

Gender Audit Report



2022-23

Shoolini University of Biotechnology and Management Sciences, Bajhol, Solan,
Himachal Pradesh-173229

A. Introduction of the Institution

Shoolini University is accredited by the University Grants Commission (UGC) and National Assessment & Accreditation Council (NAAC). It has been recognized by the Department of Industry, Science and Resources (DISR) as a functional Scientific and Industrial Research Organization. It has consistently been ranked among India's top universities by MHRD NIRF, Times Higher Education (THE), Quacquarelli Symonds (QS) and SCImago rankings and is one of the highest generators of patents and innovation in India. Shoolini University offers courses in Biotechnology, Management Sciences, Liberal Arts, Engineering, Agriculture, Sciences, Food Technology, Pharmaceutical Sciences, Law and Yoga.

1. Ranked #351–400 globally and #2 in India in Times Higher Education World University Rankings 2023.
2. Ranked #801-1000 globally in QS World University Rankings 2023 and #271-280 in QS Asian University Rankings 2022.
3. Ranked between 101-200 in THE Impact Rankings 2022, 2nd in SDG 7 –Affordable and Clean Energy and 6th in SDG 6-Clean Water and Sanitation.
4. Ranked #514 globally by SCImago Institutions Rankings 2022, #17 among all Indian institutions in research, India's No.1 in Chemistry, 17 in Engineering.
5. Ranked #431 globally in the category of citations per faculty and #480 in the Employer Reputation category (QS World University Rankings 2023).
6. Ranked #1 in India and #6 in Asia in citations per paper (QS Asia University rankings 2022).
7. Placed in the 'excellent band' in Atal Rankings of Institutions on Innovations and Achievements (2021).
8. Diamond University Rating by QS I-Gauge 2022, Platinum in Innovation, Governance and Structure, Social Responsibility and Facilities.
9. Ranked #3 in India among all academic institutions in patent filing by the Indian Patent Office 2019.
10. Ranked #89 among all Indian Universities by NIRF 2021.

What is a gender audit?

Gender Audit is an attempt to study whether the university has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed Policies on gender equality.

Although there is no standard approach for carrying out a gender audit, international Organizations use two main approaches: participatory in gender audit and the gender Integration framework. A gender audit usually includes two dimensions as follows:

1. An internal audit: This dimension refers to how much an organization fosters gender Equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to Capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.
2. An external audit: This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the Organization's policies, programs, projects or services provided.

When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy objectives and priorities, and further assesses to What extent policy intentions are carried out in specific initiatives (e.g. programmes, Projects, services). At the planning level, a gender audit analyses whether there are gender-specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit Equally or in accordance with their gender needs and that inequalities are not perpetuated.

Policies at Shoolini University:

Non-Discrimination Policies for Women

Date: June 06, 2018

Shoolini University is committed to prevent and address any form of gender discrimination and to achieve gender equity for the University staff and students, in all fields, so that women can reach their full potential. We aim to create an inclusive, safe, and equitable study and work environment so that regardless of gender, sexuality, caste etc. We ensure that both men and women are provided ample opportunities to pursue their professional and personal goals.

Non-Discrimination Principles

We are committed to providing equal rights, opportunities, and resources to all. Hence, Fair treatment and non-discrimination based on gender is applicable in:

- Admission processes
- Research grants, industry collaborations, faculty development programs
- Provision of accommodation, campus facilities, and healthcare programs
- leadership positions, and senior academic roles
- Decisions that impact the working of the university
- Flexibility with timings and childcare support on campus
- Ensuring there is no “gender pay gap”
- Having workshops and awareness sessions to prevent harassment and violence against women.

A Dedicated committee has been appointed to ensure that discrimination or harassment faced by any person whether as students or staff, at all levels is dealt with strictly and in a fair manner. All information received by the committee is kept strictly confidential.

As a part of implementation of the principles the following activities are carried out:

- Communication with respect for human dignity and social responsibility.
- Allowing the recognition of multidimensional representations of women and men.
- Promoting communication that represents unbiased representations of gender equity.
- Workshops that promote diversity and gender-sensitive communication for men and women
- Supporting faculty and students to reach out to the counsellors or senior faculty in campus in matters of need related to gender-related communication.


Registrar
Shoolini University of Biotechnology
& Management Sciences
Solun (H.P.)

