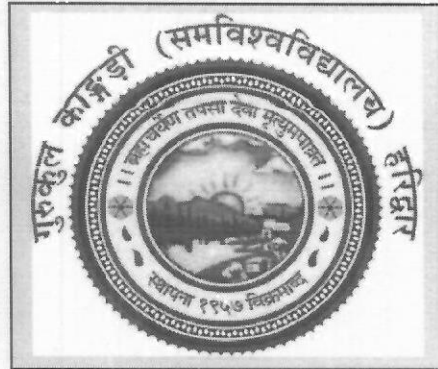


Gender Audit Report (2023-2024)  
NAAC Accredited



## GENDER AUDIT REPORT 2023-2024



गुरुकुल काँगड़ी (समविश्वविद्यालय), हरिद्वार, उत्तराखण्ड  
Gurukula Kangri (Deemed to be University), Haridwar, Uttarakhand  
(Formerly Gurukula Kangri Vishwavidyalaya)



Gender Audit Report  
(2023-2024)

REPORT ON GENDER AUDIT  
SESSION 2023-24  
GURUKULA KANGRI (DEEMED TO BE UNIVERSITY), HARIDWAR

**Members of the Gender Audit Committee**

S. No.	Name of Members	Designation in GAC	Signature
1.	Prof. Surekha Rana	Chairperson	
2.	Mrs. Kiran Jaisal (Mayor, Haridwar)	Member (Ex-Officio)	
3.	Prof. Sunil Kumar (Registrar)	Member (Ex-Officio)	
4.	Prof. Navneet (Director, IQAC)	Member (Ex-Officio)	
5.	Prof. Seema Sharma (Chairperson, ICC)	Member (Ex-Officio)	
6.	Dr. Rishi Kumar Shukla (DSW)	Member (Ex-Officio)	
7.	Dr. Rakesh Bhutiani	Member	
8.	Dr. Sangeeta Madan	Coordinator	

Director  
IQAC

Vice Chancellor



**REPORT ON GENDER AUDIT  
SESSION 2023-24  
GURUKULA KANGRI (DEEMED TO BE UNIVERSITY), HARIDWAR**

**From the Desk of the Hon'ble Vice Chancellor**

Universities play a critical role in formulating rightful thinking among the subject and the masses. This responsibility is shouldered by the Knowledge Centers, and the treasures that they hold in its folds: Teachers, Library, Books, Chronicles, Journals, Research labs, Classrooms and Students. Gurukula Kangri has realised this responsibility since its inception. Its foundation concept has strongly advocated the reading and practicing from knowledge storehouse-Vedic, Philosophy and Sanskrit literature. Vedic studies encapsules comprehensive genre of knowledge area, touching every field of today's formal education. Higher Education Institutions plays an important role towards the development, growth and inculcating analytical thinking amongst all stakeholders. Public has looked towards institutions of higher learning and research centres for guidance and solutions for the emergent problems. Higher education institutions, therefore, bear the prime responsibility of shaping the minds of future generations in a positive and inclusive direction.

The constitutional vision of equality to all sections of society is seen and learnt in such Centres of Knowledge. Higher education institutions increasingly reflect the diversity of Indian society, serving as a window into its heterogeneous demographic landscape through their students, staff, and faculty members. It is during this phase of life that students are exposed to the Intersectionality of gender, class, caste, language, religion, and other social identities. They begin to witness the profound impact of these factors on individuals and society. This makes it imperative for institutions to genuinely promote equity. A meaningful step in this direction is ensuring gender equality across all aspects of the organization—including its structures, rules, policies, programs, and budget allocations.

All this is an important step towards fostering equality, inclusivity, and empowerment within our academic community. Gender equality is not merely a policy goal; it is a value we live by. It shapes the culture of our university, impacts academic and professional outcomes, and reflects the quality of leadership we nurture across all levels at all times. Through this report, we aim to transparently evaluate where we stand, celebrate the progress we have made, and most importantly, recognize areas that call for further action. Our university envisions a future where every student, faculty, and staff member—regardless of gender identity—feels seen, respected, and empowered to reach their full potential.

Prof. Hemalatha K.

**Vice Chancellor (Acting),  
Gurukula Kangri Deemed to be University,  
Haridwar, Uttarakhand**



**REPORT ON GENDER AUDIT  
SESSION 2023-24  
GURUKULA KANGRI (DEEMED TO BE UNIVERSITY), HARIDWAR**

**INTRODUCTION**

Gurukula Kangri Deemed to be University, Haridwar, came into existence in 1902, with the visionary foresight of Swami Shraddhanand ji, for imparting education to students aligned with Bhāratīya Jñāna Paramparā. Kanya Gurukula in the same lineage was setup by Acharya Ramdev ji in 1923, at Delhi, and finally established in Dehradun on 8<sup>th</sup> November, 1926. In 1993, Kanya Gurukula was also started in Haridwar.

