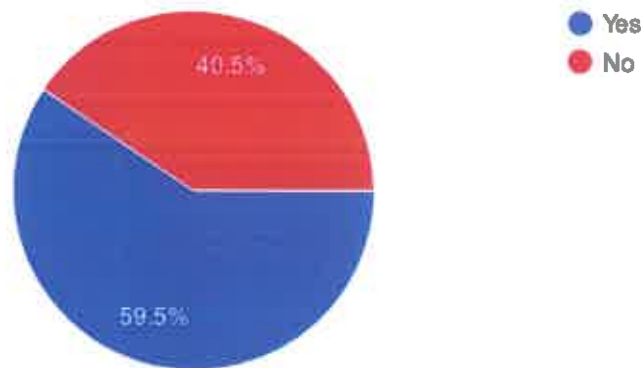
158 responses



College Women Development Cell (CWDC) is set up in your college, details of which are available on the Institute Website. Are you aware about this Committee?



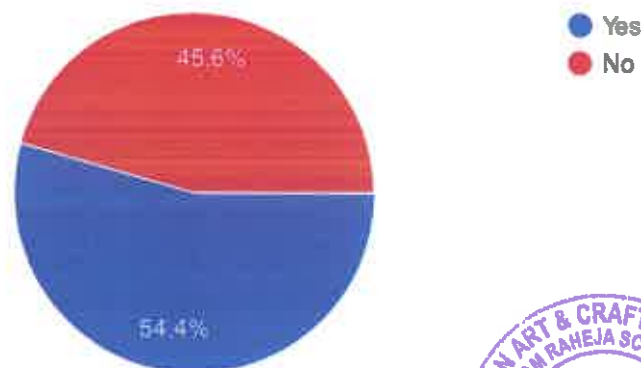
158 responses



Are you aware of that a sexual harassment grievance redressal system exists in your Institute under the CWDC?