Human Resource

Policy for Working Mother – Shoolini University

Purpose: To protect the career/ job of a working mother by providing a flexible work environment to allow working mother to devote extra time for the upbringing of the child and also contribute to the success of university. A working mother, especially one who has the good fortune to be able to balance her home and work, enjoys the stimulation that a job or career provides. She develops the ability of raising a useful member of society and at the same time gains financial independence.

Policy statement: Shoolini University recognises the facts that motherhood confers upon a woman the responsibility of raising a child. This process also changes the way in which she is perceived in society and at her workplace. It can necessitate her to take more than available leave options, and job security can be at risk. Significant social and personal adjustments are necessary to cope with such a situation.

Principle: Interest of Employee & University are inseparable

Eligibility: all working mother with a child < 18 months.

Policy Benefits:

1. Working mother will be allowed to take **2 Hours** break from the workplace for breastfeeding. Transportation arrangement has to be done by employee.
2. Working mother may choose to work for 60% of total working days in a month and accordingly, salary will be paid on pro rata basis. Flexibility to choose any 2 days off in a week should be aligned with Dean.
3. If your work arrangement allows you to come late by 1 hour in the morning or 1 hours early leaving from campus – it shall be allowed for one instance in a day subject to approval from Dean.

Day Care facility: Faculty having > 2.5 years old child should be encouraged to explore Day Care facility in the campus.

Employee: The employee is responsible for requesting and arranging in advance with her supervisor appropriate and reasonable break times or choosing flexible timing. Employee should use Annexure-A for requesting the policy benefits.

Supervisor: The supervisor is responsible for working with the employee & Dean + HR to provide reasonable paid breaks or allow for flexing working hours.

Administrative Control:

1. Benefit No. 1 and 3 cannot be availed together
2. A written approval has to be provided by Dean to HR
3. A copy of approval should be kept in personal file of the employee.
4. A copy of approval should be marked to Accounts by HR.
5. In case employee wishes to discontinue the policy benefits, a written e-mail should be marked to HR



B. Gender Audit Methods:

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture.

The Political Will: Means the initiatives in which the leadership within the University at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college.

Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability: Mechanisms by which a university determines the extent to which it is working in terms of integrating gender equality in its programs and organizational structures.

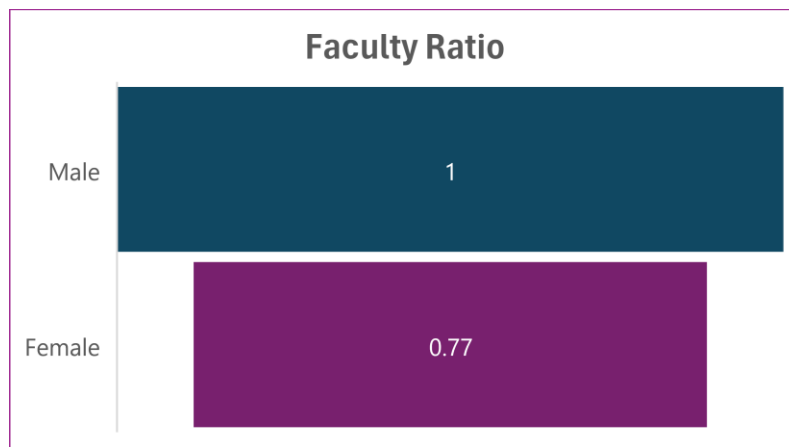
Organizational Culture: Norms, customs, beliefs and codes of behavior in an organization that Support gender equality – how people relate, what are seen as acceptable ideas, how people are Expected to behave and what behaviors are rewarded.

Gender Audit Report:

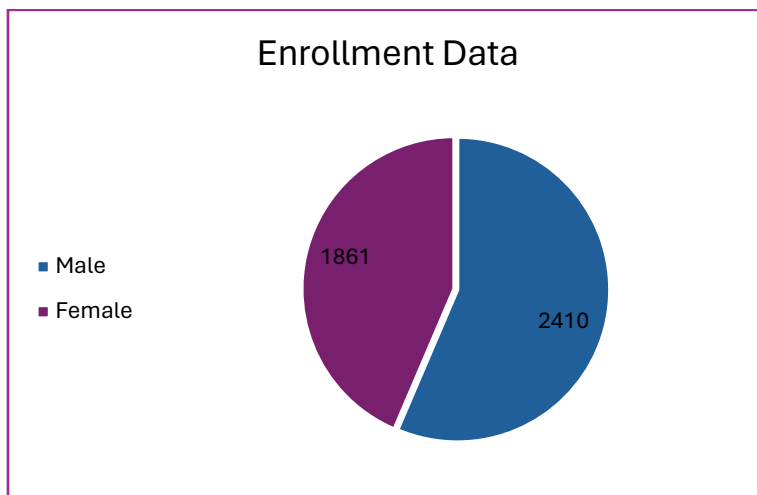
Based on the data, Shoolini University has a slightly higher proportion of female students (44%) compared to male students (56%). This is encouraging to see, as it suggests that the university is attracting a diverse range of students.

