

Gender Audit Report

2025-26



INTERNAL QUALITY ASSURANCE CELL MANGALAYATAN UNIVERSITY

Extended NCR, 33rd Milestone, Aligarh - Mathura Highway

Beswan, Aligarh - 202146 (India)

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GENDER AUDIT REPORT

The Internal Quality Assurance Cell (IQAC) of the University conducted Gender Audit with the objective to perform a comprehensive assessment of the gender distribution within the organization. The purpose of a gender audit is to assess and improve gender equality, inclusiveness, and fairness in institutional policies, practices, and culture through systematic evaluation and to provide recommendations for actions.

Objectives of the Gender Audit exercise

1. To evaluate the current state of gender equality within an Institution.
2. To identify disparities, biases, and inequalities that may exist between different genders in various aspects.
3. To review and assess existing policies, practices, and procedures to determine their impact on gender equality and identify areas for improvement.
4. To promote an inclusive environment that recognizes and respects the diverse needs and perspectives of all genders.
5. To ensure compliance with gender-related laws, regulations, and international standards.
6. To enhance gender sensitivity and awareness among staff, stakeholders, and the broader community.
7. To recommend changes, interventions, and strategies that can address gender disparities and promote greater gender equality.
8. To establish benchmarks and indicators for measuring progress in achieving gender equality goals.
9. To empower individuals of all genders to actively participate in decision making processes and leadership roles.
10. To foster accountability for gender-related issues within the organization and ensure that gender equality remains a priority.
11. To develop and implement gender-inclusive policies and initiatives that support gender equality.
12. To raise awareness about the importance of gender equality and encourage a culture of respect and inclusivity.

Methodology

The methodology for scanning the gender ratio in the organization involved gathering relevant data on the gender composition of the organization, including information on the gender distribution across different committees and departments.

- A. The data was analysed for any significant differences in the representation of men and women across various bodies and committees.
- B. The gender-wise composition was analysed to identify any differences in the representation of men and women across Faculty, Staff and Students.

Data

- A. The data for following committees was analysed

1. Governing Body
2. Executive Council
3. Academic Council
4. Internal Quality Assurance Cell (IQAC)
5. Students' Grievance Redressal Committee
6. Employee Grievance Redressal committee (EGRC)
7. Anti-ragging Monitoring Committee
8. Internal Complaints Committee (ICC)
9. National Service Scheme (NSS)
10. Disciplinary Committee

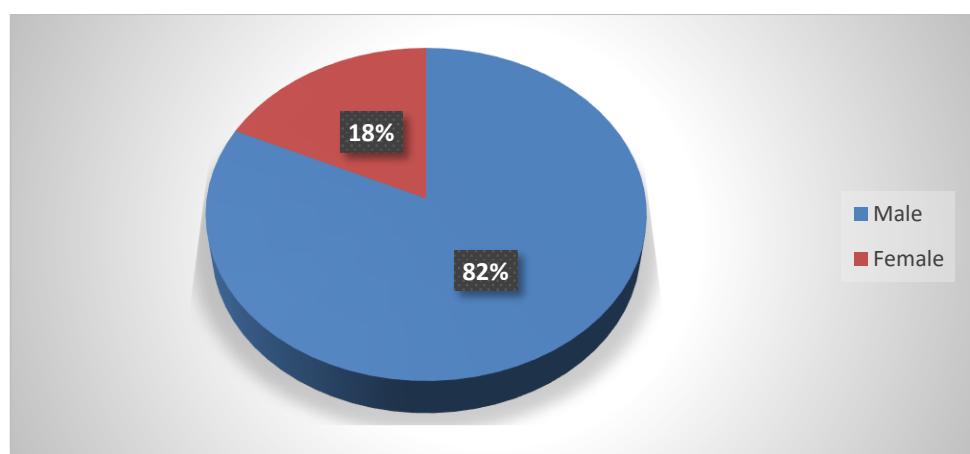
B. The gender-wise composition of following was analysed:

