



TECNIA INSTITUTE OF ADVANCED STUDIES



**GENDER AUDIT
2024-25**



Preface

Gender equality continues to be a significant global concern, forming the foundation of numerous institutional and grassroots initiatives aimed at promoting women's empowerment and safeguarding their fundamental rights. With increasing awareness around gender-related issues, there has been a more proactive and collective response to address the challenges of discrimination, oppression, and exploitation faced by women across the world.

Recognizing its responsibility in fostering a safe, inclusive, and equitable environment, the Institution undertook a Gender Audit for the academic year 2024–25. The objective of this audit was to evaluate and strengthen the safety, accessibility, and inclusivity of the campus for all, especially women. The process involved systematic planning, including the identification of audit areas, orientation of participants, development of structured checklists, on-site assessments, documentation of observations, and submission of recommendations to the Director for necessary action and implementation.

The Gender Club serves as a proactive platform within the Institution, dedicated to promoting awareness, dialogue, and meaningful action on issues related to gender equality and women's rights. Through various activities such as discussions, workshops, and awareness campaigns, the club strives to challenge societal stereotypes and encourage individuals to move beyond traditional gender roles.

By nurturing a culture of respect, inclusivity, and sensitivity, the Gender Club aims to bring about positive and lasting change within the Institution and the wider community. Together, we remain committed to building a future where gender equality is not merely an aspiration, but a lived and shared reality for all.



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Gender Audit Report 2024-25

About TIAS

At Tecnia Institute of Advanced Studies, Delhi, we stand proudly as one of the leading Institutions in the region, distinguished with an "A" grade accreditation by NAAC, Bangalore, and recognized as an Institute with potential for excellence by the UGC. Our mission revolves around delivering top-tier education through unwavering dedication and commitment.

Our institution places a strong emphasis on gender equality, meticulously evaluated through our Gender Audit. This audit ensures adherence to government directives aimed at advancing women in society, assessing the impact of our policies on promoting gender equality.

We prioritize the holistic development of our students, with special focus on nurturing gender equality initiatives. Female students benefit from a wealth of facilities and dedicated support.

Workshops on financial education, women's rights, and legal awareness empower our students with knowledge about their rights and responsibilities. Committees such as the Anti-Ragging Committee and Internal Complaints Committee further ensure the safety and well-being of all students.

In cultural activities and sports, our female students have showcased exceptional talent, bringing honour to themselves and the institution through their participation in Youth Festivals and competitive events.

At Tecnia Institute of Advanced Studies, Delhi, we remain steadfast in our commitment to creating a nurturing environment where all students, especially our female students, can flourish academically, grow personally, and emerge as empowered leaders ready to make a positive impact in society.



Objectives

The Gender Audit has the following objectives:

- Identify areas within the Institute where gender balance is present and explore the factors contributing to this balance.
- Promote gender balance in decision-making across entire Institute's activities.
- Propose strategies to reduce the gender gap within the Institute community.
- Foster an integrated and interdisciplinary approach to examining social and cultural constructs of gender.
- Evaluate and enhance efforts to prevent sexual harassment within the Institute environment.



Gender Audit Team

The members of the gender audit team have gathered data from various departments to compile it for inclusion in the report.

1. Dr. Monisha, Professor, I/C Students Welfare
2. Dr. Pooja Sharma, Associate Professor, HoD Department Management Sciences
3. Dr. Gopal Thakur, Associate Professor, HoD Department of Journalism and Mass Communication
4. Dr. Upasana, Associate Professor, Department of Journalism and Mass Communication
5. Ms. Mehek Parnami, Student, BBA
6. Ms. Anjali Singh, Student, BA(JMC)



Methodology

The approach to assessing the gender ratio within the organization included compiling data on the gender composition across various committees and departments. This data was gathered from employee records and other pertinent sources.

A. The gathered data underwent analysis using statistical tools and methods to detect any notable variations in the presence of men and women across different bodies and committees.

B. Statistical tools and techniques were employed to analyse the gender ratio within the organization, aiming to uncover significant differences in the representation of men and women across faculties, staff, and students.