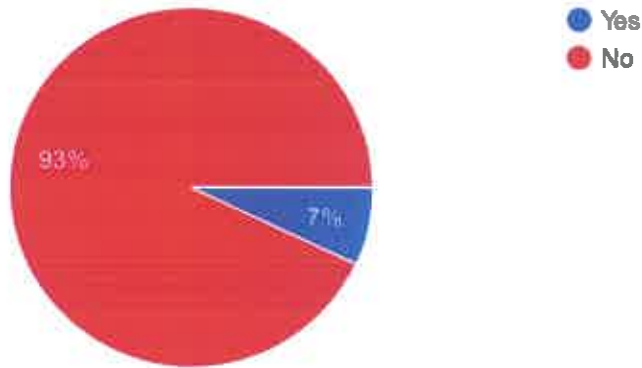
158 responses



### Have you felt the need to approach the CWDC for sexual harassment grievance?

 Copy

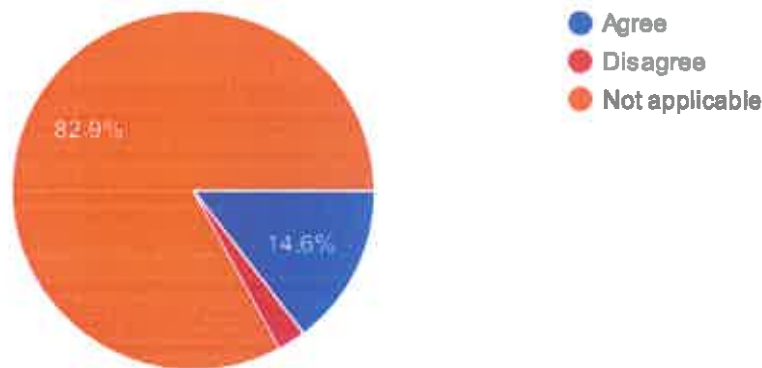
158 responses



### If approached - the College Women Development Cell (CWDC) have addressed to the complaint

 Copy

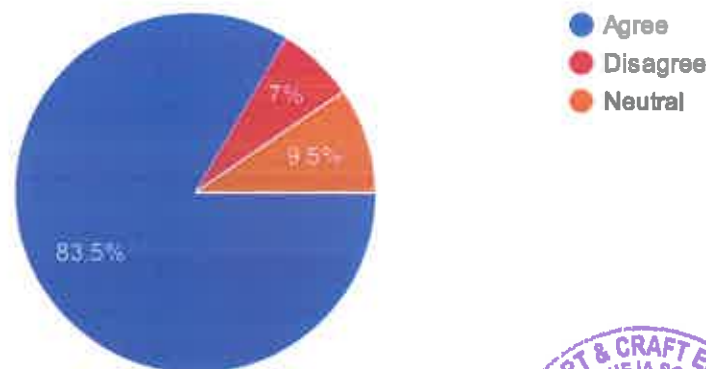
158 responses



### The classroom is free of gender biases and offers equal opportunity to all genders

 Copy

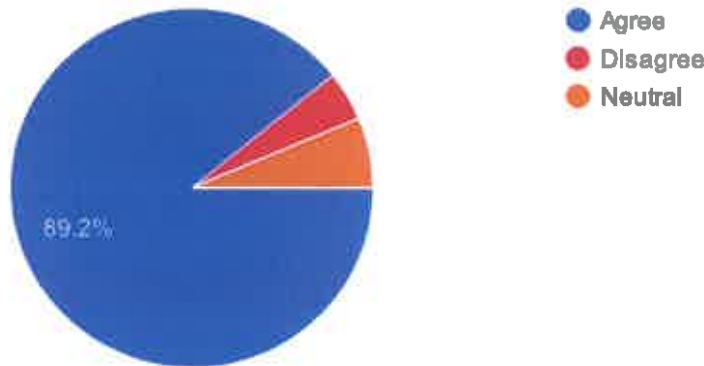
158 responses



The College offers equal opportunities to all in all co-curricular and extra curricular activities irrespective of gender

 Copy

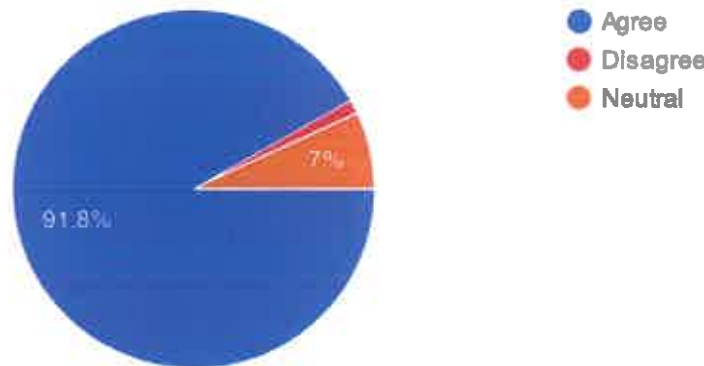
158 responses



There is equal representation opportunities on the Student Council irrespective of the gender

 Copy

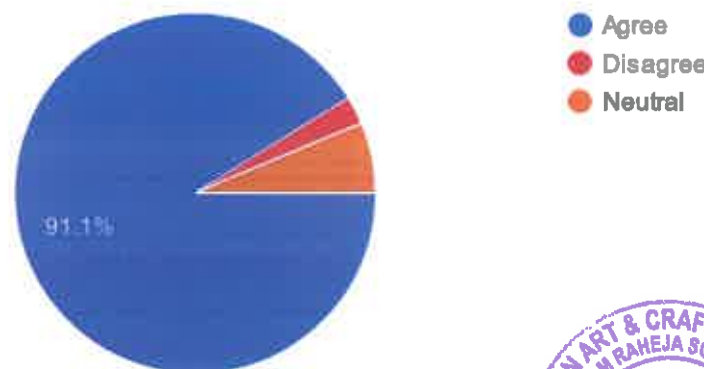
158 responses



There is equal opportunity for free and fair expression of ideas irrespective of your gender

 Copy

158 responses



*Sm*  
*sm*  


Do you have any suggestions with respect to gender equality in the Institute?

28 responses

No

no

No thank you

N/A

There should be compulsory 1 male and 1 female seat for CR candidate selection

Nope

Nah you do you

No!

Everyone should be made aware of the guidelines and process to approach the CWDC in an anonymous manner to safeguard the safety of the complainant if any.

None

Na

Keep up the good work

Some gender biases still existing between the students and faculty should be looked upon and come to an end.

ventilation of toilets need to be improved, it stinks on the second floor

This content is neither created nor endorsed by Google. [Report Abuse](#) - [Terms of Service](#) - [Privacy Policy](#).

Google Forms



*Handwritten signature*



*Handwritten signature*