1. Faculty Members
2. Staff
3. Students Admitted in year 2025-26

A. FINDINGS: GENDER RATIO ACROSS VARIOUS COMMITTEES/BODIES

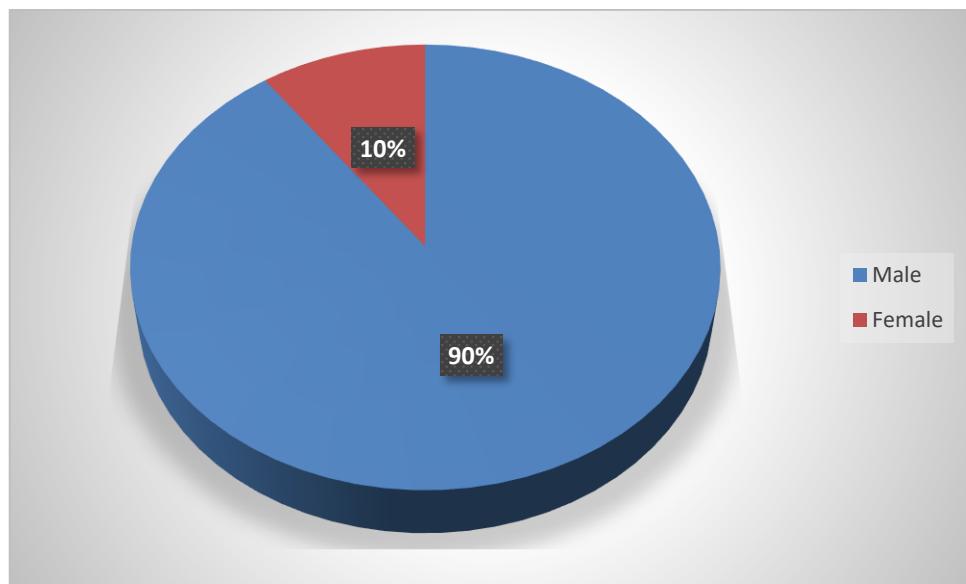
1. GOVERNING BODY

S.N o.	Name	Post	Gender
1	Dr. Achyutanand Mishra	Chairperson	Male
2	Prof. Pannala Ramaiah	Member	Male
3	Prof. P.K. Dashora	Member	Male
4	Mr. Mukesh Kumar Goyal	Member	Male
5	Mr. Ashok Kumar	Member	Male
6	Brig. Sumar Vir Singh (Retd.)	Secretary	Male
7	Mrs. Kusum Goyal	Member	Female
8	Mr. Siddharth Goyal	Member	Male
9	Prof. Madhulika Kaushik	Member	Female
10	Mr. Vishal Goyal	Member	Male
11	Mr. S.K. Sharma	Member	Male



2. EXECUTIVE COUNCIL

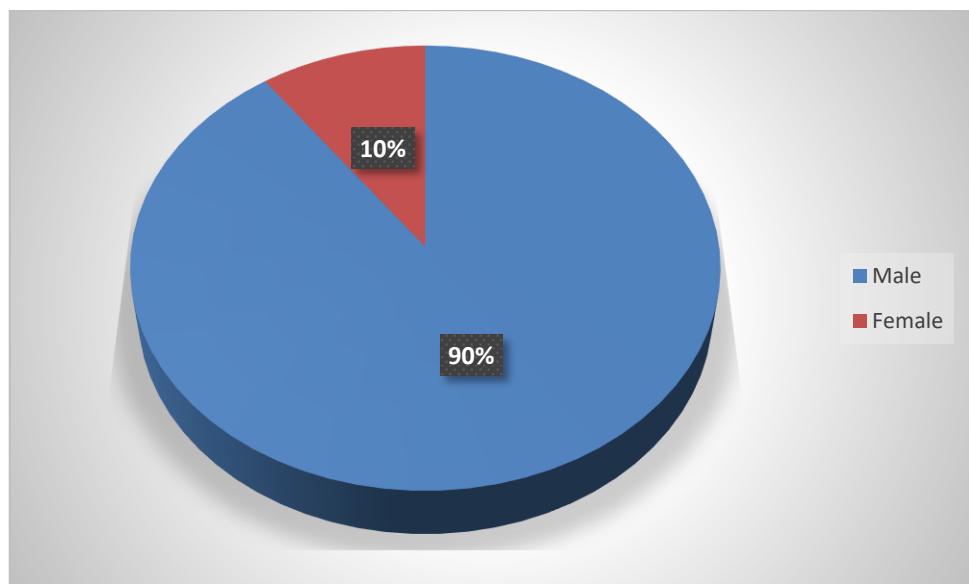
S.N 0.	Name	Post	Gender
1	Prof. P.K. Dashora	Chairperson	Male
2	Mr. Vishal Goyal	Member	Male
3	Mr. Vikas Chadhdha	Member	Male
4	Lt. Gen A K Misra (Retd.)	Member	Male
5	Prof. Mahesh Chandra Sharma	Member	Male
6	Prof. Kuldip Agrawal	Member	Male
7	Prof. Abdul Wadood Siddiqui	Member	Male
8	Dr. Poonam Rani	Member	Female
9	Mr. Manoj Gupta	Member	Male
10	Brig. Sumar Vir Singh (Retd.)	Secretary	Male