Here is the breakdown of findings:

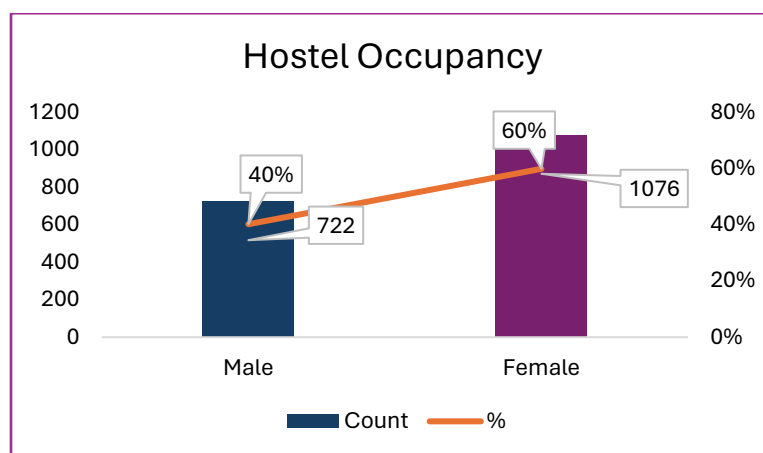
Faculty Gender Ratio: There are more male faculty members than female faculty members, with a ratio of 1:1.29. This suggests that there may be an opportunity to increase the number of female faculty members at the university.



Student Enrollment: There are more female enrolled at the university than male students, with a ratio of 1:0.77. This is a positive finding, as it suggests that the university is attracting a significant number of female students.



Hostel Occupancy: The percentage of female students residing in hostels is higher than the percentage of male students, with a ratio of 59.84% to 40.16%. This could be due to a number of factors, such as the availability of hostel rooms or the preferences of students.



Overall, the data provided suggests that Shoolini University is making some progress towards gender equality. However, there is still room for improvement, particularly in terms of the faculty gender ratio. The University has established a number of committees to aid girl students and ladies staff. These committees include:

1. Anti-Ragging Committee:

Arrangements. The University publishes its regulations in the prospectus. Ragging is a criminal Offence and UGC has notified regulations on curbing the menace of ragging in educational Institutions. In order to prohibit, prevent and eliminate the scourge of ragging the has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee.

2. NCC for Girls:

The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life. NSS for Girls: Our institute has NSS to sensitize students towards societal issues and Community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in the social services. The girls are trained and motivated for all kinds of social work in the field.

3. Serve the society:

Administrative Committees and Girl Students Representative: Becoming a student Representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow students, share experiences And participate in university events for the administrative development.

To promote the pride and equal rights of Lesbian, Gay, Bisexual, and Transgender (LGBTQ) community and their allies, Shoolini University organized a virtual event to showcase the solidarity of people with the section. The event was moderated by Dean, students' welfare, Poonam Nanda and the theme of the event was 'Be Yourself'. The key speaker of the event was Dhananjay Chauhan, first transgender student at Panjab University. The focus was to boost the LGBTQ+ community and allow students to assert themselves. Chauhan talked about her difficult journey and discussed work done for the community.

Links of the few of the events related to LGBTQ+ community:

<https://shooliniuniversity.com/media/sustainability/social-impact/edi-policy/index.html>

<https://www.tribuneindia.com/news/himachal/shoolini-university-celebrates-lgbtq-month-276253>

<https://himachaltonite.com/himachal/session-on-equality-and-acceptance-for-lgbtq-organised-at-shoolini-univ/>

Progress towards Gender Equity:

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on Whether they were born male or female. Gender equity means fairness of treatment for men and Women according to their respective needs. This may include equal treatment or treatment that Is different, but which is considered equivalent in terms of rights, benefits, obligations, and Opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESDOC)

Shoolini University constantly endeavors to work for the benefit of female staff and female students. Some of the events are captured as follows:

