

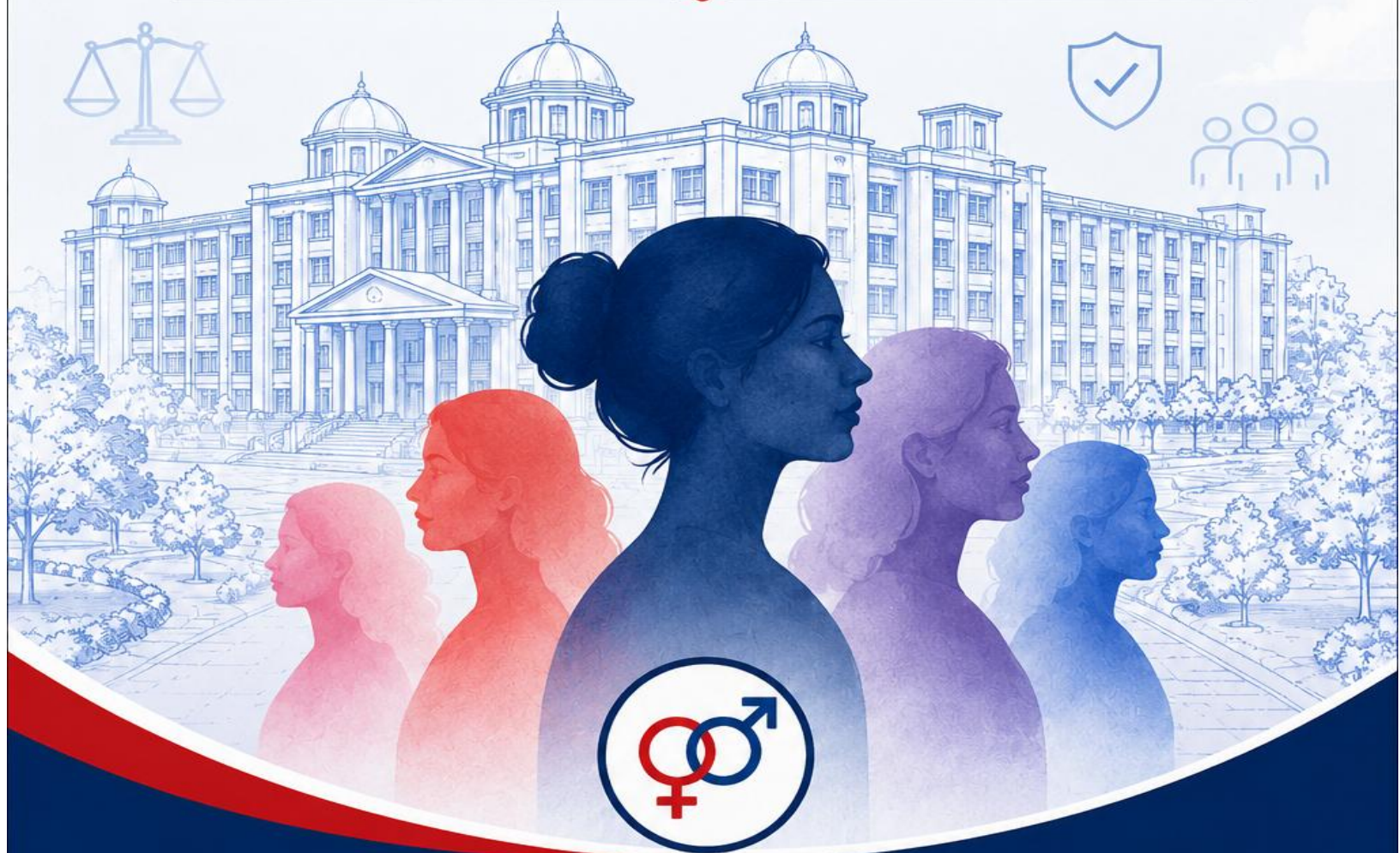


K.R. MANGALAM UNIVERSITY

— THE COMPLETE WORLD OF EDUCATION —



GENDER AUDIT REPORT 2025-26



EQUALITY



SAFETY



RESPECT



EMPOWERMENT



INCLUSIVITY

Prepared by:



Gender Sensitisation & Safety Committee



Internal Quality Assurance Cell

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1. About K.R. Mangalam University

K.R. Mangalam University (KRMU), Gurugram, established in 2013 under the Haryana Private Universities Act, is a multidisciplinary institution of higher education committed to academic excellence, research, innovation, inclusivity and holistic development. The University is spread over a 26+ acre campus at Sohna Road, Gurugram, Haryana, and provides a vibrant academic environment supported by modern infrastructure, technology-enabled learning facilities and comprehensive student-support systems.

The University is recognised by the University Grants Commission (UGC) under Section 2(f) of the UGC Act, 1956 and is empowered to award degrees in accordance with Section 22 of the UGC Act, 1956. K.R. Mangalam University has also been accredited with an 'A' Grade by the National Assessment and Accreditation Council (NAAC), reflecting its commitment to institutional quality and continuous improvement.

KRMU offers 90+ academic programmes, comprising a wide range of Undergraduate (UG), Postgraduate (PG), Diploma and Doctoral (Ph.D.) programmes across multiple disciplines. The University has a diverse student and faculty community.

The University's multidisciplinary academic ecosystem encompasses Engineering & Technology, Artificial Intelligence, Management & Commerce, Legal Studies, Basic & Applied Sciences, Humanities & Social Sciences, Journalism & Mass Communication, Education, Architecture & Planning, Agriculture, Pharmacy, Physiotherapy and Allied Health Sciences, among other emerging and interdisciplinary areas.

Programmes falling within regulated professional disciplines are offered in accordance with applicable requirements of the respective statutory/regulatory bodies. The University has programmes recognised/approved, as applicable, by regulatory and professional bodies such as the University Grants Commission (UGC), Bar Council of India (BCI), Pharmacy Council of India (PCI), Council of Architecture (CoA) and other competent authorities relevant to the programmes offered by the University.

KRMU follows an industry-integrated, outcome-based and experiential approach to education, integrating classroom learning with practical exposure, internships, research, innovation,

entrepreneurship, skill development and industry engagement. Its academic ecosystem is supported by modern laboratories, specialised learning facilities, library and digital knowledge resources, research infrastructure and innovation and entrepreneurship facilities.

As an inclusive institution, K.R. Mangalam University is committed to providing equal opportunities to students and employees irrespective of gender and background. The University endeavours to maintain a safe, accessible, respectful and gender-sensitive campus through appropriate policies, institutional committees, counselling, mentoring, healthcare, security arrangements, grievance-redressal mechanisms and gender-sensitisation initiatives.