3. ACADEMIC COUNCIL

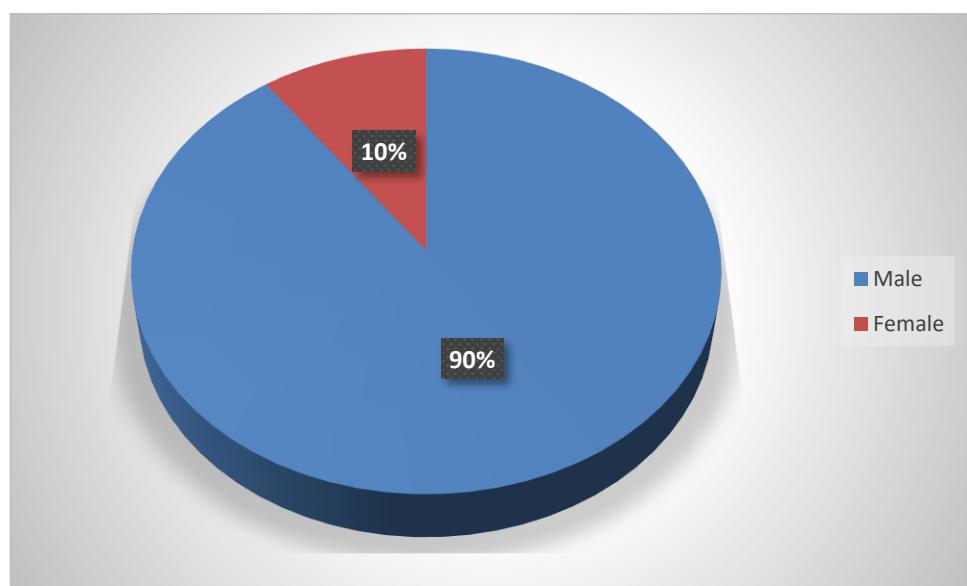
S.N 0.	Name	Post	Gender
1	Prof. P.K. Dashora	Chairperson	Male
2	Prof. Rajeev Sharma	Member	Male
3	Prof. Ravikant	Member	Male
4	Prof. R K Sharma	Member	Male
5	Prof. Manoj Kumar Sharma	Member	Male
6	Prof. Shivraj Singh Tyagi	Member	Male
7	Prof. Rajesh Kumar Upadhyay	Member	Male
8	Prof. Ashok Purohit	Member	Male
9	Prof. Mahesh Kumar	Member	Male
10	Prof. Pramod Kumar	Member	Male
11	Prof. Abdul Wadood Siddiqui	Member	Male

12	Prof. Fowad Khurshid	Member	Male
13	Prof. Jitendra Singh	Member	Male
14	Prof. Ashok Kumar Upadhyay	Member	Male
15	Prof. Deepshikha Saxena	Member	Female
16	Dr. Poonam Rani	Member	Female
17	Dr. Varun Shekhar Bhandari	Member	Male
18	Prof. Dinesh Kumar Sharma	Member	Male
19	Prof. Manisha Sharma	Member	Female
20	Prof. Saurabh Kumar	Member	Male
21	Prof. Ankur Kumar Agrawal	Member	Male
22	Dr. Yatendra Pal	Member	Male
23	Dr. Jitendra Yadav	Member	Male
24	Mr. Avtar Singh Kuntal	Member	Male
25	Mr. Umesh Chandra Sharma	Member	Male
26	Prof. Ajay Taneja	Member	Male
27	Prof. Mohammad Gulrez	Member	Male
28	Prof. Ubaidullah Bukhari	Member	Male
29	Prof. Arif Suhail	Member	Male
30	Dr. Raj Kumar Bharadwaj	Member	Male
31	Mr. Ashok Kumar	Member	Male
32	Mr. Atul Gupta	Member	Male
33	Dr. Ajeet Singh	Member	Male
34	Mr. Dinkar Kumar Singh	Member	Male
35	Mr. Mukesh Goyal	Member	Male
36	Mr. Dilip Jain	Member	Male
37	Prof. Farha Azmi	Member	Female
38	Prof. Bhuvnesh Gupta	Member	Male
39	Brig. Sumar Vir Singh (Retd.)	Secretary	Male