Data

A. The data for the following committees was analysed:

1. Governing Body
2. Internal Quality Assurance Cell Committee (IQAC)
3. Students Grievance Redressal Committee (SGRC)
4. Anti-Ragging Committee (ARC)
5. Internal Complaints Committee (ICC)
6. SC/ST Committee
7. NSS
8. Discipline Committee

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

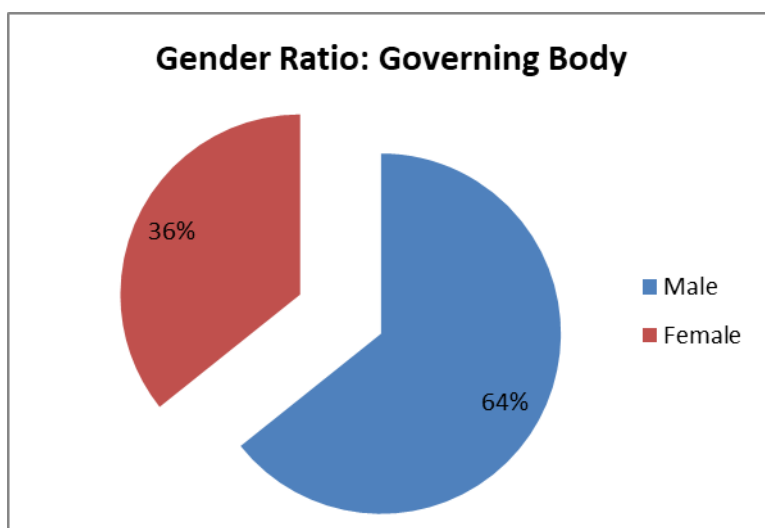
1. Faculty Members
2. Staff
3. Students



A. GENDER RATIO ACROSS VARIOUS COMMITTEES/BODIES

1. Governing Body

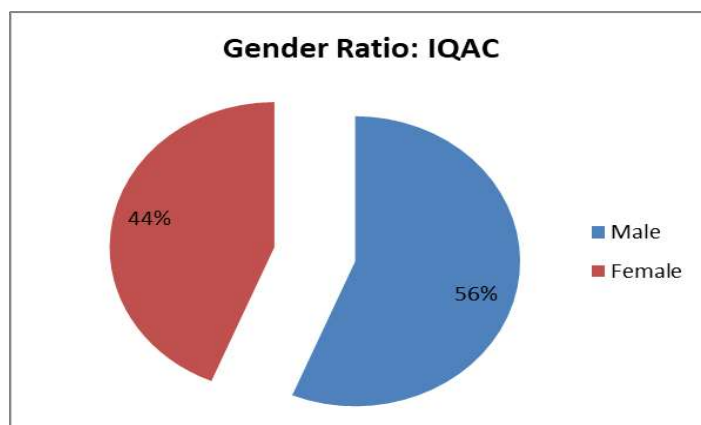
S.No.	Members of Governing Body	Post	Gender
1	Dr. Ram Kailash Gupta	Chairman, Entrepreneur, Educationist	Male
2	Ms. Sandhya Srivastava	Member, Educationist	Female
3	Mrs. Kusum Lata Gupta	Member, Educationist	Female
4	Dr. Sandhya Bindal	Member, Educationist, Industrialist	Female
5	Sh. Naresh Goyal	Member, Social Service	Male
6	Ms. Supriya	Member, Social Service	Female
7	Ms. Santosh Aggarwal	Member, Social Service	Female
8	Dr. R.K Soni	Member of AICTE, Regional Officer, NWR, Chandigarh	Male
9	Mr. Mahinder Goel	An Industrialist from the Delhi Region nominated from panel and approved by the Chairman of the Governing Council.	Male
10	Sh. Bhupesh Chaudhary, IAS	Member of the State Government Director of Technical Education (Ex- Officio)	Male
11	Mr. Rakesh Gupta	An Industrialist / technologist / educationist from the Region nominated by the Govt. of NCT of Delhi	Male
12	Dr. Sandeep Kumar	Faculty Representative Nominated at the Level of Professor	Male
13	Mr. Deepak Sharma	Faculty Representative Nominated at the Level of Asst. Professor	Male
14	Dr. Ajay Kumar	Member Secretary, Director of the Technical Institute	Male