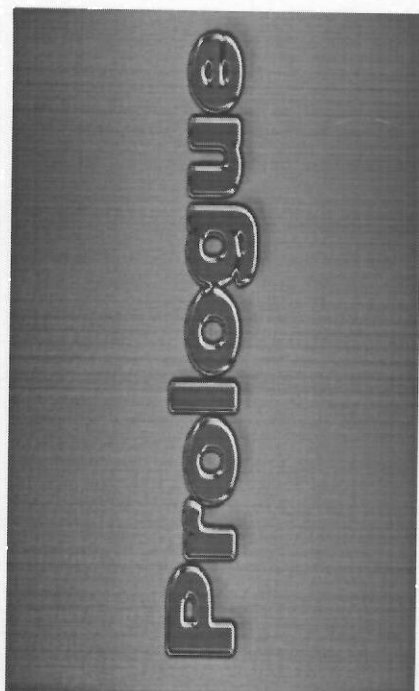
Gurukula Kangri Deemed to be University recognizes the need and importance of gender equality for its members-students, faculty members, and non-teaching Staff. Commitment to fostering and promoting gender equality is reflected in significant achievements that female students have made within the domain of academics, sports and extracurricular activities. Gender Audit helps institutions identify and understand gender patterns within their composition, structures, processes, culture and management. It attempts to see that university follows government rules, policies and actions formulated for up-gradation of women in society, irrespective of caste, religion or income.

Gurukula Kangri Deemed to be University emphasizes not just numerical gender equality but holistic development for all genders. Female students excel in sports and academics. Through gender audits, the university examines gender balance, institutional practices, and policy impact, aligning with government norms to promote women's advancement and true gender inclusivity. The purpose is two-fold:

- i) To assess women's voices and address their concerns.
- ii) To increase women's awareness about their rights and their access to resources and opportunities.

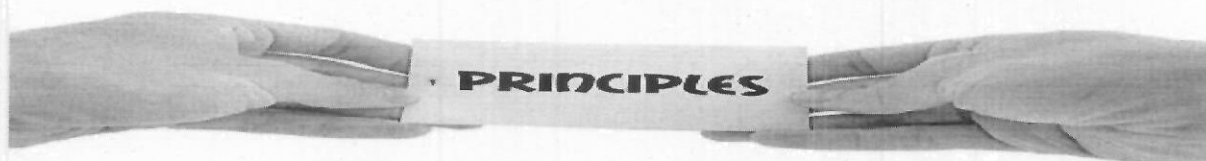


## GENDER POLICY



Gurukula Kangri is firmly committed to advancing gender equality and eradicating all forms of discrimination based on gender, sexual orientation, disability, socio-economic class, caste, or religious and ethnic identity across all areas of the institution. In alignment with the directives of the Hon'ble Supreme Court of India and as part of its sustained commitment to equality, the University has formally adopted a comprehensive Gender Policy. This policy safeguards the rights, dignity, and well-being of all women and girls within the jurisdiction of Gurukula Kangri. It is applicable to all university stakeholders, including officers, faculty, non-teaching staff, research scholars, and students.

Gurukula Kangri seeks to establish a gender-sensitive, inclusive, and enabling environment that ensures fairness, equal opportunity, and dignity for all individuals within its academic and administrative ecosystem.



- Any form of discrimination based on gender, sexual orientation, ability, ethnicity, class, caste, or religious affiliation is strictly prohibited in the policies, initiatives, and activities of Gurukula Kangri.
- The promotion of gender equality is a foundational principle embedded in all the University's programs and institutional efforts.
- The University upholds a zero-tolerance policy towards any act of sexual or gender-based violence or harassment on campus.



Gender Policy followed in Gurukula Kangri Deemed to be University, Haridwar, is separate education for male and female students. It promotes conducive environment for enhanced focus and academic achievement.

## OBJECTIVES

1. To prevent any form of discrimination based on gender, age, race, class, caste or religious affiliation.
2. To ensure the quality of education, development of occupational, vocational and technical skills.

## IMPLEMENTATIONS

1. Safe working conditions, promotion benefits, equitable representation and equal wages for both women and men.
2. An Internal Complaint Cell for students and staff is functional in the university that investigates all the complaints of sexual harassment. Complaint is addressed to ICC Chairperson. Complaint box is fixed at strategic prominent places.
3. Information regarding the Internal Complaint Cell and its functions is available on Notice Boards, information Brochure, website and displayed at various floors of the buildings.
4. Appropriate working conditions are provided towards women at workplace.
5. Student Grievance Cell is operative, with representation of both male and female teachers, and also student representative.
6. Equal Opportunity cell is functional with representation from male and female staff.
7. Women Empowerment Cell has active participation.
8. Sports Council is engaged throughout the year in engaging sports related activities.