4. INTERNAL QUALITY ASSURANCE CELL

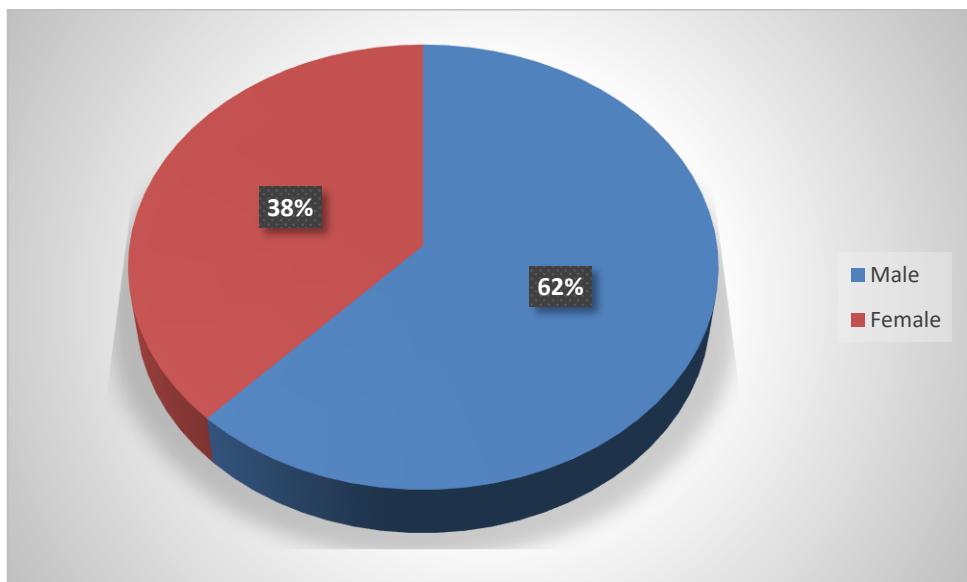
S.N 0.	Name	Post	Gender
1	Prof. P.K. Dashora	Chairperson	Male
2	Prof. Abdul Wadood Siddiqui	Member	Male
3	Prof. Rajeev Sharma	Member	Male
4	Prof. Ravikant	Member	Male
5	Prof. Anurag Shakya	Member	Male
6	Prof. Manoj Kumar Sharma	Member	Male
7	Dr. Deepshikha Saxena	Member	Female
8	Dr. Ashok Kumar Upadhyay	Member	Male
9	Dr. Soni Singh	Member	Female
10	Mr. Ashok Kumar	Member	Male
11	Brig. Sumar Vir Singh (Retd.)	Member	Male
12	Prof. Dinesh Sharma	Member	Male
13	Mr. Manoj Kumar	Member	Male
14	Mr. Kunwar Raj Singh	Member	Male
15	Mr. Ananya Varshney	Member	Male
16	Dr. Raj Kumar	Member	Male
17	Mr. Vishal Goyal	Member	Male
18	Mr. Mukesh Kumar Goyal	Member	Male
19	Mr. Virendra Agrawal	Member	Male
20	Dr. Rajesh Kumar Upadhyay	Director	Male



5. STUDENTS' GRIEVANCE REDRESSAL COMMITTEE

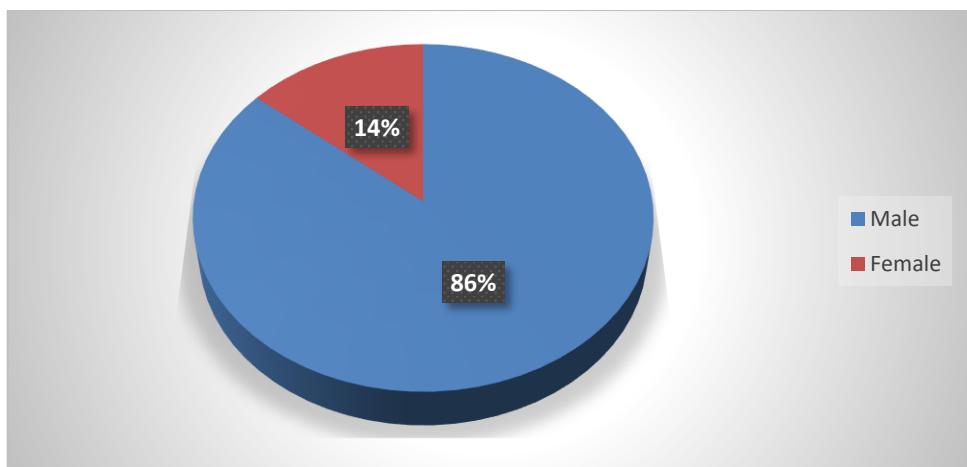
S.No.	Name	Post	Gender
1	Dr. Manoj Varshney	Chairperson & Nodal Officer- E Samadhaan	Male
2	Prof. Kishan Pal Singh	Member	Male
3	Prof. Rakesh Kumar Sharma	Member	Male