The University actively encourages the participation of women in academics, research, innovation, entrepreneurship, sports, cultural activities, leadership, institutional governance and community engagement. Dedicated safety and support mechanisms, including the Gender Sensitization & Safety Committee, Internal Committee, counselling support, CCTV/e-surveillance, female security personnel, Girls' Hostel, healthcare facilities, SHE/complaint boxes and grievance-redressal mechanisms, contribute towards creating a safe and enabling environment for female students and employees.

Through its commitment to quality, equity, diversity, inclusion, safety and social responsibility, K.R. Mangalam University continues to strengthen an institutional environment in which women are provided opportunities and support to learn, participate, lead and excel with dignity and confidence.

2. Introduction

K.R. Mangalam University is committed to fostering a community in which students, teaching staff, and non-teaching staff can work together in an environment where women have equal standing with men. The University pursues gender equity and gender sensitivity and provides equal opportunity by assigning women prominent responsibility in the day-to-day operations of the University.

Gender sensitivity is applied throughout recruitment, promotion, and leadership opportunities to maintain equal representation of men and women. The Internal Committee (IC) coordinates projects that reinforce awareness of gender balance and the prevention of

violence against women, and the University organizes classes on tolerance of sexual minorities and diverse gender orientations, skill-development programmes (including self-employment training for women), and seminars and invited lectures on women and law.

3. Objectives of the Gender Audit

The Gender Audit 2025-26 of K.R. Mangalam University is undertaken as a systematic institutional exercise to assess the extent to which gender equality, equity, inclusion, safety and empowerment are integrated into the University's academic, administrative and campus practices. Building upon the Gender Audit 2024–25, the present audit seeks to review existing practices, assess progress, identify gaps and recommend measures for continuous improvement.

The key objectives of the Gender Audit are:

- To promote gender equality and sensitization across all dimensions of university life by strengthening awareness, respectful behaviour and gender-responsive practices among students, faculty and staff.
- To assess gender representation and participation of students and employees across academic programmes, faculty and staff positions, leadership roles, committees, governance structures, research, sports, cultural activities and other institutional engagements.
- To ensure equal opportunity and non-discrimination by reviewing institutional practices and mechanisms that facilitate equitable access, participation, development and progression for women and other members of the University community.
- To review compliance with applicable legal and regulatory provisions concerning gender equality, dignity, prevention of sexual harassment, women's safety and protection of gender-based rights within the University.
- To strengthen prevention and redressal mechanisms relating to sexual harassment, gender-based discrimination, violence, intimidation and other conduct that may adversely affect the dignity, safety or well-being of members of the University community.

- To evaluate the adequacy of gender-sensitive infrastructure and support facilities, including Girls' Hostel facilities, common rooms, sanitary vending and disposal facilities, accessible washrooms, healthcare, counselling, crèche/day-care support, transportation, lighting, CCTV/e-surveillance, female security personnel and other safety arrangements.
- To review the effectiveness of institutional committees and support mechanisms, including the Gender Sensitization & Safety Committee, Internal Committee, grievance-redressal mechanisms, counselling and mentoring systems, SHE/complaint boxes and other student and employee support channels.
- To promote women's empowerment and leadership by encouraging meaningful participation of women in academic activities, research, innovation, entrepreneurship, institutional governance, decision-making, sports, cultural activities and community engagement.
- To foster an inclusive and gender-responsive institutional culture that recognises diversity and takes into consideration the needs of individuals from different social, economic and other backgrounds, including persons with disabilities.
- To assess gender sensitization initiatives undertaken during the academic year, including workshops, seminars, awareness campaigns, expert sessions, training programmes and other activities aimed at promoting gender equality, dignity, safety and mutual respect.
- To identify gender-related gaps, challenges and areas for improvement through analysis of quantitative and qualitative information relating to students, employees, infrastructure, institutional mechanisms and participation.
- To institutionalize continuous monitoring and improvement by comparing relevant gender indicators with previous academic years, wherever appropriate, and establishing actionable recommendations for subsequent years.
- To strengthen evidence-based decision-making by maintaining gender-disaggregated data and using the findings of the Gender Audit for institutional planning, policy development, resource allocation and quality enhancement.

Through these objectives, K.R. Mangalam University seeks to ensure that the Gender Audit functions not merely as a documentation exercise, but as an important quality assurance and institutional improvement mechanism for advancing gender equity, safety, dignity, inclusion and empowerment across the University.

4. Gender Sensitization at K.R. Mangalam University

K.R. Mangalam University (KRMU) is committed to fostering a safe, inclusive, gender-sensitive and equitable academic environment that upholds the dignity, equality and well-being of all members of the University community. The University promotes a culture of mutual respect, equal opportunity and zero tolerance towards sexual harassment, gender-based discrimination and any form of misconduct affecting the dignity and safety of women.

The Gender Sensitization & Safety Committee (GSSC) plays an important role in strengthening gender awareness and promoting a gender-responsive institutional culture. The Committee undertakes awareness, sensitization and capacity-building initiatives for students, faculty and staff and facilitates activities aimed at encouraging respectful behaviour, gender equality and responsible participation within the University community.

The mandate of the Committee includes creating awareness regarding gender equality, gender stereotypes, discrimination, dignity, rights and responsibilities; contributing towards a women-friendly and gender-sensitive academic environment; and organising workshops, seminars, expert lectures, awareness campaigns and interactive sessions on issues concerning women's empowerment, safety, legal rights and gender equality.

Where appropriate, experts from the Bench and Bar, academia, healthcare, civil society and other relevant professional fields are invited to interact with students and staff. Through these initiatives, the University continuously endeavours to strengthen a gender-just, inclusive, discrimination-free and zero-tolerance campus environment.

4.1 Safety and Security

The University has established multiple physical, technological and institutional mechanisms to ensure the safety and security of female students and staff. These mechanisms are periodically reviewed and strengthened in accordance with institutional requirements and applicable guidelines.