March 09, 2022

Guru Talk & Cultural Show on Women's Day

Shoolini University celebrated International Women's Day by organising Guru Talk on Tuesday. The speaker of the day was the first woman to join the Indian Army, Major Priya Jhingan. Major Priya in her opening remark said that "we are raising empowered women, but we must also raise men who are capable of dealing with empowered women". She gave a motivational speech to encourage the students to do more and be more. Talking about self-belief she said that "believe in yourself and your dreams". She also quoted the book, 'The Secret' and said that the universe gives back what it believes that you want. She urged the students to show gratitude to everything they have. A well decorated selfie booth was also set-up at the venue where most of the people present

there got their photograph clicked. The event was followed by a cultural tribute to Late Singer, Lata Mangeshkar. The event was organised by Mrs. Poonam Nanda, Dean Student Welfare and DSW office.

Number of students participated: - 210



Major Priya Jhingan delivering her motivational speech



Major Priya sharing her thoughts on Women Empowerment



Major Priya Jhingan getting her photograph clicked on selfie booth made for Women's Day



Students presenting a group dance



A cultural group dance performance by student

May 08, 2022

Mother's Day Selfie Competition

International Mother's Day is celebrated and observed on the second Sunday in the month of May. Mother's Day will be celebrated on May 8 in 2022. The day is celebrated and observed to commemorate the efforts of mothers and honour their value in our lives and in our society. Mother's Day is celebrated in different countries across the world in different days. Similarly, this year Shoolini University decided to celebrate Mother's Day in a unique way. A selfie competition was organized in which participants had to post on Instagram the photographs captured with their mother under hashtag #everymommatters. A total of 141 entries were received out of which best ones were framed and were gifted back to the winner participants.

Number of students participated: - 141



A selfie captured by one of the participants



Ms. Pallavi with her mother

28 May 2022

Movie screening on Menstrual Hygiene Day

Poor menstrual hygiene caused by a lack of education on the issue, persisting taboos and stigma, limited access to hygienic menstrual products and poor sanitation infrastructure undermines the educational opportunities, health and overall social status of women and girls around the world. As a result, millions of women and girls are kept from reaching their full potential. Menstrual Hygiene Day is a global advocacy platform that brings together the voices and actions of non-profits, government agencies, individuals, the private sector, and the media to promote good menstrual health and hygiene for all women and girls. Shoolini University on this menstrual hygiene day organised a movie screening of Oscar winning film “Period - End of Sentence” in Ratan Tata Hall. The purpose of the screening was to sensitize the female and the male population about a very critical and an importance issue regarding the well-being of a woman. Mr. Pratip Mazumdar, Director, Hospitality concluded the screening with a motivational speech on importance of these sensitive issues in workplaces.

No. of students participated – 157



Movie on menstrual hygiene being featured in RTH



Students watching the movie



Students watching the movie on menstrual hygiene



Mr. Pratip Majumdar sharing his views on the learnings of the movie

February 03, 2023

Talk on Cancer awareness by Dr. Sumedha

As a part of the activities held for awareness on cancer, an extremely engaging and informative talk was organised on cancer awareness and its prevention. It was attended by almost a hundred ladies of the housekeeping staff and other volunteers. Dr Sumedha Kushwaha spoke about the importance of women's health and how we tend to ignore it because of family responsibilities and pressure. She spoke about breast, cervical and lung cancer and provided a lot of relevant information. The session was moderated by DSW Mrs. Poonam Nanda in collaboration with YouWeCan, the foundation of star cricketer Yuvraj Singh.

Total number of participants: - 90



Housekeeping staff and students attending the talk at PDH



DSW Mrs. Poonam Nanda welcoming Dr. Sumedha



Dr. Sumedha talking about cancer prevention



WORLD

CANCER DAY

SPEAKERS



Poonam Nanda
Dean Student Welfare
Shoolini University



Dr. Sumedha Kushwaha
Yuvraj Singh Foundation

TOPIC : CANCER AWARENESS AND PREVENTION

03 FEBRUARY, 2022 | 9:30 AM AT PETER DRUCKER HALL

Poster made for the talk

March 07, 2023

Women's Day Celebration

Shoolini University celebrated International Women's Day with great enthusiasm and dedication. The event took place on the March 07, 2023, at the university's Ratan Tata Hall auditorium. The theme of the celebration was "Embrace Equity," highlighting the need to ensure equal opportunities and rights for women.

The event saw active participation from the university's eight faculties, who prepared and presented various contests in honour of women. These contests included debates, quiz competitions, and cultural performances, among others, showcasing the diverse talents of the students and faculty members. Faculty of Pharmacy were the overall winners of the event whereas faculty of management science won the title of runners-up.