4	Dr. Javed Wasim	Member	Male
5	Dr. Soni Singh	Member	Female
6	Dr. Deepshikha Saxena	Member	Female
7	Dr. Saurabh Mishra	Member	Male
8	Riya Sen	Nominated Student representative	Female



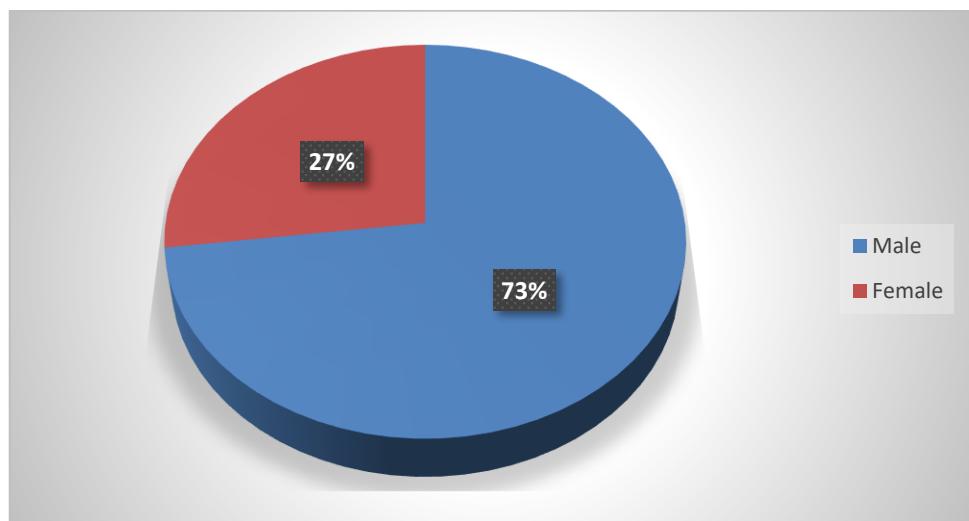
6. EMPLOYEE GRIEVANCE REDRESSAL COMMITTEE (EGRC)

S.No.	Name	Post	Gender
1	Prof. Rajeev Sharma	Chairperson	Male
2	Prof. Dashrath Singh	Member	Male
3	Brig. Sumar Vir Singh (Retd.)	Member	Male
4	Prof. Abdul Wadood Siddiqui	Member	Male
5	Prof. Ankur Kumar Agrawal	Member	Male
6	Prof. Ashok Kumar Upadhyay	Member	Male
7	Dr. Poonam Rani	Member	Female