- **24×7 Campus Security:** Security personnel are deployed across the University campus and at identified strategic locations. Security arrangements are maintained round the clock to regulate access and provide assistance whenever required.
- **Biometric Attendance in Girls' Hostel:** A biometric attendance/access mechanism is implemented in the Girls' Hostel to facilitate systematic monitoring of residents and strengthen hostel security arrangements.
- **University Identity Cards and Controlled Entry:** Students and staff are issued University identity cards. Appropriate verification and access-control mechanisms are maintained at campus entry and exit points to prevent unauthorised access.
- **CCTV / E-Surveillance:** CCTV/e-surveillance facilities are operational across key areas of the University campus, including entry/exit points, corridors and other identified locations, to strengthen safety and security monitoring.
- **Girls' Hostel Security:** The Girls' Hostel is supported by security personnel, controlled entry/exit arrangements and female warden/residential support to provide a secure residential environment for female students.
- **Female Security Personnel:** Female security personnel are deployed at appropriate locations, particularly in and around the Girls' Hostel and other identified areas, to provide assistance and strengthen the sense of security among female students.
- **Proctorial Support:** The Proctor's Office contributes to maintaining discipline, addressing student-related concerns and coordinating appropriate institutional responses to issues affecting campus safety and order.

- **Internal Committee and Complaint Redressal:** The University has an **Internal Committee (IC)** in place for the prevention, prohibition and redressal of sexual harassment in accordance with applicable provisions. The mechanism provides an institutional channel for reporting and addressing complaints while maintaining appropriate confidentiality and procedural fairness.
- **SHE / Complaint Boxes:** SHE/complaint boxes are installed at designated locations across the campus, enabling students to confidentially raise concerns, grievances or safety-related issues, including where they may not initially wish to disclose their identity directly.
- **Grievance Redressal Mechanism:** Institutional grievance-redressal mechanisms are available to students and staff for raising concerns relating to academic, administrative, welfare, safety and other matters through designated channels.
- **Emergency Contact and Support Mechanism:** Emergency contact information and institutional support channels are made available/displayed at appropriate locations so that students and staff can seek timely assistance when required.
- **Medical and Emergency Support:** On-campus medical/first-aid support is available, supplemented by emergency medical assistance. **Ambulance support is available round the clock** for students, faculty and staff in case of medical emergencies.
- **Safe Transportation:** University transportation facilities operate with appropriate supervisory and safety arrangements. Faculty/staff and designated personnel contribute towards maintaining discipline and ensuring a safe commuting environment for students.
- **Mentoring and Student Support:** The mentoring system provides an additional institutional support mechanism through which students can discuss academic, personal and other concerns. Hostel/campus movement and leave procedures are regulated through appropriate institutional protocols wherever applicable.
- **Well-Lit Campus and Pathways:** Adequate lighting is maintained at important pathways, building approaches, hostel surroundings and other identified locations to improve visibility and safety, particularly during evening hours.

- **Reserved Parking for Female Students and Staff:** Designated/reserved parking facilities are provided at appropriate locations to facilitate convenient and secure access for female students and staff.
- **Accessible Infrastructure:** Accessible washrooms and other barrier-free infrastructure are provided at designated locations to facilitate safe and inclusive access for women with disabilities.
- **Display of Safety and Support Information:** Information relating to institutional support mechanisms, grievance-redressal channels, emergency contacts and gender-equity initiatives is displayed/communicated through appropriate notice boards, institutional platforms and other prominent locations.
- **Awareness and Sensitization Activities:** Meetings, seminars, workshops, expert sessions, campaigns and other activities are periodically organised to promote gender equality, mutual respect, women's safety, legal awareness, equal opportunity and an inclusive campus culture.

Through the combined implementation of physical security, e-surveillance, residential safeguards, grievance-redressal mechanisms, medical support, counselling, mentoring and sensitization initiatives, K.R. Mangalam University seeks to provide a campus environment in which female students and staff can pursue their academic and professional responsibilities with safety, dignity, confidence and equal opportunity.

4.2 Gender-Sensitive Infrastructure, Safety, Welfare and Institutional Support

Mechanisms AY 2025-26.

Facility / Support Mechanism	2025-26 Status
Common Room	A dedicated Common Room for female students is available on the second floor of A Block. The facility provides a safe and comfortable space for rest, study and relaxation during academic hours.

Sanitary Vending Machine	Sanitary napkin vending machines are available at designated locations to ensure convenient and hygienic access to menstrual hygiene products for female students.
Girls' Hostel	The Girls' Hostel provides furnished accommodation along with essential residential, safety and welfare facilities for female students. Sanitary napkin vending facilities are also available within the hostel premises.
Girls' Mess	A dedicated mess facility is available for residents of the Girls' Hostel, providing hygienic and nutritious meals in a safe and comfortable dining environment.
Girls' Gym	A dedicated gymnasium facility is available for female students, providing access to fitness equipment and promoting physical well-being, health and an active lifestyle.
Girls' Sports & Recreation Facilities	Female students are encouraged to participate in indoor and outdoor sports, fitness and recreational activities. Appropriate infrastructure and opportunities are provided to promote physical fitness and overall well-being.
Cameras / E-Surveillance	CCTV/e-surveillance facilities remain operational across key areas of the University campus, including entry/exit points, corridors and other identified locations, to strengthen campus safety and security monitoring.
SHE Boxes / Complaint Boxes	SHE/complaint boxes are available at designated locations across the campus to facilitate confidential submission of complaints, grievances and concerns by female students and staff.
Washrooms for Women with	Accessible washroom facilities for women with disabilities are available at designated locations, with appropriate accessibility

Disabilities	provisions and essential amenities.
Counselling Support	Counselling support is available for academic, personal, career-related and psycho-social concerns through appropriate institutional counselling and student-support mechanisms, with due emphasis on privacy and confidentiality.
Female Security Staff	Female security personnel are deployed at appropriate locations, particularly at the Girls' Hostel and other identified areas, to provide security assistance and strengthen the safe campus environment.
24×7 Security at Girls' Hostel	Round-the-clock security arrangements are maintained at the Girls' Hostel, supported by controlled entry/exit and appropriate monitoring mechanisms.
Female Hostel Warden / Residential Support	Female wardens/residential staff are available in the Girls' Hostel to supervise hostel operations, support residents and address student welfare and safety concerns.
Female Medical Staff	Female medical personnel are available through the University's healthcare support system to provide first aid, basic medical assistance, health guidance and appropriate support to female students and staff.
Medical Room / Health Support	On-campus medical and first-aid support is available for students and staff, with appropriate arrangements for medical assistance and referral wherever required.
Crèche / Day-Care Facility	A crèche/day-care facility is available to support employees/stakeholders with young children, contributing to an inclusive and family-friendly institutional environment.