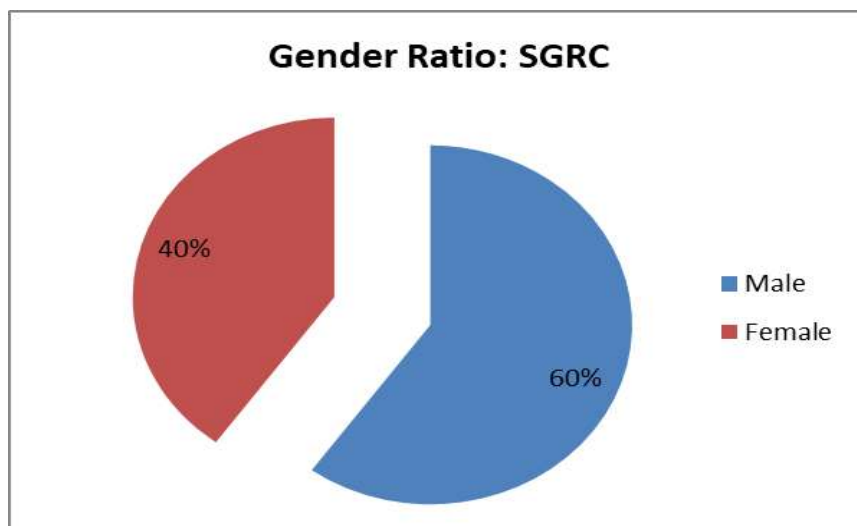
2. Internal Quality Assurance Cell Committee (IQAC)

S.No.	Name	Position	Gender
1	Dr. Ajay Kumar, Director	Chairperson	Male
2	Dr. Abhishek Kumar, Dean IQAC	Member Secretary	Male
3	Dr. M. N. Jha, Dean (Academics), TIAS	Member	Male
4	Dr. Sushma Bahuguna, HoD DICT, TIAS	Member	Female
5	Dr. Shivendu Kumar Rai, Associate Professor, HoD DJMC, TIAS	Member	Male
6	Dr. Pooja Sharma, HoD DMS, TIAS	Member	Female
7	Dr. Sheenu Arora, Associate Professor, DMS, TIAS	Member	Female
8	Ms. Preeti Batra, Administrative Officer	Member	Female
9	Mrs. Sandhya Srivastava, General Secretary, Health & Education Society	Member	Female
10	Dr. Bharat Jha, Secretary, Padma Vibhushan, Aditya Nath Jha Memorial Trust	Member	Male
11	Ms. Shivani Khandelwal, Research Analyst, Dinan Research Services Pvt. Ltd.	Member	Female
12	Mr. Adnan Ahmad, MBA (2022–24 Batch), TIAS	Member	Male
13	Ms. Mansi Sharma, BA(JMC) (2022–25 Batch), TIAS	Member	Female
14	Mr. Ishan Taneja. MD/CEO, UAS International, New Delhi	Member	Male
15	Dr. Aditya Sharma, Advisor, Teerthanker Mahaveer University, Moradabad	Member	Male
16	Mr. Nandish Vashistha, Director, IPRGENIX, Noida	Member	Male



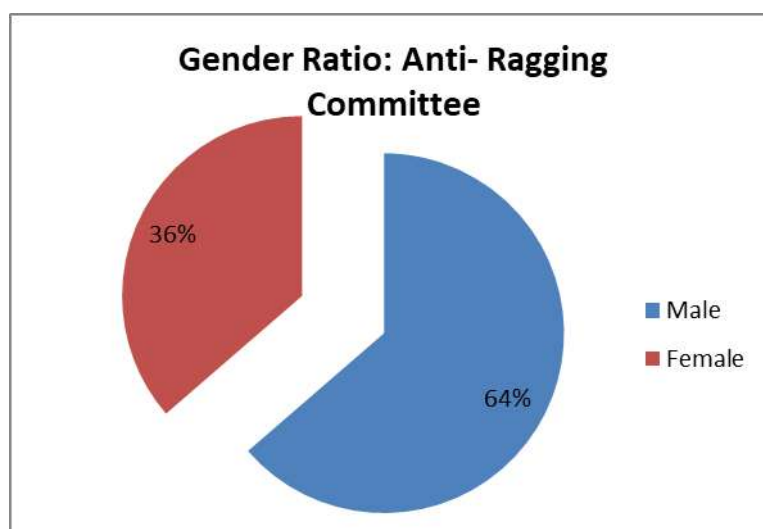
**3. Student Grievance Redressal Committee (SGRC)**