#embracingequity the theme of International Women's Day is a must have and not just nice to have. Through this event, Shoolini University reiterated its commitment to encouraging a safe and inclusive environment for women and fostering their growth and development. The university's unwavering support for women's rights and equality was reflected loud and clear in the International Women's Day celebration. The event was coordinated by Office of dean Student Welfare. The winners were rewarded with trophies and certificates.

Total number of participants: - 180



Everyone hugging themselves as per the theme of Women's Day



Dr. Khosla felicitating a winner of the competition



Dr. Ashoo Khosla with the winner of "Embrace the Equity" walk



Winners of the speech competition being felicitated

May 15, 2023

Mother's Day- A workshop for Housekeeping Staff

An event which was a combination of thanksgiving, fun activities, and a workshop on making bags without sewing was organized. The event was organized at activity hall of C-Block of the Girls' Hostel. It started with DSW Mrs. Poonam Nanda addressing the housekeeping ladies and sharing the importance of a mother in a family. Then the participants were invited to come in front and share their story of how celebrated Mother's Day and how their bond is with their children. Then Antakshri was played by dividing the ladies into three teams. The ladies were very excited while playing and all the teams given tough competition to each other. After this Head Warden of the Girls Hostel, Mrs. Shubhra joined the event to conduct a workshop on "How to make old bags with old T-shirts without needing a sewing machine". The ladies made the bags with T-Shirts provided to them. The event brought a smile on the face of everyone who participated in the event. Everyone was a gifted a Chocolate. Refreshments were served at the end.

Total number of participants: - 45



DSW Mrs. Poonam Nanda addressing the housekeeping ladies



Ladies enjoying the Antakshari



Mrs. Shubhra teaching ladies how to make bags without sewing



A group photograph of some of the ladies with DSW Team

May 16, 2023

Mother's Day Celebrations

In continuation of Mother's Day celebrations, a get together for mother's was held at the faculty club on May 16, 2023. It was an invite for cake cookies and coffee meet. Ladies turned up in big numbers to relax enjoy coffee and a nice chit chat. A Kulhad painting competition was also organised in which the ladies took part with lots of enthusiasm. It was an amazing day and highly appreciated by everyone who attended the celebration.

Total number of participants: - 60



Poster made for the show



Mrs. Sarika won the 1st prize in Kulhad painting



Faculty members participating in Kulhad painting competition



A photograph of the lady faculty members with DSW Team

May 17, 2023

A quiz on Mother's Day

A quiz competition was organized on Mothers' Day on May 17, 2023. The quiz was conducted in online mode on e-Univ. The quiz consisted of 10 questions with time attempt time limit of 5 minute. The quiz was opened in the evening for all at 6:30pm and was closed at 6:38pm. The quiz was based on life of successful women over the world. The participant Total of 72 people participated in the quiz. The winner of the quiz competition was gifted Amazon Voucher.

Total number of participants: - 72



Poster made for the Quiz

May 17 to 21, 2023

Poetry Competition- Mother's Day

A poetry competition was organized on the theme of Mother's Day. The competition was open to all the faculty, staff, and students of Shoolini University. The theme of the poetry was "Show your love for mom". The participants had to submit poems written by them with maximum of 15-16 sentences. An online Google Forms link had been circulated to submit the entries. The participants created poems in their own words following the guideline of the competition. Participants submitted their entries online via Google Forms. The two best entries won the Amazon vouchers of Rs. 500 each.

Total number of participants: - 64



Poster made for the competition

May 18 to May 20, 2023

Selfie booth on Mother's Day

The official Mother's Day arose in the 1900s because of the efforts of Anna Jarvis, daughter of Ann Reeves Jarvis. Following her mother's 1905 death, Anna Jarvis conceived of Mother's Day as a way of honouring the sacrifices mothers made for their children.

Mother's Day is celebrated every year in Shoolini University. This year many events were organized one of them being putting up selfie booth by Satrangi Strokes. The selfie booth was prepared with great efforts by club members. After this, it was put up outside of Registrar's office. Lots of students and faculty members came and got their photographs clicked on selfie booth. This effort was appreciated by Chancellor Dr. Khosla and DSW Mrs. Poonam Nanda.