Internal Committee (IC)	The University has constituted an Internal Committee in accordance with applicable provisions for the prevention, prohibition and redressal of sexual harassment at the workplace. The Committee facilitates awareness, confidential reporting and timely redressal of complaints in accordance with prescribed procedures.
Reserved Parking for Female Students and Staff	Designated/reserved parking spaces are provided for female students and staff at appropriate locations to facilitate convenient and secure access to the University campus.
Emergency Contact / Helpline Mechanism	Emergency contact numbers and institutional support channels are communicated/displayed at appropriate locations to enable students to seek timely assistance whenever required.
Anti-Ragging Mechanism	The University maintains an institutional anti-ragging mechanism comprising designated committees/squads, awareness initiatives and complaint-reporting channels to promote a safe and inclusive campus environment.
Grievance Redressal Mechanism	Female students and staff have access to institutional grievance-redressal mechanisms for raising academic, administrative, welfare and other concerns through designated channels.
Gender Sensitisation Programmes	Workshops, awareness programmes, expert sessions, campaigns and other activities relating to gender equality, dignity, health, safety and sensitisation are organised periodically for students and staff.
Menstrual Hygiene & Disposal Facilities	Menstrual hygiene is supported through sanitary napkin vending facilities and appropriate sanitary waste disposal arrangements at designated locations, including the Girls' Hostel.
Transportation & Safety Support	University transportation and associated safety arrangements facilitate safe and convenient commuting for students and staff,

	including female members of the University community.
Well-Lit Campus & Pathways	Adequate lighting is maintained at important campus pathways, building approaches, hostel surroundings and other identified areas to enhance visibility, accessibility and safety.
Barrier-Free / Accessible Infrastructure	Ramps, lifts and other accessibility provisions are available at designated locations to facilitate mobility and inclusive access for persons with disabilities, including women.
Women's Participation in Governance	Female faculty and staff members are provided opportunities for participation in statutory bodies, committees, academic leadership, administrative responsibilities and institutional decision-making processes.
Gender-Inclusive Student Activities	Female students are provided equal opportunities to participate in academic, cultural, sports, research, innovation, entrepreneurship, leadership, extension and community-engagement activities.

5. Gender Sensitization & Safety Committee: 2025-26 Composition

The University has constituted a Gender Sensitization and Safety Committee (GSSC), which conducts the Annual Gender Audit, collecting data from various Schools and departments for this report.

S. No	Name	Designation	E-mail Id
1	Dr. Shobhna Jeet, Professor, SOLS	Chairperson	shobhna.jeet@krmangalam.edu.in gendersensitization@krmangalam.edu.in
2	Dr. Satinder Pal Singh, Assistant Professor, SOET	Member	satinder.palsingh@krmangalam.edu.in
3	Dr. Kanchan Khatreja, Assistant Professor, SOED	Member	kanchan.khatreja@krmangalam.edu.in
4	Ms. Mamta Shankar, Associate Professor, SPRS	Member	mamta.shankar@krmangalam.edu.in
5	Dr. Padmini Koul, Assistant Professor, SOLA	Member	padmini.koul@krmangalam.edu.in
6	Dr. Sarina, Assistant Professor, SEMCE	Member	sarina@krmangalam.edu.in
7	Dr. Monika Yadav, Assistant Professor, SOMC	Member	monika.yadav@krmangalam.edu.in
8	Ms. Jyoti Sehrawat, Assistant Professor, SOHMCT	Member	jyotisehrawat@krmangalam.edu.in
9	Dr. Ambika Bhandari, Assistant Professor, SOAS	Member	ambika.bhandari@krmangalam.edu.in
10	Ar. Praveen Gupta, Associate Professor, SOAD	Member	praveen.gupta@krmangalam.edu.in
11	Ms. Perna (2305170030), B.A. LL.B. (Hons.)	Student Member	2305170030@krmu.edu.in
12	Mr. Krishna Sindhwani (2305140045), BBA LL.B. (Hons.)	Student Member	2305140045@krmu.edu.in
13	Dr. Megha Garg, Associate Professor, SOLS	Member Secretary	megha.garg@krmangalam.edu.in

6. Audit Methodology

The Gender Audit 2025-26 of K.R. Mangalam University was conducted using a systematic, evidence-based and participatory approach to assess gender representation, equality, inclusivity, safety, institutional support mechanisms and gender-sensitive practices across the University.

The methodology involved the collection, verification, analysis and interpretation of relevant quantitative and qualitative data from various academic and administrative units of the University. Wherever applicable, the findings were compared with the previous academic year to assess progress, identify gaps and determine areas requiring further institutional intervention.

The audit methodology comprised the following components:

- **Gender-Disaggregated Data Collection:** Data relating to the gender composition of students, faculty members and non-teaching/administrative staff was collected and analysed to understand overall gender representation within the University.
- **Student Enrolment Analysis:** Gender-wise student enrolment was reviewed at the University, School and programme levels, wherever applicable, to assess the participation and representation of female students across different academic disciplines.
- **Employee Representation Analysis:** Gender distribution among teaching and non-teaching employees was analysed to assess women's participation across academic and administrative functions.
- **Leadership and Governance Analysis:** Representation of women in leadership positions, statutory bodies, committees, cells, centres and other institutional decision-making mechanisms was reviewed to assess their participation in University governance.
- **Review of Institutional Committees and Mechanisms:** The functioning and composition of relevant institutional mechanisms, including the Gender Sensitization & Safety Committee, Internal Committee, grievance-redressal mechanisms and other student/staff support systems, were reviewed from a gender-sensitivity perspective.

- **Infrastructure and Facility Assessment:** Gender-sensitive infrastructure and support facilities were reviewed, including the Girls' Hostel, common room, Girls' Mess, gym and recreational facilities, sanitary napkin vending and disposal facilities, accessible washrooms, crèche/day-care facility, reserved parking, campus lighting and other relevant amenities.
- **Safety and Security Assessment:** Existing safety mechanisms such as CCTV/e-surveillance, female security personnel, hostel security, controlled entry/exit, emergency support, ambulance services, transportation arrangements, SHE/complaint boxes and emergency contact mechanisms were reviewed.
- **Gender Sensitization Activities:** Workshops, seminars, awareness programmes, expert sessions, campaigns and other gender-sensitization initiatives conducted during Academic Year 2025-26 were reviewed to assess institutional efforts towards promoting gender equality, dignity, safety and respectful behaviour.
- **Health, Counselling and Welfare Support:** Institutional provisions relating to healthcare, counselling, mentoring, menstrual hygiene, psycho-social support and other welfare mechanisms were reviewed from the perspective of accessibility and responsiveness to the needs of female students and employees.
- **Review of Institutional Records:** Relevant information was drawn from University records, including student and employee databases, committee records, office orders, annual reports, activity reports, institutional policies and other supporting documents maintained by the concerned Schools, Departments, Cells and administrative units.
- **Year-on-Year Comparative Analysis:** Wherever comparable information was available, selected gender indicators for 2025-26 were compared with 2024–25 to identify changes in representation, participation, facilities and institutional initiatives.
- **Identification of Gaps and Recommendations:** Based on the analysis, areas of strength, gaps and opportunities for further improvement were identified. Appropriate recommendations and future action points were formulated to strengthen gender equity and gender-responsive practices across the University.