S. No.	Name	Position	Gender
1	Dr. Ajay Kumar	Chairperson	Male
2	Dr. Monisha	Student Welfare	Female
3	Dr. Anil Kumar	University Representative	Male
4	Dr. M. N. Jha	Dean Academics	Male
5	Dr. Pragati	Member	Female
6	Dr. Bharti Aggarwal	Member	Female
7	Md. Haseeb Ahmed	Psychiatrist	Male
8	Dr. H.L. Nagaraja Murthy	Psychologist	Male
9	Mr. Chander Shekhar	Member	Male
10	Ms. Swati Gupta	Member Secretary	Female



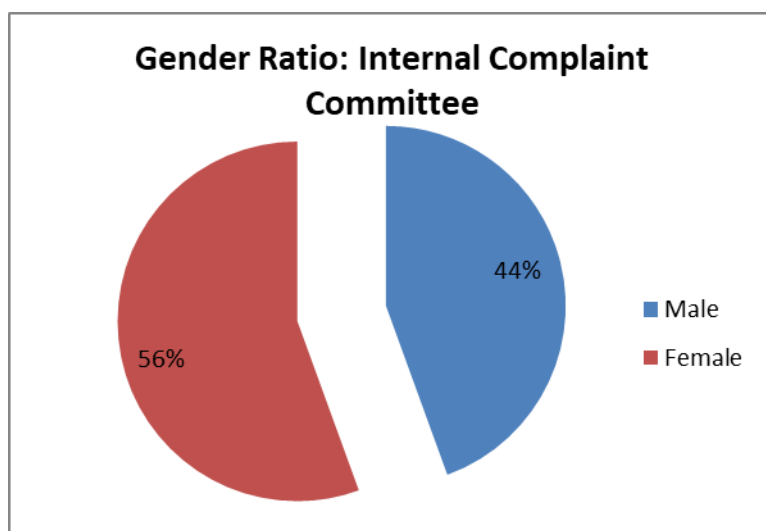
**4. Anti-Ragging Committee**

S.No.	Name	Position	Gender
1	Dr. Ajay Kumar	Director	Male
2	Dr. Monisha	Chair	Female
3	Dr. M.N. Jha	Member	Male
4	Dr. Pooja Sharma	Member	Female
5	Dr. Archana Dixit	Member	Female
6	Dr. Gopal Thakur	Member	Male
7	Dr. Sandeep Kumar	Member	Male
8	Mr. Mayank Arora	Member	Male
9	Mr. Chandra Shekhar	Admin Officer	Male
10	Dr. Bharat Jha	Local Media Rep.	Male
11	Ms. Isha Sharma	Student Counsellor	Female



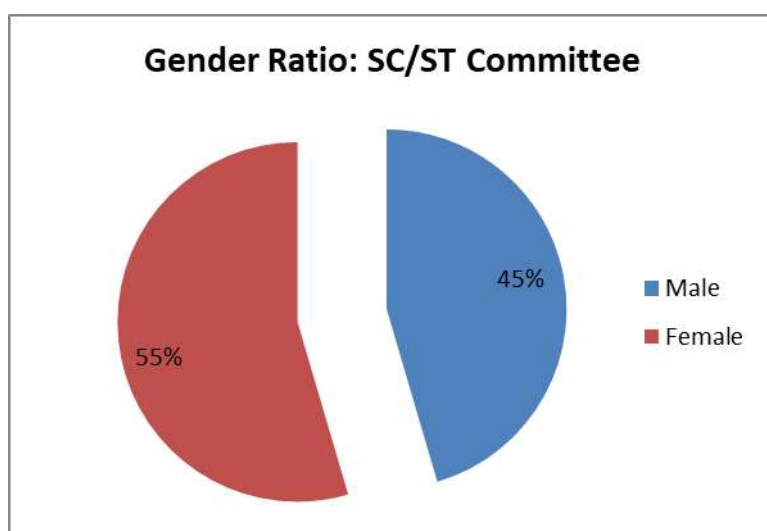
**5. Internal Complaint Committee**

S.No	Name	Designation	Gender
1	Dr. Monisha	Chair	Female
2	Dr. Pooja Sharma	Member Secretary	Female
3	Dr. Sandeep Kumar	Member	Male
4	Dr. Gopal Thakur	Member	Male
5	Ms. Preeti Batra	Academic Coordinator, Member	Female
6	Mr. Kunwar Deep Singh	Member	Male
7	Mr. Rubal Narang	Student Representative	Male
8	Ms. Sanya Chadha	Student Representative	Female
9	Dr. Bharat Jha	Representative -NGO & Media	Male