9. In all campuses, Anti Ragging Squad and Anti Ragging Committees are operative and their member are: Teachers, student representatives and one guardian nominee.

10. Research and Development Cell consist of following committees: Finance and Infrastructure committee; Research program, Policy Development; Collaboration and Community; Product development, Monitoring & Commercialization; IPR, Legal and Ethical matters.

## Faculty and Staff

Teaching and non-teaching staff comprises of both Male and Female employees. There is a good representation of Female employees in various Committees constituted in university.

### Names of Female Faculty Members in various committees in Gurukula Kangri

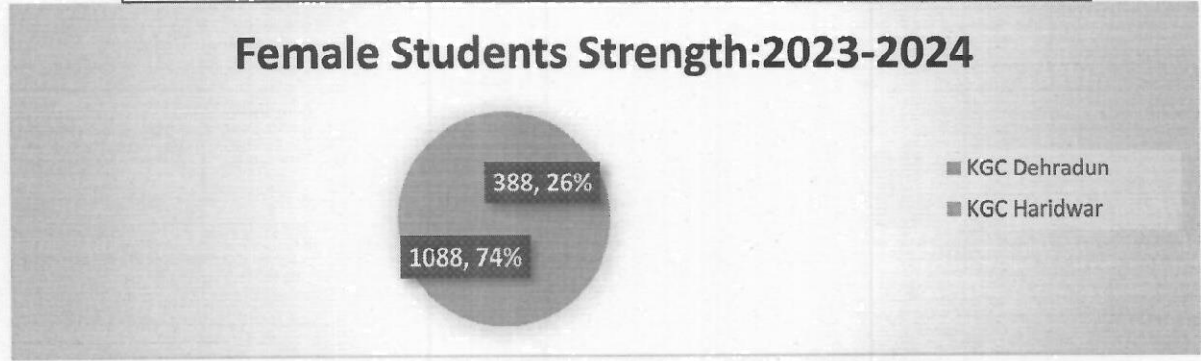
Name of Committee	Name of Committee Members
Students Counseling Centre	Dr. Richa Saini, K.G.C.
Student Grievance Cell	Prof. Namita Joshi Prof. Nipur Singh
Equal Opportunity Cell	Dr. Manila, K.G.C., Haridwar
Women Empowerment Cell	Prof. Suchitra Malik, K.G.C.(Chairperson) Prof. Hemalatha K., K.G.C. Prof. Namita Joshi, K.G.C. Prof. Nipur Singh, K.G.C. Smt. Reeta Sahrawat, K.G.C.
Sports Council	Prof. Suchitra Malik, K.G.C. Prof. Nipur, K.G.C.
Anti-Ragging Squad	Prof. Namita Joshi Prof. Suchitra Malik Prof. Nipur Singh Prof. Renu Shukla Junior Student, Senior Student and Guardian nominated by the Chairperson



<b>Anti-Ragging Committee</b>	Prof. Hemalatha K. Prof. Surekha Rana Prof. Seema Sharma Prof. Nipur Singh Prof. Renu Shukla Junior Student, Senior Student and Guardian nominated by the Chairperson
<b>Internal Complaint Cell (ICC)</b>	Prof. Suchitra Malik (Chairperson) Prof. Anjali Goel Dr. Aatima Narang (External) Dr. Swati Aggarwal Ms.Jyoti Gupta
<b>Research and Development Cell</b> <ul style="list-style-type: none"> <li>• Finance and Infrastructure Committee</li> <li>• Research Programme, Policy Development</li> <li>• Collaboration and Community</li> </ul>	Prof. Hemalatha K. Prof. Anjali Goel Prof. Nipur Singh

### Female Students Strength: 2023-2024

KGC Dehradun	KGC Haridwar	Total Female Students
388	1088	1476





## Female Faculty

Faculty Members in Kanya Gurukula Campus Dehradun:

S.No.	Name of the Faculty Member	Name of the Department
1	Prof. Hemalatha K *	English
2	Prof. Nipur Singh	Computer Science
3	Prof. Renu Shukla	A.I.History Culture & Archaeology
4	Prof. Heman Pathak	Computer Science
5	Prof. Praveena Chaturvedi	Computer Science
6	Dr. Neena Gupta	Computer Science
7	Dr. Nisha Yadav	Hindi
8	Dr. Savita	Computer Science
9	Dr. Mamta Yadav	Music
10	Dr. Sarita Negi	Music
11	Dr. Suniti Arya	Sanskrit
12	Dr. Reena Verma	English

