



Lingaya's Lalita Devi Institute of Management & Sciences

(NAAC Accredited "A" Grade Institute & Approved U/s 2(f) of UGC Act 1956)

Mandi Road, Mandi, New Delhi-110047.

Ph : 011-26651112-3, Fax : 011-26651050

website : www.ldims.edu.in, email : director.ldims@gmail.com



Gender Audit 2023

Preamble

Gender Audit of Educational institutions is a process of organizational assessment and a tool for action planning from a gender perspective. Gender Audit helps institutions to focus on existing gender expertise and competence, to get the information and knowledge management on gender issues, and to understand the organizational culture and its effect on gender equality. Lingaya's Lalita Devi Institute of Management and Sciences is committed to equity and equality of opportunities. Our aim is to provide quality education. We also aims to offer quality education to all students irrespective of disparities in background. Our vision is based on providing a **safe environment** for our students as well as gender sensitive and empowering education.

A brief profile of Lingaya's Lalita Devi Institute of Management and Sciences (LLDIMS)

Lingaya's Lalita Devi Institute of Management and Sciences (LLDIMS), was established in the year 2005 under the ambit of Gaddhe Trust. Since then, it has grown with time. At present, the Institute runs 5 UG programmes in BCA, B.Ed, BA JMC, BBA, and B.Com. LLDIMS has an eco-friendly campus/environment. It has a long legacy of healthy environmental practices including periodic plantation, their preservation and maintenance, cleanliness drives and so on. There is plantation that generates a better and sustainable campus environment.

Gender Sensitization

- LLDIMS has **Gender sensitization pedagogy** and that is not limited to the classroom.
- We have consistently facilitated increased enrollment of women students to its several academic programmes.
- The College has a number of vibrant societies like Women's Extension Community Cell, Student Grievance Redressal Cell, Anti-sexual harassment Cell, Anti- Bagging Cell, Eco Cell, NCC etc.

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Women's Community Extension Cell (WCEC)

- The Women's Extension Community Cell (WDC) of the College is committed to nurture the strength of female students as well as to create a sensitized environment leading to gender equality.
- Awareness programmes on issues relating to gender discrimination, women's rights and empowerment are important functions of the Cell.
- It is vital to fostering gender sensitivity on campus. Throughout the year, programs in the form of lectures, conferences, and workshops are organized with the goal of providing an integrative approach to elevating student awareness about the inequalities that all genders face.

Student Grievance Redressal Cell (SGRC)

- The campus has an active **Student Grievance Redressal Cell**, a statutory body formed to register harassment complaints and to initiate formal proceedings to resolve them.
- The cell co-ordinate students problems and ensure effective solution to the student grievance with an impartial and fair approach and to make teaching and supporting staff responsive, accountable courteous in dealing with the students.
- At LLDIMS, we are committed to fostering a workplace and educational environment that promotes gender equality and ensures the safety and well-being of all individuals. This policy is a collaborative effort between the Director of LLDIMS, the Coordinator of the Women's Cell, and the Sexual Harassment Cell.



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Faculty and Staff

There is very good representation of women in teaching as well as non-teaching staff. The number of men and women teachers is at par. The administrative staff shows good presence of women. In the past, the College in turn has been served by some extraordinary female leaders like Advisor ma'am, Bed HOD Dr. Jyoti Dahiya. The College IQAC is also headed by Dr. Shweta. The Administrative Officer Ms. Stuti is another women at administrative position. There are women teachers in all subjects. Women teachers are also active in all the staff council committees and as staff advisors to the various co-curricular societies. The current Women Community Extension Cell, Student Grievance Redressal Cell and Anti-Sexual Harassment Cell includes female faculties as coordinators and members. The College also employs female security and sanitation staff. Students' Union and Cultural Activities Female students are very active in the co-curricular societies and are holding key leadership roles in them. Girl students form a significant portion of the core leadership positions of most societies as well as departments.

Sports

The College provides facilities to its students for many sports. The students can play basketball, football, cricket, badminton, table tennis, volley ball and chess on the college premises. The College from time to time puts up notices for the girls to join the sports team and there is full encouragement from the side of the authorities to engage girls in sport. The College has provided a well-equipped gym for female students and staff.

Infrastructural Facilities

The College has ventilated classrooms, toilet, space for sports, gym and cultural activities and library. The Girls' Common Room too is clean, spacious and more than adequate. It provides a welcome space for girl students in the college premises. At present, there is an environment of attentiveness to the needs of women students as well as the staff.


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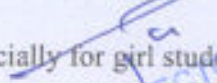
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Other details regarding Gender sensitization/Special facilities for female staff and students:

- We conduct Seminars, workshops, lectures, sessions, film screenings on values, ethics, gender related issues, and green environment for the students to enhance their understanding of culture, values, ethos, gender and environment related aspects.
- Each department **organizes events** that reinforce the institution's larger vision and mission to provide empowering education to young women.
- The college is proactive against any kind of teasing, harassment or ragging of students. The college has **anti – ragging cell as per UGC guidelines** and has recently set up Vigilance Squad to ensure safety of students in general and girls in specific. A lady counselor is available for **personal counseling**.
- There is **suggestion/complaint box** outside college office for all stakeholders to give their suggestions for improvement in all areas.
- Well trained guards are employed by the college on a 24 hour roster. The security guards at the gate, stationed two at a time, check the IDs of everyone entering the campus.
- Apart from the presence of Delhi police personnel, the security guards, the college teaching and non-teaching staff volunteers along with a large number of student volunteers shoulder the responsibility of security on fest days to ensure a safe college campus.
- Screening of Educational movies related to gender issues.
- The College premises and corridors are under video surveillance equipped with CCTV cameras.
- Availability of doctor in case of emergency.
- In case of illness taking the students to doctor / dropping home especially to girl child.
- Lectures on health, hygiene and nutrition especially for girl students.


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Amar Jyoti

CHARITABLE TRUST

Registration No. S/12181

July 14, 2023

Amar Jyoti charitable trust, Karkardooma, Vikas Marg, Delhi, has visited Lingaya's Lalita Devi Institute of Management and Sciences on request for sender's audit and has found that LLDIMS is sensitive towards the gender equity and continuously imbibe the vigour of gender equality in its staff and students.

Lingaya's Lalita Devi Institute of Management and Sciences strives in Gender Equity and Sensitization strategies in following ways:

- The college has different Committees for women in the campus like Women Community Extension Cell, Student Grievance Redressal Cell, Anti-Sexual Harassment Cell, Anti-Ragging Cell, which conducts regular activities on the basis of regulations and guidelines by University Grants Commission and the affiliated university, Guru Govind Singh Indraprastha University Delhi.
- LLDIMS has lady counsellor, career counsellor, female psychiatrist, female security staff and hostel facility for female students.
- All departments of LLDIMS conduct gender equity and gender sensitization activities with the students to create awareness about gender equality among students like self-defence workshops, session with gynaecologist, movie screening of gender related issues etc.
- The college is well equipped with all the facilities for girl students like medical facilities, common room, gym area, washrooms and sanitary pad dispenser etc.
- LLDIMS is committed to women's safety within the college campus, and also engaged in making the community and neighbourhood safe for all women.

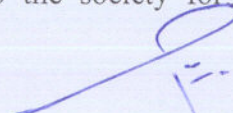
We look forward for LLDIMS contribution to the society for women empowerment and gender sensitization issues.

With regards,

Yours sincerely,

Dr. Uma Tuli

Founder & Managing Secretary


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