**6. SC/ST Committee:**

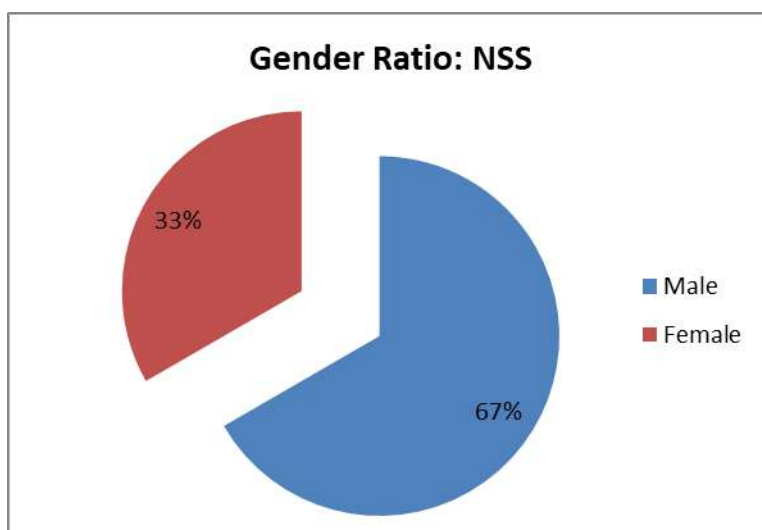
S.No.	Name	Position	Gender
1	Ms. Meenakshi Azad	Chairperson	Female
2	Dr. Monisha	Member	Female
3	Dr. Sandeep Kumar	Member	Male
4	Dr. Rubeena Bano	Member	Female
5	Dr. Pushpa Rani	Member	Female
6	Ms. Sumita Thakral	Member	Female
7	Mr. Suraj Parashar	Member	Male
8	Mr. Amit Sharma	Member	Male
9	Ms. Isha Sharma	Member Secretary	Female
10	Mr. Dheeraj Solanki	Student Representative	Male
11	Mr. Vinay Kumar	Student Representative	Male





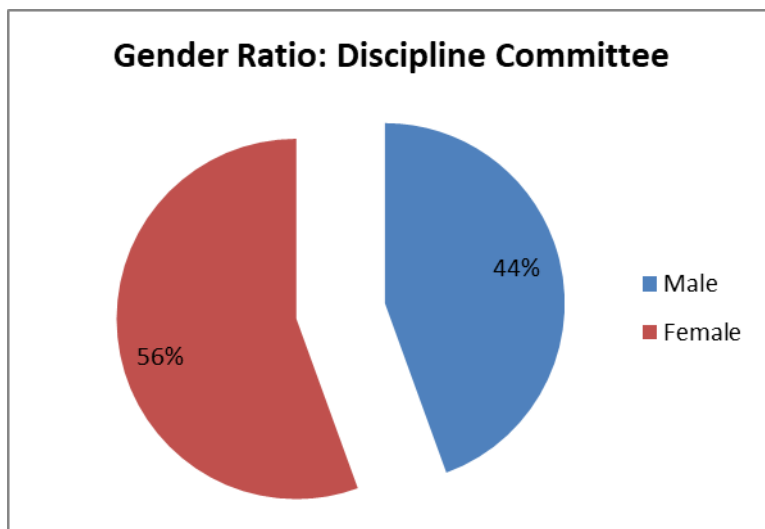
7. NSS:

S.No.	Name	Position	Gender
1	Ms. Ramika	Member	Female
2	Dr. Sheenu Arora	Member	Female
3	Mr. Kuldeep Kumar	Member	Male