The findings of the Gender Audit are therefore based on a combination of gender-disaggregated institutional data, documentary evidence, review of facilities, committee structures, safety and support mechanisms, and gender-related activities undertaken during Academic Year 2025-26 .

The methodology is intended not only to assess the prevailing status of gender equity at K.R. Mangalam University but also to support continuous monitoring, evidence-based institutional planning and progressive enhancement of a safe, inclusive and gender-responsive campus environment.

7. Gender Balance Across University Statutory Bodies

The University's statutory bodies, including the Academic Board of Management, Governing Body and Board of Advisors, comprise members drawn from academic leadership, administration, industry and other relevant stakeholder groups in accordance with applicable institutional statutes and nomination requirements. Women are represented within these governance structures and contribute to academic, administrative and strategic decision-making processes. The Gender Audit recognizes women's participation in institutional governance as an important dimension of gender equity. While the composition of statutory bodies is influenced by prescribed positions, eligibility requirements and nomination processes, the University acknowledges the scope for progressively strengthening women's participation in governance and leadership structures, wherever permissible. Accordingly, the gender composition of statutory bodies will continue to be reviewed periodically as part of the University's broader commitment to gender-responsive governance and institutional development.

8. Gender Ratio Across Students / Teaching Faculty / Non-Teaching Staff

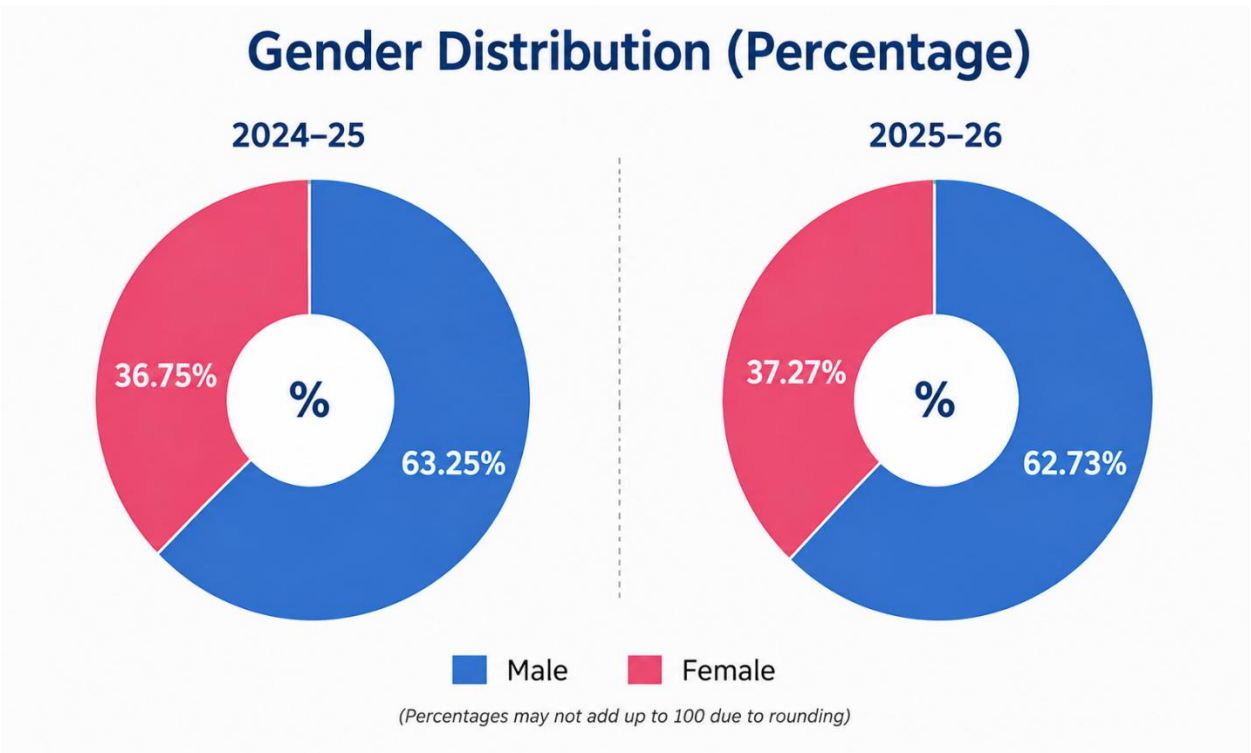
8.1 Student Enrolment Gender-wise Analysis

The gender-wise enrolment analysis for Academic Years 2024-25 and 2025-26 indicates a broadly stable gender distribution, with a positive improvement in female representation during the reporting period. Female representation increased from 36.75% in 2024-25 to 37.27% in 2025-26, while male representation correspondingly changed from 63.25% to 62.73%. The year-on-year comparison therefore reflects a modest but encouraging movement

towards a more balanced gender composition within the student community.

The trend demonstrates the continued participation of female students across the University's academic programmes and reflects the University's commitment to providing an inclusive, equitable and supportive learning environment. The University continues to promote equal access to educational opportunities and encourages the participation of women across diverse disciplines. Going forward, the University will continue to monitor gender-disaggregated enrolment trends and strengthen appropriate initiatives relating to admission, retention, academic progression, student support and participation. Particular attention may be given to disciplines where female representation can be further enhanced.

The analysis reflects a positive trajectory towards greater gender inclusivity, while recognising the need for sustained institutional efforts to progressively strengthen gender balance across academic programmes.