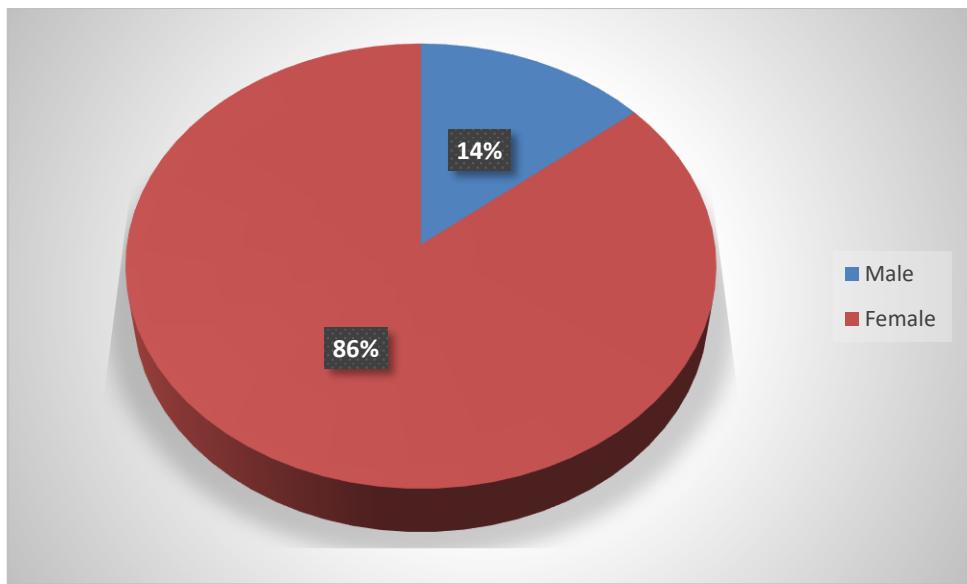
7. ANTI-RAGGING MONITORING COMMITTEE

S.No.	Name	Post	Gender
1	Prof. Pramod Kumar	Chairperson	Male
2	Prof. Rajeev Sharma	Member	Male
3	Prof. Rakesh Kumar Sharma	Member	Male
4	Prof. Kishan Pal Singh	Member	Male
5	Dr. Manoj Varshney	Member	Male
6	Shri Gulshan Bansal	Member	Male
7	Vaibhavi Singh	Student Representative	Female
8	Rohit Verma	Student representative	Male
9	Shri Krishna Agrawal	Member	Male
10	Mrs. Anamika Dixit	Member	Female
11	Dr. Poonam Rani	Secretary	Female



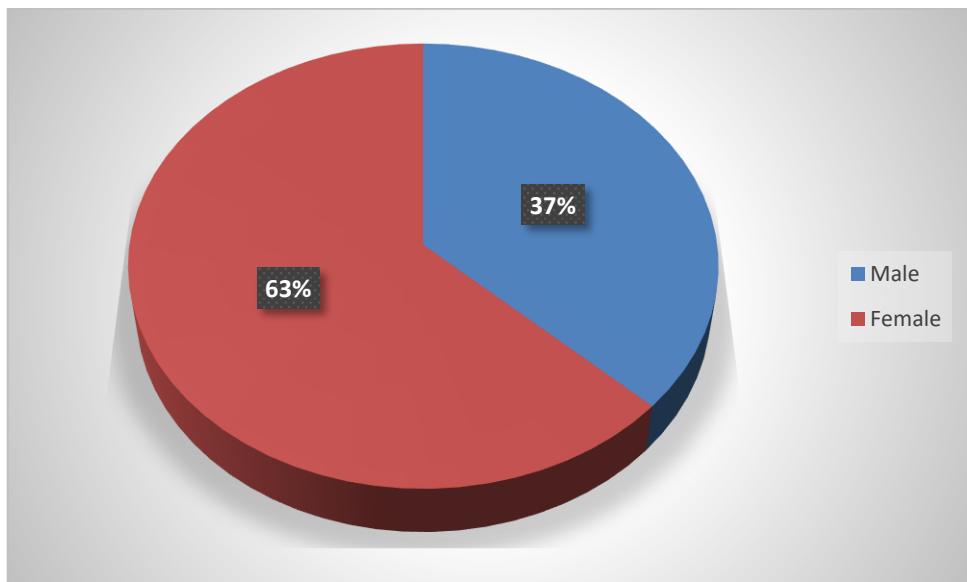
8. INTERNAL COMPLAINTS COMMITTEE (ICC)

S.No.	Name	Post	Gender
1	Prof. Manisha Sharma	Chairperson	Female
2	Prof. Anurag Shakya	Member	Male
3	Dr. Poonam Rani	Member	Female
4	Mrs. Anamika Dixit	Member	Female
5	Dr. Rekha Rani	Member	Female
6	Dr. Niyati Sharma	Member	Female
7	Ms. Meenakshi Bisht	Member	Female



9. NATIONAL SERVICE SCHEME (NSS)

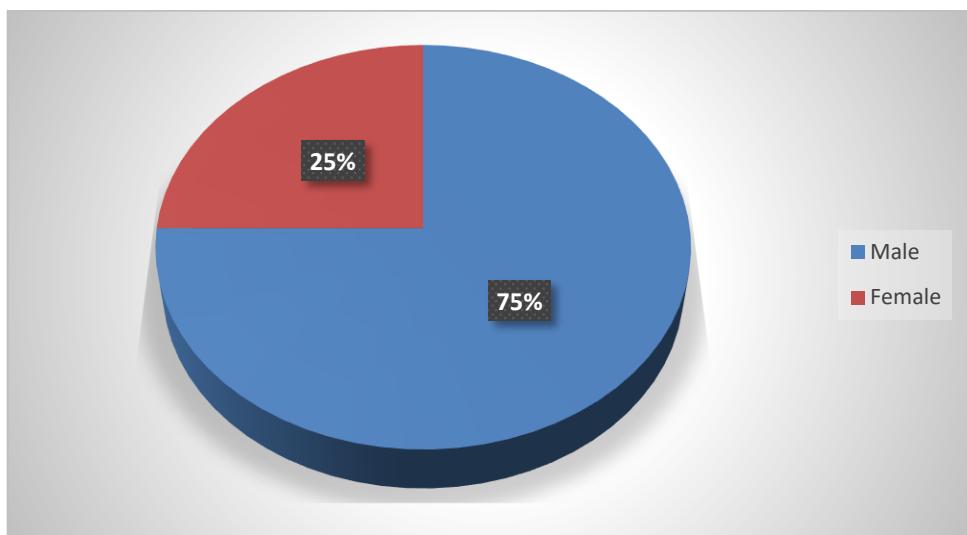
S.No.	Name	Post	Gender
1	Dr. Poonam Rani	Program Coordinator	Female
2	Dr. Manisha Upadhyay	Program Officer	Female
3	Mr. Nitinkant Kulshreshtha	Program Officer	Male
4	Dr. Unnati Jadaun	Program Officer	Female
5	Dr. Niyati Sharma	Program Officer	Female
6	Mr. Ramgopal Singh	Program Officer	Male
7	Ms. Bhavana Raj	Program Officer	Female
8	Dr. Manish Rao Ambedkar	Program Officer	Male