Faculty Members in Kanya Gurukula Campus Haridwar

S.No.	Name of the Faculty Members	Name of the Department
1	Prof. Namita Joshi	Zoology & Environmental Science
2	Prof. Suchitra Malik	Hindi
3	Prof. Seema Sharma	Maths and Statistics
4	Prof. Anjali Goyal	Chemistry
5	Prof. Mudita Agnihotri	English
6	Prof. Mridul Joshi	Hindi
7	Dr. Abha Shukla	Chemistry
8	Dr. Nidhi Handa	Maths and Statistics
9	Dr. Deepa Gupta	A.I.History Culture & Archaeology
10	Dr. Manjusha Kaushik	English



11	Dr. Sangeeta Madan	Zoology & Environmental Science
12	Dr. Babita Sharma	Philosophy
13	Dr. Sunita Rani	Psychology
14	Dr. Ritu Arora	Maths and Statistics
15	Dr. Richa Saini	Physics
16	Dr. Manila	Chemistry
17	Dr. Varinder Virk	Botany and Microbiology
18	Dr. Nisha Sharma	Hindi
19	Dr. Kalpana Sagar	Botany and Microbiology
20	Prof. Bindu Arora	Management Studies
21	Prof. Surekha Rana	Management Studies
22	Dr. Poonam Painuly	Management Studies
23	Dr. Bindu Malik (Adhoc)	Physical Education & Sports
24	Dr. Ashima Garg (Adhoc)	Management Studies
25	Dr. Indu Gautam (Adhoc)	Management Studies

## Achievements of Female Students

During the preceding year, the university has observed remarkable strides by its female students in academic excellence. Their exemplary performance stands as a testament to University's enduring commitment to advancing gender parity in higher education.

### Female student's participation in Sports:

Date	Number of Participants	Name of the Event
20 <sup>th</sup> June to 7 <sup>th</sup> July, 2023	4	Hockey India Junior Women National Championship 2023



6 <sup>th</sup> to 10 <sup>th</sup> Sep, 2023	1	Bronze medal in State Boxing Tournament
14 <sup>th</sup> Dec., to 17 <sup>th</sup> Dec., 2023	12	“North Zone Inter University Basket Ball Tournament”, held at M.V.P.R. University, Bareilly.
14 <sup>th</sup> Jan., to 17 <sup>th</sup> Jan., 2024	6	“North Zone Inter University Boxing Championship”, held at LPU, Phagwara
19 <sup>th</sup> Jan. to 22 <sup>nd</sup> Jan. 2024	3	“All India Inter University Boxing Championship” LPU, Phagwara
13 <sup>th</sup> to 23 <sup>rd</sup> March, 2024	2	“Hockey India Senior Women National Championship, 2023”

### **K Company NCC**

#### **Girls Cadets Achievements for 2023-24**

<b>Dates</b>	<b>Name of the Cadet</b>	<b>Achievement</b>
27/5 to 23/6/2024	Cadet Soumya Dawas	Attended Basic Mountaineering Camp
4/6 to 14/6/24	Cadet Mansi Chauhan	Attended Him Trek Camp

### **Academic & Co-Curricular Engagements**

University organized a series of workshops dedicated to fostering professional development. These sessions emphasized on key areas such as leadership, communication, strategic management, and the industry perspectives. Conducted by esteemed academicians and industry professionals, the workshops offered engaging and interactive learning opportunities,



underscoring University's dedication to preparing individuals with the essential skills for career advancement and success.

## Activities



DMS offered students a valuable exposure to Campus Library to foster independent research and critical thinking skills on August 8, 2023. The visit encouraged a culture of reading and lifelong learning while helping students to develop effective information literacy.

Garbhashth Parampara activity is adoption of a student by Faculty member rendering to holistic development of students. DMS engaged students on August 9, 2023, to foster awareness of ancient wisdom and the significance of prenatal development. It encouraged respect for cultural heritage and holistic well-being.



A Team Building activity on August 10, 2023, to develop skills such as communication, collaboration and problem-solving among students. It enhanced group dynamics and prepared students for real-world teamwork scenarios.

DMS facilitated an activity based on Documentary Movie "*Shree Shradhanand Ji*" on August 14, 2023, that inspired students with values of courage, sacrifice, and social reform. They learned about his efforts to eradicate social evils and uplift the underprivileged.



DMS conducted an Interactive session between placement team and Student on August 25, 2023, which provided students clarity on placement processes, expectations, and resume-building tips. Moreover, they addressed their doubts and receive personalized guidance.

Students engaged in an activity named Meri Matti Mera Desh, Kalash yatra on October 9, 2023, which immersed students in cultural heritage, strengthened national pride and unity, taught historical significance, fostered community engagement, promoted respect for traditions, and responsibility. Organized "Run for Unity" race for Students on 31<sup>st</sup> Oct.2023



Kanya Gurukul organized an Inter Departmental Badminton Tournament on 12<sup>th</sup> and 13<sup>th</sup> October, 2023, that promoted physical fitness, teamwork, healthy competition, and sportsmanship; fostered camaraderie, cross-disciplinary collaboration, stress relief, and goal-setting skills; and helped students gain confidence, leadership experience, balanced academic life, communication skills development, time management, networking, and mental resilience.