Total number of participants: - 100



A photograph of Pinky Thakur with DSW Mrs. Poonam Nanda

June 09, 2023

Capacity building for Women

Shoolini University, in collaboration with the National Commission for Women (NCW), organised its inaugural 'Capacity Building and Personal Development Programme' yesterday. The seminar, aimed at promoting gender equality and empowering women, received overwhelming participation from girl students across various prestigious institutions. Out of the 152 universities that applied for the Capacity Building and Personality Development seminar, Shoolini University was among the 61 selected institutions. The event witnessed the attendance of girl students from SILB, Nursing College, Dr. YS Parmar University of Horticulture and Forestry Nauni, and Shoolini University, making it a truly impactful gathering.

The National Commission for Women (NCW) is a statutory body that serves as an advocate for the rights of Indian women, advising the government on policies affecting women. The commission provided valuable support to the programme, further highlighting its commitment to empowering women and addressing issues of concern. The seminar was focused on securing women's rights and entitlements through effective policy formulation, legislative measures, law enforcement, scheme implementation, and strategies to combat discrimination and violence against women.

The event commenced with the opening address by Mrs. Saroj Khosla, President of Shoolini Foundation and SILB, who emphasised the innate qualities of women such as intuition and kindness. She encouraged the attendees to practice the affirmation 'I can do it; I will do it' and recognized the pivotal role of girls as builders of the nation. Dr. UK Neogi, the keynote speaker, Indira Gandhi Sadhana Awardee and Director of Research Projects at Shoolini University, shed light on the progress of empowering women globally. He highlighted the programme's objective of promoting women's empowerment through capacity building and personality development, focusing on employment preparedness, interpersonal skills, and creative thinking.

Ms. Delina Khongdup, a practicing lawyer and Chief Guest of the programme, emphasised that a country cannot be considered developed unless its women are empowered. Ms. Khongdup also highlighted the Women's Day 2023 theme, "DigitALL: Innovation and Technology for Gender Equality."

Dr. Deepshika Kalra, Dean of the Management Education and Research Institute at Delhi, presented on cybercrimes and highlighted features in applications designed to protect our interests. Notably, she discussed Gmail, Google Drive, and Google Sheets, showcasing security features to safeguard personal information. Dr. Amar Rao, Associate Professor at Shoolini University, shared valuable insights on essential abilities for workplace success. He emphasised effective communication, problem-solving, teamwork, adaptability, and time management as crucial skills

for a thriving career. The seminar also featured an engaging questions and answers session led by Ms. Poonam Nanda, the Dean of Student Welfare.

Total number of participants: - 270



SHOOLINI UNIVERSITY WELCOMES YOU

FOR

CAPACITY BUILDING AND PERSONALITY DEVELOPMENT PROGRAM

SUPPORTED BY

NATIONAL COMMISSION FOR WOMEN



RATAN TATA HALL



09TH JUNE, 2023 | 09:00 AM - 05:00 PM



INDIA'S NO.1 PRIVATE UNIVERSITY

Poster made for the event



Dr. Neogi talking on women empowerment



Ms. Delina talking on “Innovation and Technology for Gender Equality”



Dr. Amar Rao talking on workplace success for women



Bollywood songs were presented by Yogi and her team



A Nati performance was done by the Shoolini students



Chancellor Dr. PK Khosla felicitating Dr. Deepshikha Kalra



All the speakers with Chancellor and hosts of the event

July 19, 2023

A Workshop on Prevention of Sexual Harassment

An extremely informative session on PoSH (Prevention of Sexual Harassment) was conducted in the campus by Advocate Shalini Sharma who is a practising advocate in the H.P Court. She has experience of more than a decade in the legal field. The session provided clear and simple information about the act and the areas it covers. Shalini made the session interactive and interesting by sharing examples of the cases she has witnessed. She urged the women to have a strong feeling of self-esteem and not be cowed down by fear. She also provided relevant and helpful information about the sites of Govt. of India and how one can take assistance from those. She amplified the role and responsibility of the internal committee who need to have a non-biased and open-minded attitude toward both the parties. She emphasized on the role of having enough proof of the misdeed and not take this as a path merely to get even with someone. She answered questions and resolved queries raised at the end of the session. The session organized by the office of Dean Student Welfare was very well appreciated and attended by faculty and staff of the university.