10. DISCIPLINARY COMMITTEE

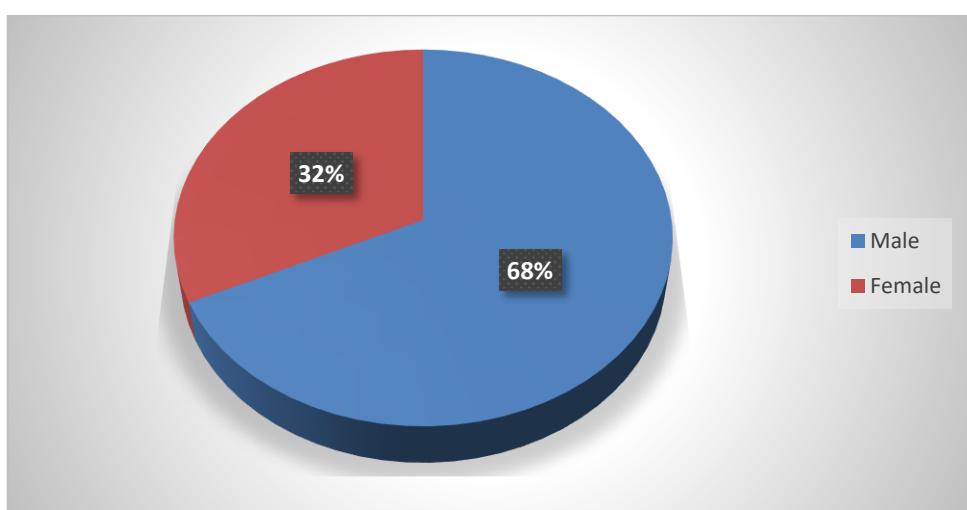
S.No.	Name	Post	Gender
1	Prof. Rakesh Kumar Sharma	Chairperson	Male

2	Prof. Rajeev Sharma	Member	Male
3	Prof. Sidharth Jain	Member	Male
4	Prof. Kishan Pal Singh	Member	Male
5	Dr. Poonam Rani	Member	Female
6	Dr. Bhartendu Singh Chauhan	Member	Male
7	Dr. Mamta Rani	Member	Female
8	Shri Gopal Singh	Member	Male