A Budget Celebration activity on February 1, 2024, that helped students understand the structure and impact of the national budget. It enhanced awareness of economic policies, taxation, and government spending. Students also developed analytical thinking by discussing budget implications on various sectors. This activity fostered financial literacy and informed citizenship.

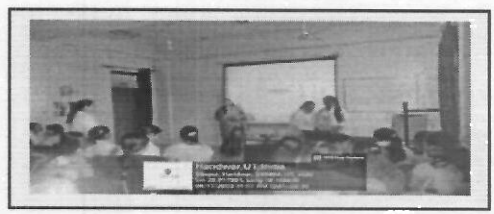


Kanya Gurukul Trekking Camp on the Hills of Chandi Devi, Haridwar, on March 1, 2024, that built physical endurance and a spirit of adventure among students. It fostered teamwork, self-reliance, and appreciation for nature. This activity supported holistic development beyond classroom learning among them.

## Workshop Loggia/Skills

The various Departments at Kanya Gurukul conducted a series of workshops aimed at fostering professional development. The sessions encompassed critical domains including leadership, communication, strategic management, and industry insights. Facilitated by distinguished academicians and industry practitioners, the workshops offered interactive and experiential learning opportunities, underscoring the department's commitment to cultivating the competencies essential for professional excellence.

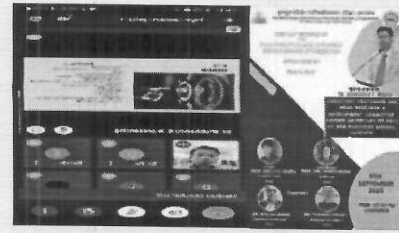
A Business Quiz organized on August 11, 2023, for students to sharpen their knowledge of current affairs, economic trends, and corporate strategies. It enhanced critical thinking, quick decision-making, and analytical skills among them.



Kanya Gurukul organized a Pot decoration using waste materials programme on August 12, 2023, that fostered creativity and innovation in students while promoting sustainable practices. It also encouraged resourcefulness by turning discarded items into artistic creations.



DMS conducted a One-day Workshop on “Data Analysis and tracking search engine Optimization” on September 9, 2023, that enhanced their understanding of digital marketing and online visibility. Students gained hands-on experience with tools for tracking and optimizing web content.



Kanya Gurukul an Interactive session on “Women Entrepreneurship” on September 12, 2023, that empowered students by showcasing role models, highlighting challenges and strategies, fostering leadership, networking, creativity through hands-on activities, inspiring an inclusive mind-set and entrepreneurial ambition.



DMS organized a Panel Discussion on Major Development and deliberations during G20 Summit on September 16, 2023, which gave students global policy insights, economic trends, diplomatic strategies, and practical skills, fostering critical thinking, cross-cultural awareness, leadership, and active engagement in international affairs.

DMS conducted an Expert Lecture on Researching in Research on September 22, 2023, that equipped students with critical literature review skills, fostered rigorous data collection and analysis techniques, enhanced effective problem-solving, promoted ethical standards, cultivated academic curiosity, teamwork, and independent learning, preparing them for successful scholarly and professional research endeavors.



DMS organized an expert lecture on Career Opportunities in HR on November 3, 2023, that provided valuable insights into diverse career paths in Human Resources. It helped students understand current industry trends and required skill sets. Students gained guidance on HR roles like recruitment, training, and employee relations. This activity enhanced career planning and professional readiness in the HR domain.

An Inter Departmental Table Tennis Competition organized on November 6, 2023, that promoted physical fitness and a healthy competitive spirit among students. It encouraged teamwork, discipline, and interdepartmental bonding. Students developed sportsmanship and stress-relief through engaging play. This activity supported holistic development beyond academics.





DMS Unleashed Talent of Rangoli and Dancing on November 8, 2023, that encouraged students to express their creativity through art and dance. It provided a platform to showcase cultural talents and boost self-confidence. Students experienced joy, teamwork, and appreciation for diverse traditions.

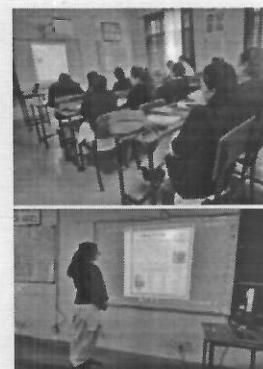
A Nukkad Natak Skill on November 17, 2023, that developed strong communication and public speaking skills. Students learned teamwork, confidence and the power of impactful storytelling. This activity fostered social responsibility and active community engagement.



A Career oriented workshop in KG students, facilitated by Rakesh Arora from Edumagister on February 5, 2024, and guided students in exploring suitable career paths and opportunities. It helped them build essential skills like resume writing, interviewing, and networking. This activity boosted confidence and prepared them for professional success.