Total number of participants: - 160



DSW Mrs. Poonam Nanda introducing the speaker



Advocate Shalini Sharma talking on PoSH



Advocate Shalini Sharma sharing some valuable insights



Faculty and staff attending the talk

शूलिनी विवि में यौन उत्पीड़न रोकने पर किया जागरूक

प्रदेश उच्च न्यायालय में कार्यरत अधिवक्ता शालिनी शर्मा ने छात्रों को बांटी जानकारी

दिव्य हिमाचल ब्यूरो-सोलन

शूलिनी विश्वविद्यालय में डीन छात्र कल्याण कार्यालय द्वारा यौन उत्पीड़न की रोकथाम (पीओएसएच) पर एक जानकारीपूर्ण सत्र आयोजित किया गया। सत्र का संचालन हिमाचल प्रदेश उच्च न्यायालय में कार्यरत अधिवक्ता शालिनी शर्मा द्वारा किया गया। महिलाओं के अधिकारों और सशक्तिकरण के लिए एक भावुक प्रतिबद्धता के साथ उन्होंने दर्शकों को पीओएसएच अधिनियम और इसके अंतर्गत आने वाले व्यापक क्षेत्रों की स्पष्ट और व्यापक व्याख्या



के साथ जोड़ा। उन्होंने व्यक्तिगत रूप से देखे गए मामलों के वास्तविक जीवन के उदाहरण साझा किए, जिससे यौन उत्पीड़न की प्रकाश में लाया गया। पूरे सत्र के दौरान, अधिवक्ता शालिनी ने यौन उत्पीड़न के पीड़ितों के लिए

उपलब्ध सरकारी संसाधनों के उपयोग के महत्व का प्रदर्शन किया। उन्होंने भारत सरकार द्वारा प्रदान किए गए विभिन्न सहायता तंत्रों के बारे में प्रासंगिक और उपयोगी जानकारी प्रदान की, जिससे उपस्थित लोगों को यह ज्ञान प्राप्त हुआ कि वे जरूरत पड़ने पर कैसे सहायता प्राप्त कर सकते हैं।

डीन छात्र कल्याण पूनम नंदा ने कहा कि यह कार्यक्रम सभी सदस्यों के लिए एक सुरक्षित और समावेशी परिसर वातावरण को बढ़ावा देने के लिए विश्वविद्यालय की प्रतिबद्धता का एक प्रमाण है।

Press report of the event

August 02, 2023

Session on Cancer Awareness by Dr. Sumedha

A session on cancer awareness and general health and hygiene was conducted by Office of Dean Student Welfare. The session aimed at raising awareness about critical health issues among staff women working in Shoolini University. The session happened at Cineplex in Shoolini University campus. The speaker for this event was Dr. Sumedha. Dr. Sumedha Kushwaha, B.D.S, M.D.S (Public Health Dentistry), PhD in Population Health Sciences from the Temerty Faculty of Medicine at the University of Toronto, Canada. She started her own public health consultancy - Global Initiative for Public Health and Innovation (GIPHI) in Canada.

She talked on cancer awareness, specifically focusing on recognising early signs of cancer. Dr. Sumedha emphasized the importance of identifying symptoms in their initial stages for effective treatment. The event's central theme revolved around cancer among women and women's health. She shared practical insights on how women can perform self-examinations at home to identify potential breast abnormalities. The event served as a valuable platform for fostering a healthier and more informed women.

Total number of participants: - 60



DSW Mrs. Poonam Nanda setting the context for the session



Dr. Sumedha talking about women health



Dr. Sumedha emphasizing the importance of early detection



Group photograph of all the participants

August 02, 2023

Cancer Awareness at Sanhol Panchayat

Shoolini University organized an informative event in Sanhol Panchayat on August 02, 2023, which aimed at raising awareness among local women about critical health issues. The speaker for this event was Dr. Sumedha. Dr. Sumedha Kushwaha, B.D.S, M.D.S (Public Health Dentistry), PhD in Population Health Sciences from the Temerty Faculty of Medicine at the University of Toronto, Canada. She started her own public health consultancy - Global Initiative for Public Health and Innovation (GIPHI) in Canada.

The event covered essential topics such as cancer awareness, specifically focusing on recognising early signs of cancer. Dr. Sumedha emphasized the importance of identifying symptoms in their initial stages for effective treatment. The event's central theme revolved around breast cancer education. Dr. Sumedha empowered the women with knowledge about breast cancer and its early detection. She shared practical insights on how women can perform self-examinations at home to identify potential breast abnormalities.

By bringing this event to Sanhol Panchayat, Dr. Sumedha successfully equipped the local women with information that can potentially save lives. Her dedication in promoting women's health and cancer awareness demonstrated her commitment to the community's well-being. The event served as a valuable platform for fostering a healthier and more informed society.