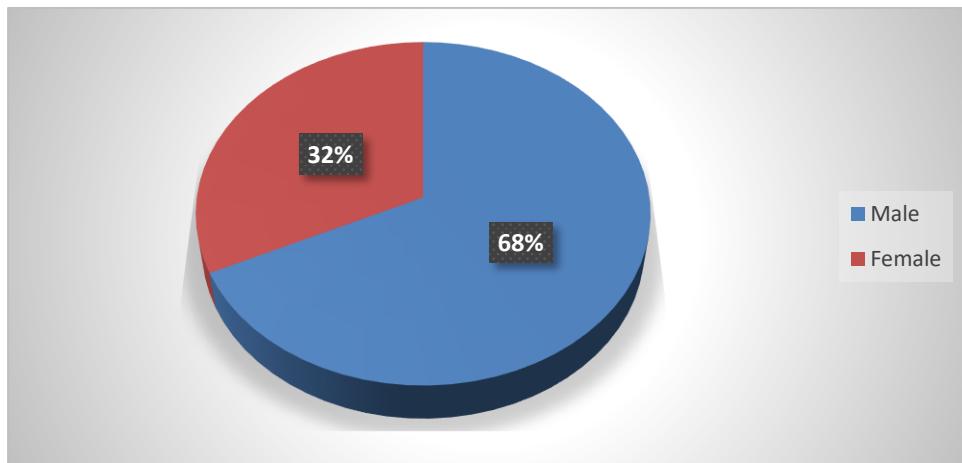


B. FINDINGS: GENDER RATIO AMONGST FACULTIES, STAFF AND STUDENTS

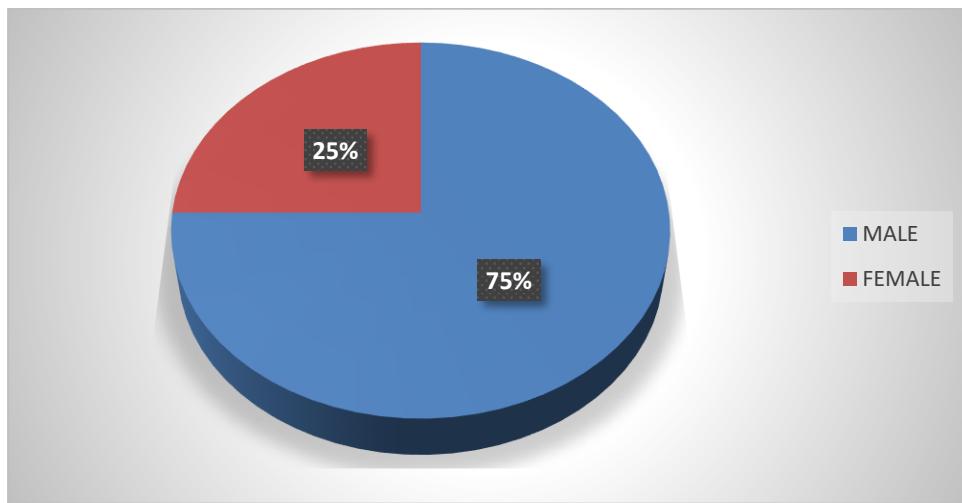
GENDER RATIO AMONGST FACULTY MEMBERS



GENDER RATIO AMONGST STAFF



GENDER RATIO AMONGST STUDENTS ADMITTED



Conclusion

Ensuring a balanced gender ratio in educational institutions is important for academic quality, social equity, and institutional development. It creates an environment where diversity is valued and equal opportunities are realized. A balanced gender ratio reflects fairness in access to education and employment, reducing historical gender disparities and discrimination. Diverse gender representation encourages multiple perspectives, healthy interaction, collaboration, and critical thinking in classrooms. Balanced representation helps normalize gender diversity, reduces marginalization, and supports respectful behavior and mutual understanding. Gender-balanced participation in committees, leadership, and decision-making leads to more inclusive, transparent, and effective governance. Institutions with balanced gender representation are viewed as progressive, inclusive, and socially responsible, enhancing accreditation and public trust.

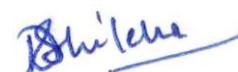
Therefore, we at Mangalayatan University actively monitor and address any issue to promote equality and create a more equitable learning environment for all students. The University has effectively

integrated gender equality objectives and initiatives across its policies and programs. The enthusiastic participation of both the management and staff members in fostering gender sensitivity and promoting gender equality is evident. Their demonstrated gender-sensitive behavior underscores the commitment to creating an inclusive and equitable environment. Moreover, it is worth highlighting the university's significant strengths and the multitude of opportunities it possesses to further enhance gender balance. Importantly, there are no reported gender-related issues or complaints, indicating a harmonious and equitable environment.

Recommendations

- Enhance Female Representation:** To further promote gender balance and inclusivity, the University should strive to increase the number of female staff in decision-making bodies. This will ensure that diverse perspectives are considered in the formulation of policies and strategies.
- Expanded Extracurricular Activities:** The institution should continue to organize a wider range of co-curricular and extracurricular activities that cater to the interests and talents of both male and female students and staff. These activities should encompass cultural, sports, and skill-building events.
- Empower Female Athletes:** Motivating and supporting female students to actively participate in sports of their choice is crucial. Initiatives such as dedicated training programs, equal access to sports facilities, and scholarships for outstanding athletes can encourage greater female participation in sports.

By implementing these recommendations, University can continue to foster an inclusive and gender-sensitive environment while empowering female students and staff to excel academically and professionally. These initiatives will contribute to the mission of promoting gender equity and justice.


(Dr. Soni Singh)
(Prof. Deepshikha Saxena)
(Prof. Rajesh Kumar Upadhyay)

Director-IQAC