An event on Cognitive Challenge on February 15, 2024, that enhanced students' critical thinking and problem-solving abilities. It encouraged their mental agility through engaging puzzles and logical tasks. This activity promoted intellectual growth and a competitive spirit among them.



A Two days Seminar on National Education Policy 2020: towards Management Holistic Education on March 11<sup>th</sup> and 12<sup>th</sup>, 2024, that educated students about the key reforms and goals of NEP 2020. It highlighted the policy's focus on holistic, flexible, and skill-based learning. It also encouraged informed participation in shaping the future of education.





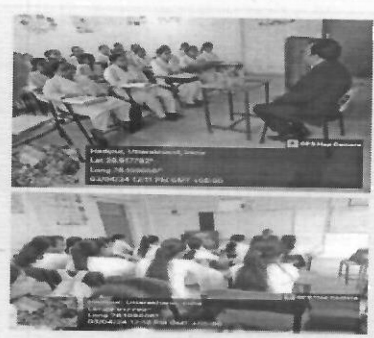
Department of Philosophy collaged a series of activities for girl students **Udaan Sapno Ki** (Skills: Mehndi, Rangoli, Poster, Singing, Craft work, Traditional Attire) on April 3, 2024, that nurtured creativity and cultural expression among students. They enhanced artistic abilities, confidence and attention. It also promoted appreciation for tradition and individual talent.

**कन्या गुरुकुल में हुआ उड़ान सपनों की कार्यक्रम का आयोजन**

कन्या गुरुकुल में आयोजित कार्यक्रम का उद्देश्य छात्राओं में सृजनशीलता और सांस्कृतिक अभिरूचि को बढ़ावा देना है। इस अवसर पर छात्राओं ने मेहंदी, रंगोली, पोस्टर, गायन, क्राफ्ट वर्क और परंपरागत वस्त्रों का प्रदर्शन किया।

कार्यक्रम में भाग लेने वाले छात्राओं ने अपनी प्रतिभा और कौशल को प्रदर्शित किया, जिससे उनकी आत्मविश्वास और सांस्कृतिक पहचान में वृद्धि हुई।

A career guidance lecture for students by Retired AGM of SBI Mr. Narendra Sharma on Career Aspects of Banking and allied services, on April 3, 2024, that provided insights into career opportunities in banking and allied services. It helped students understand required qualifications, exams, and skill sets. This lecture guided them in making informed career choices in the financial sector.



Dept. of Yogic Science organized a 10 days training Camp "Klaripayattu and yoga" to celebrate International Yoga day. The 10-day "Kalaripayattu and Yoga" training camp enriched students with holistic wellness, discipline, and self-awareness, enhancing physical fitness, mental clarity, and cultural understanding in celebration of International Yoga Day.

**ONLINE INTERACTIVE SESSION ON LIFE SKILLS: PROBLEMS IN LIFE AND THEIR SOLUTIONS**

Organized by Department of Management Studies

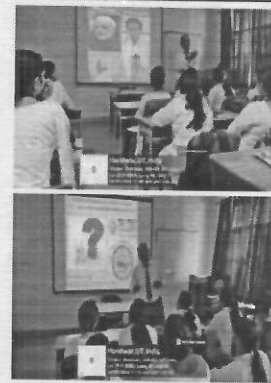
**EXPERT**  
Dr. Ravindra Kumar Saini  
Associate Professor  
School of Business Studies  
Clerk University, Rohtak

**DIRECTOR**  
Prof. Dr. Anil Kumar  
Associate Professor  
Faculty of Management Studies  
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**COORDINATOR**  
Dr. Anshu Kataria  
Associate Professor  
Faculty of Management Studies  
Clerk University, Rohtak

**ORGANISERS**  
Dr. Anshu Kataria  
Dr. Anshu Kataria  
Dr. Anshu Kataria

DMS conducted a Guest Lecture by Prof. Ravindra Kumar Saini on, Life Skills: Problems in Life and their Solution, on April 5, 2024, that helped students develop essential life skills for managing real-world challenges. It taught practical strategies for problem-solving, resilience, and emotional well-being. This lecture promoted personal growth and better decision-making in daily life.



## Awareness Activity

**ONLINE INTERACTIVE SESSION ON CONVERTING IDEA TO START-UP AND FUNDING OPPORTUNITIES AVAILABLE**

Organized by Department of Management Studies

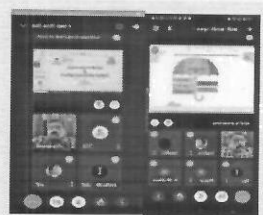
**EXPERT**  
Mr. Ramkanth Vallabhaneni  
Senior Manager, IFCI Ltd.  
Faculty of Management Studies  
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**DIRECTOR**  
Dr. Anshu Kataria  
Associate Professor  
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Associate Professor  
Faculty of Management Studies  
Clerk University, Rohtak

**ORGANISERS**  
Dr. Anshu Kataria  
Dr. Anshu Kataria  
Dr. Anshu Kataria

DMS organized an Online Interactive Session on "Converting Idea to Start-up and funding Opportunities Available" presented by Mr. Ramkanth Vallabhaneni on August 21, 2023, and introduced them to real-world entrepreneurial challenges and practical solutions.