**8. Discipline Committee**

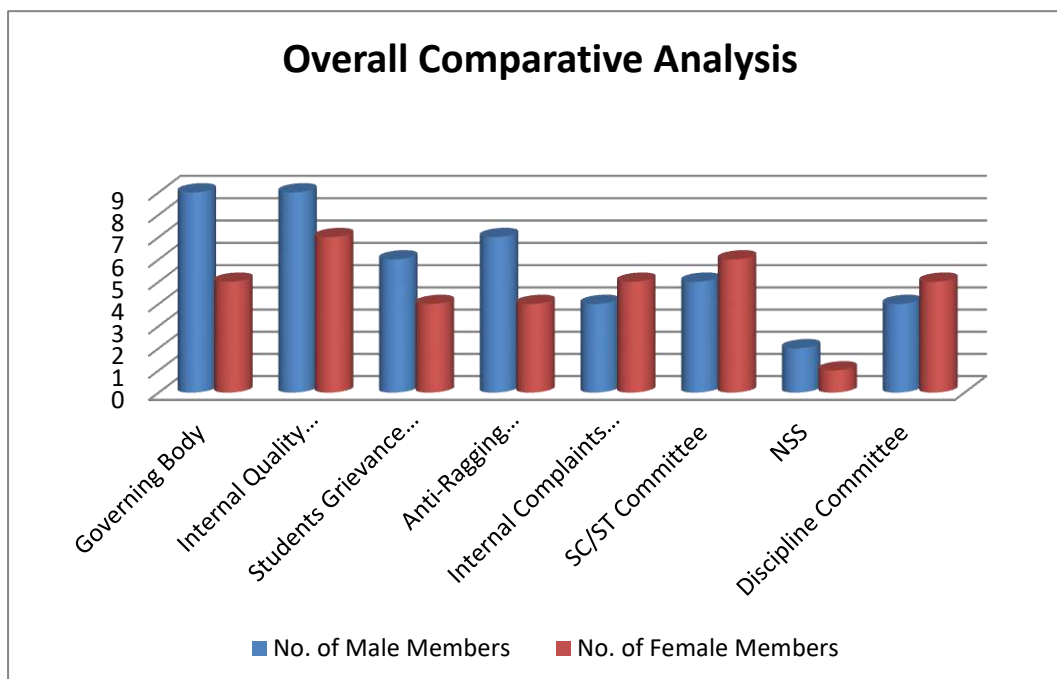
S.No	Name	Designation	Gender
1	Dr. M.N.Jha	Convenor	Male
2	Dr. Sushma Bahuguna	Member	Female
3	Dr. Pooja Sharma	Member	Female
4	Dr. Shivendu Kr. Rai	Member	Male
5	Dr. Gopal Thakur	Member	Male
6	Dr. Archana Dixit	Member	Female
7	Dr. Upasana	Member	Female
8	Mr. Mayank Arora	Member	Male
9	Ms. Preeti Batra	Member, PRO	Female





Overall Comparative Analysis

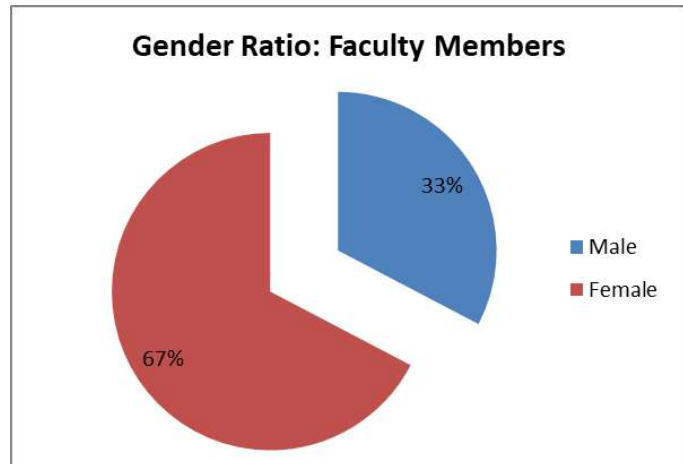
S.No.	Committee/Body	No. of Male Members	No. of Female Members
1	Governing Body	9	5
2	Internal Quality Assurance Cell Committee (IQAC)	9	7
3	Students Grievance Redressal Committee (SGRC)	6	4
4	Anti-Ragging Committee (ARC)	7	4
5	Internal Complaints Committee (ICC)	4	5
6	SC/ST Committee	5	6
7	NSS	2	1
8	Discipline Committee	4	5
TOTAL		46	37