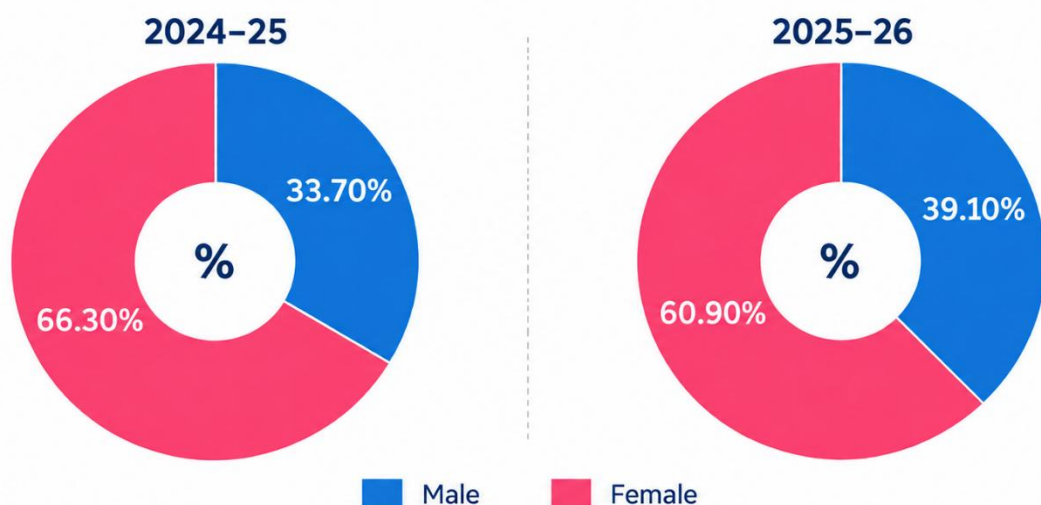
8.2 Teaching Faculty Gender Analysis

The gender representation among the teaching faculty reflects the University's strong participation and representation of women in academics. In 2024–25, female faculty members constituted 66.30% of the teaching workforce, compared with 33.70% male faculty. Similarly, in 2025-26, women continued to represent a substantial majority at 60.90%, while male faculty accounted for 39.10%.

The consistently high proportion of female faculty across both academic years demonstrates the University's supportive and inclusive academic environment that provides meaningful opportunities for women in teaching and academic careers. With women comprising more than 60% of the teaching faculty in both years, the University reflects a strong presence of women within its academic workforce.

This representation is a positive indicator of gender inclusivity, women's participation and professional empowerment within the institution and contributes to a diverse, equitable and inclusive academic environment. The gender-wise distribution of full-time teaching faculty by academic designation is presented below:

Gender Representation in Teaching Faculty

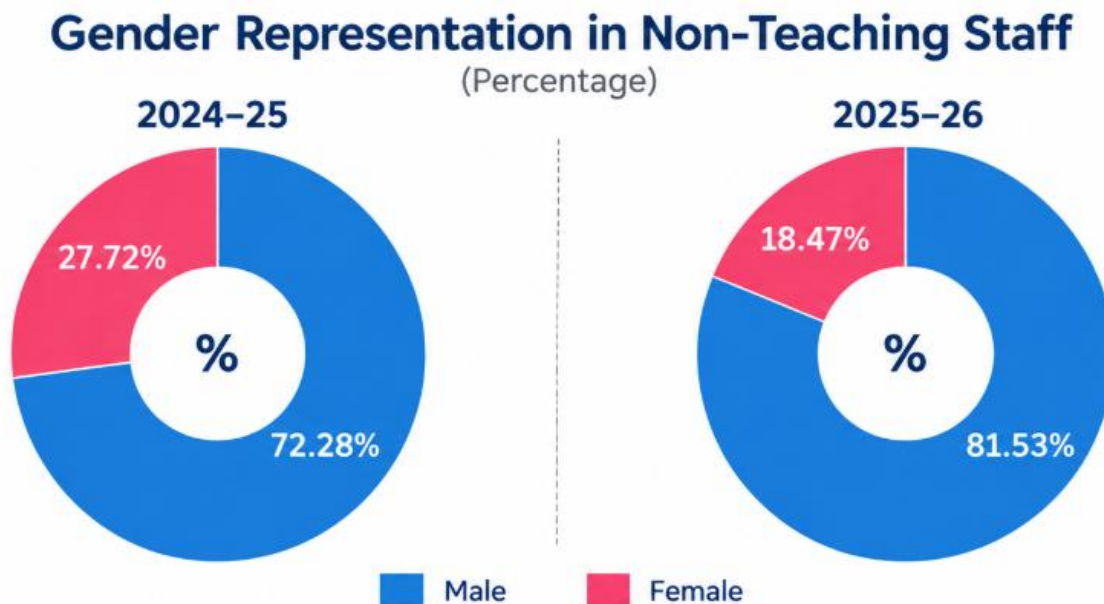


8.3 Gender Balance among Non-Teaching Staff

The gender composition of the non-teaching workforce reflects the University's diverse employment structure and continued commitment to providing equal opportunities to all. During 2024–25, male staff constituted 72.28%, while female staff represented 27.72% of the non-teaching workforce. In 2025-26, male representation stood at 81.53%, with female representation at 18.47%.

The University recognizes the importance of balanced participation across all categories of employment and continues to foster a safe, supportive and gender-inclusive workplace. Institutional policies and practices promote equal opportunity, fairness and professional growth irrespective of gender, while encouraging greater participation of women across administrative and support functions.

The University remains committed to strengthening gender inclusivity and women's participation in its non-teaching workforce through an enabling work environment and equitable employment practices. The gender-wise distribution of non-teaching staff is presented below:



9. Major Gender Sensitization Initiatives During 2025-26

K.R. Mangalam University remains committed to creating and sustaining a safe, inclusive, equitable, and gender-sensitive academic environment that promotes dignity, mutual respect, equal opportunity, and meaningful participation for all members of the University community. As part of this institutional commitment, the University undertakes gender sensitization and awareness initiatives across its various Schools to strengthen understanding of gender equality, challenge stereotypes, encourage respectful behaviour, and promote an inclusive campus culture. During the Academic Year 2025–26, a total of 29 gender sensitization activities were organized by 11 Schools/Centres, demonstrating institution-wide participation and an interdisciplinary approach towards gender-related awareness. The participating Schools/Centres included the School of Basic and Applied Sciences (SBAS), School of Economics, Management and Commerce (SEMCE), School of Medical and Allied Sciences (SMAS), School of Architecture and Design (SOAD), School of Agricultural Sciences (SOAS), School of Education (SOED), School of Engineering and Technology (SOET), School of Liberal Arts (SOLA), School of Legal Studies (SOLS), School of Management and Commerce (SOMC), and School of Physiotherapy and Rehabilitation Sciences (SPRS). The initiatives covered a diverse range of formats, including seminars, expert talks, awareness sessions, panel discussions, workshops, symposiums, and interactive programmes, thereby providing students with multiple platforms to understand and discuss contemporary gender-related concerns. Prominent initiatives included “Voices of Equality – A Gender Sensitization Initiative,” “Panel Discussion on Media, Women & Third Gender – A Data Perspective,” “Towards Equality – Sensitizing Minds, Empowering Gender,” “Understanding Lived Realities – A Gender Sensitization Initiative,” and “Equal Voices: Promoting Gender Awareness,” along with other School-level programmes focusing on gender equality, sensitization, inclusion, empowerment, representation, dignity, and social responsibility. These activities facilitated meaningful dialogue among students and faculty members and helped connect gender-related issues with diverse disciplinary contexts such as science, technology, healthcare, law, management, media, education, architecture, agriculture, liberal arts, and rehabilitation sciences. The involvement of different Schools also ensured that gender sensitization was not treated as an isolated activity but as a shared