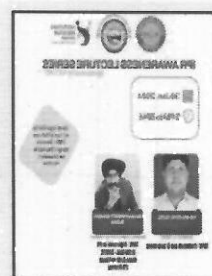




An anti-corruption Pledge taken by students and Teachers on November 3, 2023, for instilling and promoting honesty, integrity, and ethical behavior amongst students. It raised awareness about the harmful effects of corruption on society and governance. Students committed to upholding transparency and accountability in their actions. This activity fostered responsible citizenship and moral values in future professionals.



DMS offered an IPR Awareness Lecture Series on January 30, 2024, that educated students on protecting their creative and innovative work. It highlighted the importance of patents, copyrights, and trademarks in various fields. Students gained knowledge about legal rights and procedures related to intellectual property. This activity fostered innovation, entrepreneurship, and respect for original ideas.



## Events

Teacher's Day event on September 5, 2023, that fostered respect and gratitude among students for their mentors. It strengthened the student-teacher bond through fun and meaningful activities.

Swachhta Abhiyaan Event on September 9, 2023, to take responsibility for cleanliness and hygiene. It instilled civic sense and the importance of a clean environment which help them to actively participate in cleaning drives, spreading awareness in their community. The event promoted teamwork, discipline, and environmental consciousness.



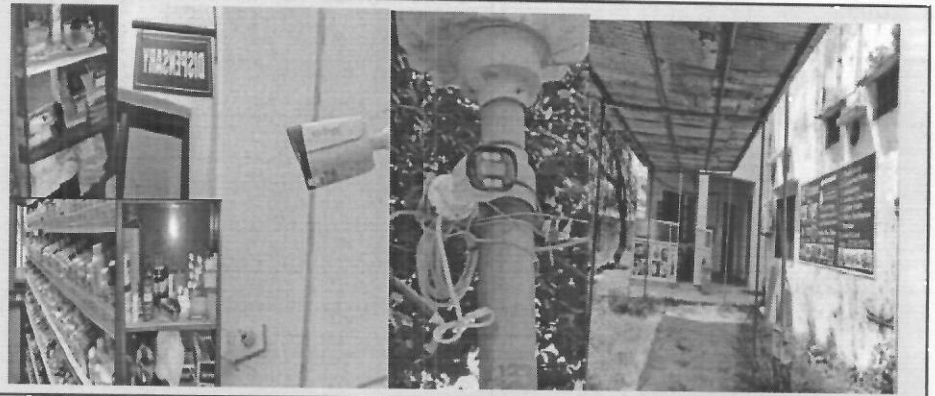
On 14 September 2023, Hindi Diwas was celebrated in the university with great enthusiasm. Various cultural programs, speeches, and competitions were organized to promote the importance and pride of Hindi language.



## Infrastructural Facilities

The university provides comprehensive infrastructural facilities to all, including well-equipped classrooms, laboratories, a central library, e books, high-speed internet, sports complexes, and other accessible campus amenities etc. These resources create a supportive learning environment, promoting academic excellence, research, and holistic development for students, faculty, and staff across all disciplines.

The university ensures safety and convenience with CCTV surveillance, ID-based student entry. Full-day canteen, and a dispensary offering medical, physiotherapy, and ambulance services for students & staff...



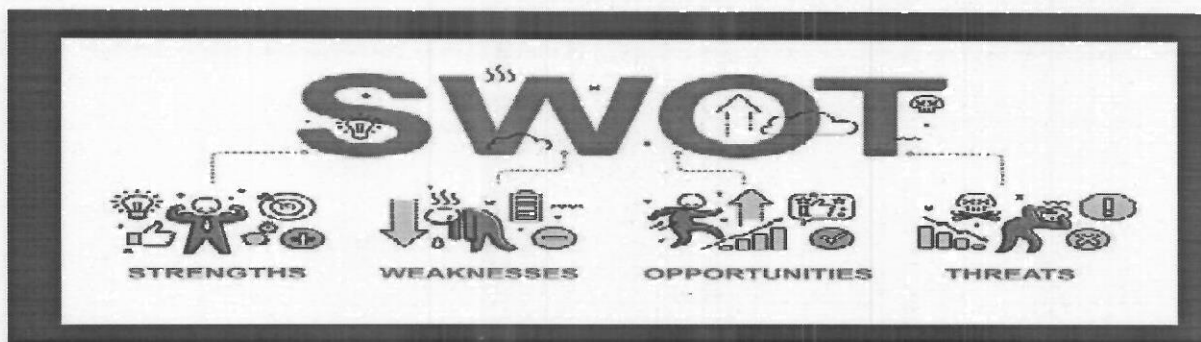
The university offers newspapers, magazines, journals, e-books, and reading rooms for students and staff. Sports facilities include stadium, grounds, indoor and outdoor games. Air-conditioned seminar halls, well-equipped classrooms, and complaint box, free Wi-Fi ensure a comfortable and connected learning environment.