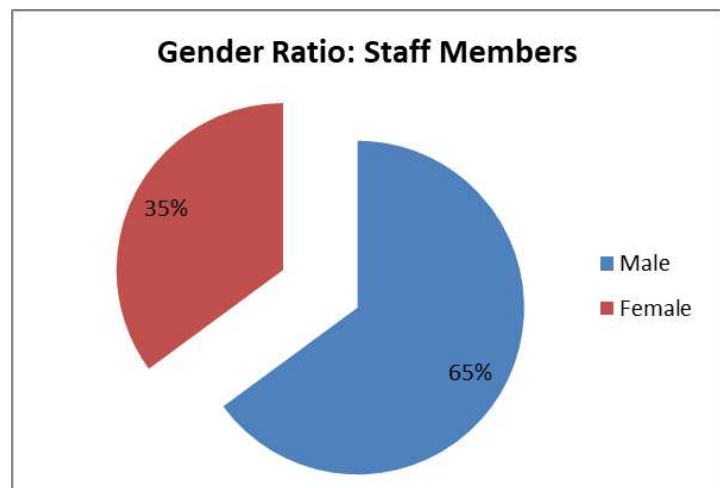


B. Gender Ratio Amongst Faculties, Staff And Students

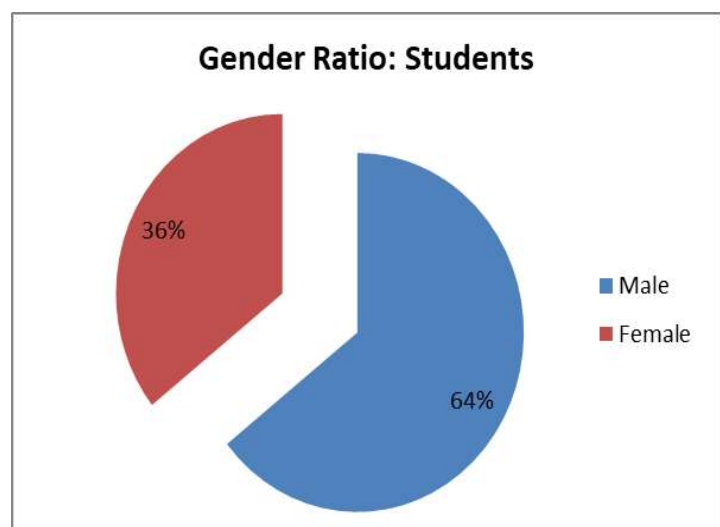
Gender-Ratio amongst Faculty Members



Gender-Ratio amongst Staff Members



Gender-Ratio amongst Students





Conclusion

Maintaining an appropriate gender ratio in educational institutions is crucial for fostering fairness and creating a supportive, inclusive learning environment for all individuals involved—students, staff, and faculty. A diverse mix of genders brings a broader range of perspectives and ideas, which enhances intellectual growth and academic achievements. It is equally vital to address gender disparities among educational staff to offer students diverse role models and mentors.

At TIAS, we actively monitor and address any gender imbalances to promote equality and cultivate a more inclusive learning environment for all students. An analysis of the committee composition for the academic year 2024-25 reveals that out of a total of 82 members across all committees, 46 are male (56%) and 36 are female (44%). While the institution maintains a strong overall representation, noteworthy progress is evident in specific areas: the Internal Complaints Committee (ICC) and the Discipline Committee have achieved exact gender parity (50% each), and the SC/ST Committee has a female majority (55%). However, committees such as the Governing Body and the Anti-Ragging Committee continue to have a higher male presence, indicating areas for continued focus.

These findings underscore TIAS's ongoing commitment to promoting gender diversity and nurturing an inclusive workplace that values the involvement of every individual, regardless of gender. The institution remains dedicated to further improving these ratios to ensure equitable representation across all decision-making and advisory bodies in the years to come.



-: An Initiative of Tecnia Internal Quality Assurance Cell :-

TECNIA INSTITUTE OF ADVANCED STUDIES

GRADE "A" INSTITUTE

Recognized Under Sec. 2(f) of UGC Act 1956, Approved by AICTE, Ministry of HRD, Govt. of India,
Affiliated to Guru Gobind Singh Indraprastha University.

Institutional Area, Madhuban Chowk, Rohini, New Delhi, 110085

ISO 9001:2015, ISO 14001:2015, ISO 21001:2018 & ISO 51001: 2018 Certified Institute;
Rated as 'A' Category by JAC, Govt. of NCT of Delhi; A++ Category - Best Business School
by AIMA - Business Standard Survey & Included in Top 100 B & IT School by Dalal Street Investment Journal.