institutional responsibility embedded across academic disciplines. Through such initiatives, students were encouraged to develop greater awareness of gender diversity, recognize the importance of equal opportunities, respect individual identities and perspectives, and contribute responsibly towards an inclusive academic and social environment. The Gender Audit therefore reflects the University's systematic efforts to mainstream gender sensitivity within campus life and strengthen a culture based on equality, inclusion, dignity, safety, respect, and non-discrimination. Continued implementation of such awareness programmes, supported by wider stakeholder participation, systematic documentation, feedback, and periodic assessment, will further enable the University to identify emerging concerns, strengthen good practices, and enhance its institutional mechanisms for gender equity. Collectively, these initiatives reinforce K.R. Mangalam University's commitment to providing an educational ecosystem in which every individual, irrespective of gender, is encouraged to participate, learn, express, contribute, and grow with equal opportunity and dignity.

10. Awareness of Rights, Responsibilities and Grievance Mechanisms

The University has established institutional mechanisms to ensure that students and employees are aware of their rights, responsibilities and the appropriate channels available for reporting concerns and seeking redressal. The Internal Committee (IC) provides a formal and confidential mechanism for addressing complaints relating to sexual harassment and ensuring compliance with applicable legal and institutional provisions. The Grievance Redressal Committee addresses academic, administrative and other institutional grievances raised by students and employees through an established redressal process. The Gender Sensitisation & Safety Committee further supports awareness-building on gender equality, dignity, safety and responsible conduct, while SHE Boxes and other complaint/reporting mechanisms provide additional channels for confidential communication of concerns. Information regarding these committees, complaint procedures and available support mechanisms is disseminated through orientation programmes, awareness sessions, notices and other institutional communication channels, with the objective of promoting timely reporting, fairness and an accessible grievance-redressal environment across the University.

11. SDG Alignment

The Gender Audit is primarily aligned with SDG 5 – Gender Equality, particularly in relation to equal opportunity, women’s participation in education and employment, leadership representation, protection against discrimination and harassment, and institutional mechanisms for gender-responsive governance. The University’s gender-related initiatives also contribute, where relevant, to SDG 3 – Good Health and Well-being, SDG 4 – Quality Education, SDG 10 – Reduced Inequalities, and SDG 16 – Peace, Justice and Strong Institutions.

Initiative / Institutional Mechanism	SDG Alignment	Contribution
Gender Equity and Sensitivity Policy and Non-Discrimination Framework	SDG 5, SDG 10	Establishes an institutional framework for equal opportunity and protection against gender-based discrimination in education, employment and campus participation. The framework also extends protection against discrimination based on gender identity and other protected characteristics, supporting an inclusive University environment.
Gender Sensitization and Safety Committee (GSSC)	SDG 5, SDG 16	Provides an institutional mechanism for promoting gender sensitivity, reviewing gender-equity and safety measures, conducting awareness and capacity-building activities, and strengthening accountability for a safe and respectful campus environment.
Internal Complaints Committee (ICC) and POSH Compliance	SDG 5, SDG 16	Provides a confidential, fair and legally accountable mechanism for prevention and redressal of sexual harassment and violations of dignity. It also undertakes awareness programmes on women’s rights, workplace safety and gender sensitisation.

Women's Representation in Teaching and Academic Leadership	SDG 5, SDG 4	Promotes women's participation in higher education and academic decision-making. Institutional sustainability data records women holding a majority share of senior academic positions, demonstrating progression of women into leadership roles in teaching and research.
Gender-responsive Admission, Access and Student Support	SDG 5, SDG 4, SDG 10	Supports equitable access to higher education through gender-disaggregated monitoring, support for women applicants, mentoring, assistance to first-generation learners and measures encouraging women's participation in underrepresented disciplines.
WE DOST – Mental Well-being and Counselling Support	SDG 3, SDG 5	Provides confidential counselling and psychosocial support for emotional well-being, stress, relationships, reproductive health and other sensitive concerns. The service contributes to an enabling environment in which students and staff, including women, can access support without stigma.
Sexual and Reproductive Health and Menstrual Hygiene Support	SDG 3, SDG 5	Provides counselling, menstrual hygiene support, sanitary napkin vending facilities, health information and awareness on reproductive health, family planning and menstrual well-being, thereby supporting women's health, dignity and continued participation in education.
SHE Boxes and Confidential Grievance Reporting	SDG 5, SDG 16	Enables students and staff to raise safety- and harassment-related concerns confidentially, strengthening accessibility of grievance mechanisms and institutional accountability.

Safe Campus Infrastructure and Security Measures	SDG 5, SDG 16	CCTV/e-surveillance, campus security arrangements, women-oriented safety mechanisms and grievance-support systems contribute to creating a safer educational and working environment and reduce barriers to women's participation in campus life.
Accessible Common Room, Girls' Hostel and Gender-responsive Facilities	SDG 5, SDG 4	Dedicated residential, rest, sanitation and support facilities enable women students to access and participate in higher education in a safe and supportive environment, particularly those residing away from home.
Gender Sensitisation, Awareness and Capacity-building Programmes	SDG 5, SDG 4, SDG 10	Workshops, seminars and educational interventions improve understanding of gender equality, dignity, diversity, women's rights and non-discrimination among students and employees, integrating gender awareness into the University's educational environment.
Research and Knowledge Creation on Gender Equality	SDG 5, SDG 4	The University contributes to gender-related knowledge production through research and academic engagement. Sustainability reporting records 8 SDG 5-aligned research publications and 54% female authorship, demonstrating women's participation in research and scholarship.
Gender Diversity and Inclusion Initiatives	SDG 5, SDG 10, SDG 16	The University's non-discrimination framework explicitly recognises transgender, non-binary and gender-diverse persons and seeks equitable access to academic, employment and campus opportunities, strengthening inclusion beyond a binary understanding of gender.