The university provides clean drinking water, separate washrooms, sanitary facilities in girls' campuses, sanitary napkins donated under CSR domain. Benches in open areas offer sitting place for students. Security staff, including women guards at Kanya Gurukula, ensure campus safety.





The university offers a stadium, ground, gymnasium, and multi-utility hall for girl students. Lush green campus, street lights, and solar lights enhance safety. Generator rooms ensure uninterrupted power. Buildings are equipped with fire-fighting systems, cease fire sets, stair cases, ramps, ensuring safety, accessibility, and a secure, inclusive environment for all.



## STRENGTHS

1. **Dedicated Women's Campuses:** Separate Kanya Gurukul campuses in Haridwar and Dehradun provide tailored educational environments for female students, preserving cultural values while promoting focused learning.
2. **Robust Female Representation:** Women faculty members are actively represented in major university committees—Student Grievance Cell, Women Empowerment Cell, Sports Council, Anti-Ragging Committees, and Research & Development Cell.
3. **Comprehensive Gender Policy:** Strong institutional commitment to gender equality, including a zero-tolerance policy against discrimination and harassment. Internal Complaint Cell (ICC) and Equal Opportunity Cell are functional.
4. **Academic and Sports Excellence:** Female students consistently achieve top ranks in academics and represent the university in inter-university sports, NCC, and national championships.



5. **Skill and Leadership Development:** Women-centric workshops and sessions (e.g., on women entrepreneurship, career development, life skills) foster holistic growth and empowerment.
6. **Infrastructural Support:** Sanitary facilities, security with women guards, dedicated sports infrastructure, dispensaries, and safety measures (CCTV, solar lights, fire safety) provide a secure and inclusive environment.
7. **Scholarships:** Scholarships for girl students on academic, sports, state scholarship and reservation-based scholarships.

## **WEAKNESSES**

1. **Underrepresentation in Top Leadership:** Despite strong female faculty presence, more women could be encouraged to take up key strategic decision-making positions
2. Public transport system needs to be strengthened for safe travel for female students.
3. High floor buildings require additional support system like Lifts and Ramps.
4. Additional classrooms and laboratories are required with more girl students getting enrolled in higher education.
5. Hostel within the premises may add to the advantage for the students.
6. Proper common room facility needs to be developed for girl students.
7. Reading room in library section for girl students may add to their comfort.

## **OPPORTUNITIES**

1. **National and Global Collaborations:** Leverage collaborations with national bodies and international forums for gender research, scholarships, and global exposure of female students.
2. **Entrepreneurial Ecosystem:** Entrepreneurial incubation and mentorship, especially following interactive sessions like: Awareness of legal rights, empowerment, financial literacy and Entrepreneurship.
3. **Mentorship Networks:** Alumni and faculty-led mentorship programs specifically for female students in research, leadership, and innovation.
4. **Community Outreach:** Women empowerment platform to uplift rural and underprivileged women through extension activities and skill development programs.



## THREATS

1. **Cultural Resistance:** Despite policy support, deep-rooted societal norms may slow behavioral change, especially regarding female leadership and freedom.
2. **Safety Concerns Beyond Campus:** While the campus is safe, external environments may pose challenges for internships, fieldwork, or placements for women students.
3. **Drop-out Risks:** Personal, financial, or social pressures may lead to dropouts or discontinuation, especially among students from rural or conservative backgrounds.
4. **Policy Gaps in Evolving Needs:** Gender policies need continuous evolution to address emerging issues.

## Suggestions

Our age-old institution has a huge Alumni, illuminating the various parts of the world through their sincere dedicated work. This network can be used for positive word of mouth advertisement by Gurukula Kangri. Back to its roots, and benefits gained from such leverage can further build up positive aspects of Indian value system. Now with the help of social media a platform can be created where our whole Gurukula family can connect back. It brings happy memories for our alumni members and relive their memories. A need for direct connect is required with our alumni.

Indian knowledge and philosophy are applauded worldwide, but only few international students attracted to enroll themselves in Gurukula Kangri. A need to frame courses that can attract enrollment of international students is to be thought for. Some specific modules designed in subjects of Yoga, Sanskrit, Philosophy, Spirituality etc. may attract them to Gurukula Kangri Deemed to be University, Haridwar.