Total number of participants: - 24



Dr. Sumedha breaking the ice with the ladies from the village



Dr. Sumedha talking about early detection of Cancer

September 29, 2023

Guru Talk by Ex Squadron Leader Tulika Rani

Shoolini University organised a Guru Talk session featuring the Everester Squadron Leader Toolika Rani (retd). Renowned for her multifaceted accomplishments, including mountaineer, international motivational speaker, TEDx speaker, author, Ambassador of India for women empowerment, participant of World Leader Summit and G-20 brand ambassador of UP. She emphasised the significance of acknowledging failures as integral to one's journey towards success. In her captivating Guru series address, she stressed that while success often defines individuals, it is the failures that lead to those triumphant moments. She encouraged everyone to openly share their failures, as it not only helps others learn from these experiences but also offers a chance for personal growth.

During the session, Toolika Rani shared her remarkable journey from her time in the NCC to her illustrious career in the Indian Air Force and her awe-inspiring ascent of Mount Everest. Her willingness to recount her failures served as a powerful source of inspiration, urging attendees not to be disheartened by setbacks. She affirmed that settling should be reserved for inanimate objects, as human beings are meant to move, explore, and follow their dreams, mirroring the perpetual motion of the particles on Earth.

Among her numerous achievements, Squadron Leader Toolika Rani's crowning glory was becoming the first woman from Uttar Pradesh to conquer Mount Everest in 2012 and the first Indian woman to scale Asia's highest volcano, Mount Damavand. Her exceptional contributions have been recognised with 17 prestigious awards, including the Rani Laxmibai Bravery Award from the U.P. government and the Global Woman Award from FICCI.

The event was organised by the Office of Dean Student Welfare, Mrs Poonam Nanda and her team. The event was appreciated and acknowledged by all faculty, staff, and students of Shoolini University.

Total number of participants: - 220



Ms. Tulika Rani talking about how she overcame her challenges during Mt. Everest Summit



Audience got mesmerised by the Guru Talk



Chancellor PK Khosla felicitating Tulika Rani and her mother

October 15, 2023

Pink October- Breast Cancer Awareness

On October 15, 2023, students of Shoolini University with DSW Team set up a “Pink October Awareness” stall. A Neon board made for “Pink October” was set up at the venue. A selfie booth was set up with the theme of “My Mother Matters”. The purpose of this activity was to inspire students and faculty members to spread breast cancer awareness. A stall was set up where some posters regarding guidelines for the self-examination of breast cancer were installed. The Shoolini volunteers also addressed the various groups of faculty members and students at the venue. They explained with some facts and figures as to how breast cancer is diagnosed very late in India and how the 60% of women who died because of Breast Cancer could have been cured with early diagnosis. Breast cancer can be diagnosed with self-examination. Volunteers inspired not only the girls but also the boys for spreading this information with their mother, sisters, and female relatives. Some other stalls were set up for fund raising by selling “Pink October” badges, selling other food items like Momos, Bhelpuri, Golgappe etc. Also, there was a stall setup for braiding where many students and faculty members got their hairs braided. A stone painting competition also took place where various students and faculty participated with high enthusiasm. The winners of the stone painting competition were given prizes. Some games stalls were also set up. The alumni of Shoolini University who had come for convocation were also a part of this event.

Total number of participants: - 800



A selfie booth was kept at the venue where people got their photographs clicked



A photograph of Pink October Neon Board



Many students got their hair braided

The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college Not only tries to organize different activities to make the female students and staff aware about Gender sensitization but tries to motivate them to live in a dignified manner and due self-Respect. We find that student's strength particularly girls' strength is increasing in both UG and PG Programmes. We can see the differences in their enrolment also. More girls are enrolling for Higher studies. Their strength is on the higher side. Further it has been observed that the success Rate among girl students is more as compared to boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of females is higher than that of males.

Conclusion:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the university. The staff also reported that they have no problems related to gender Criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the university has a lot of strengths and opportunities to develop good gender Balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the university would certainly make a mark in the country.

Recommendations:

In the coming years, we aim to –

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including Males and females.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students.

Further Important Links:

<https://shooliniuniversity.com/women-mentoring-schemes>

<https://shooliniuniversity.com/policy-for-womens-access-and-participation-plan>

<https://shooliniuniversity.com/women-access-schemes>

[https://shooliniuniversity.com/encourage-women-
applications](https://shooliniuniversity.com/encourage-women-
applications)

<https://shooliniuniversity.com/women-mentoring-schemes>