Community Outreach on Women's Health and Menstrual Hygiene	SDG 3, SDG 5, SDG 10	Community programmes extend gender-responsive health awareness beyond the campus. For example, the University's outreach at Abheypur included menstrual-health awareness for adolescent girls and women alongside preventive health interventions.
Academic Engagement on Gender Equality and Diversity	SDG 5, SDG 10, SDG 16	Conferences and academic deliberations create platforms for discussion of gender rights, equality and inclusive legal and social frameworks. The University has, for example, organised an international conference on third-gender marriages and gender equality, explicitly aligned with SDGs 5, 10 and 16.

12. Action Plan for 2026-27

Based on the findings of the Gender Audit and the areas identified for further strengthening, the Gender Sensitization and Safety Committee proposes the following action plan for the academic year 2026-27. The focus will be on measurable improvement in gender representation, awareness, safety, well-being, institutional accountability and evidence-based monitoring.

S. No.	Focus Area	Proposed Action for 2026–27	Measurable Outcome / Indicator
1	Gender Sensitisation and Awareness	Conduct structured gender-sensitisation programmes for students, teaching faculty, non-teaching staff, security personnel and other frontline staff, covering gender equality, respectful	Minimum 4–6 institutional-level programmes with attendance and feedback records.

		conduct, unconscious bias, prevention of harassment and inclusive behaviour.	
2	Awareness of Institutional Support Mechanisms	Integrate information relating to GSSC, ICC, SHE Boxes, counselling services, emergency contacts and complaint procedures into student and employee induction/orientation programmes.	Gender-support and grievance-redressal mechanisms communicated to all new students and employees.
3	Gender-disaggregated Data Monitoring	Develop and maintain a standardised database covering students, teaching faculty, non-teaching staff, senior academic positions, statutory bodies and University committees.	Updated gender-data repository enabling consistent year-on-year comparison.
4	Female Student Participation	Monitor gender-wise enrolment, retention and progression across Schools and programmes, with particular attention to disciplines where female representation is comparatively low.	School/programme-level gender analysis and identification of areas requiring targeted outreach.
5	Women in Academic Leadership	Sustain and encourage women's representation across academic ranks, leadership positions, research responsibilities and institutional decision-making	Continued strong representation of women in senior academic and

		opportunities.	leadership roles.
6	Female Representation in Non-Teaching Staff	Review gender trends within administrative and non-teaching categories and encourage gender-inclusive recruitment outreach, wherever appropriate and subject to merit and institutional requirements.	Improvement or stabilisation in female representation among non-teaching employees.
7	Women's Participation in Governance	Review the composition of statutory bodies and major University committees and encourage balanced gender representation wherever permissible under applicable statutes, regulations and nomination requirements.	Improved female participation in institutional governance and decision-making structures.
8	Women's Health and Menstrual Hygiene	Ensure continued functionality and accessibility of sanitary vending machines and related menstrual hygiene facilities and conduct awareness programmes on women's health, reproductive health and menstrual hygiene.	Functional facilities and minimum two targeted health-awareness programmes during the year.

9	Mental Health and Counselling Support	Strengthen awareness and accessibility of counselling and WE DOST services for academic stress, emotional well-being, relationship concerns, reproductive health and psycho-social issues.	Increased awareness, utilisation and referral to counselling services while maintaining confidentiality.
10	Gender-responsive Campus Infrastructure	Conduct periodic review of the Common Room, women's washrooms, Girls' Hostel, CCTV coverage, lighting, SHE Boxes and other safety-related facilities.	Two documented infrastructure and safety reviews with corrective actions, wherever required.
11	Confidential Grievance and Reporting Systems	Periodically check SHE Boxes and other reporting channels and ensure confidential handling, appropriate escalation and timely redressal of concerns.	Functional and accessible grievance channels with documented review while preserving confidentiality.
12	Training of Security and Support Personnel	Conduct gender-sensitive behaviour and safety training for security guards, hostel staff, transport personnel and other frontline employees.	Maximum possible coverage of identified frontline personnel and documented participation.
13	Student Engagement in Gender Equality	Encourage student-led campaigns, debates, poster-making, street plays, peer-learning activities and awareness	Minimum 3–4 student-led gender initiatives.

		programmes on gender equality, women's rights, dignity and inclusion.	
14	Community Outreach	Conduct outreach programmes in schools, adopted villages and communities on women's rights, legal literacy, menstrual health, safety, gender equality and empowerment.	Minimum two community-based gender outreach programmes with beneficiary records.
15	Gender-related Research and Academic Engagement	Encourage research papers, conferences, seminars, student projects and interdisciplinary academic activities focusing on gender equality, diversity, inclusion and women's empowerment.	Increased academic output and documented contribution to SDG 5 and related SDGs.
16	SDG 5 Integration	Map gender-related activities and outcomes with SDG 5 and relevant linkages with SDGs 3, 4, 10 and 16 and maintain consolidated supporting evidence.	Stronger integration of Gender Audit findings with institutional sustainability and SDG reporting.
17	Annual Gender Indicator Review	Undertake year-on-year analysis of student, faculty, staff and governance-related gender indicators to assess progress and emerging gaps.	Comparative gender-indicator dashboard incorporated into the next Gender

			Audit.
18	Action Taken and Compliance Review	Review the status of each action proposed under the Gender Audit and classify progress as completed, ongoing or requiring further intervention.	Documented Action Taken Report linked with the recommendations of the Gender Audit.

13. Expected Institutional Direction for 2026-27

The action plan for 2026-27 seeks to move the University's Gender Audit from a predominantly assessment-based exercise towards a continuous monitoring and improvement framework. Particular emphasis will be placed on sustaining the strong representation of women within the teaching faculty, improving representation in areas where gender gaps are evident, strengthening women's participation in governance and decision-making, and ensuring accessible mechanisms for safety, health, counselling and grievance redressal.

The Gender Sensitization and Safety Committee will work in coordination with the Internal Complaints Committee, HR, DSW, IQAC, University Administration, Health and Counselling Services, NSS, Student Council and the Centre of Excellence for Sustainable Development Goals to ensure that the proposed actions are supported by measurable targets, documented evidence and periodic review. Progress against the action plan should form part of the 2026–27 Gender Audit and Action Taken Report, thereby ensuring continuity, accountability and evidence-based improvement in the University's gender-equity framework.





Promoting Gender Equity.
Ensuring Safety.

Empowering Every Individual.



EQUALITY



SAFETY



RESPECT



EMPOWERMENT



INCLUSIVITY



K.R. MANGALAM UNIVERSITY

— THE COMPLETE WORLD OF EDUCATION —



Prepared by:



Gender Sensitisation & Safety Committee



Internal Quality Assurance Cell

Sohna Road, Gurugram,
Haryana 122103, India

www.krmangalam.edu.in

0124-4888 888