



TECNIA INSTITUTE OF ADVANCED STUDIES



**GENDER AUDIT
2025-26**



Preface

Gender Equality remains a critical global imperative, lying at the heart of numerous formal policies, grassroots movements, and advocacy campaigns that champion women's empowerment and the realization of their fundamental rights. As societal consciousness around gender issue deepens, so too does the collective resolve to confront and dismantle systemic oppression, discrimination, and exploitation faced by women and gender minorities across the world.

Our Institution recognizes that fostering a safe, equitable, and inclusive environment is not merely a compliance obligation but a moral and educational necessity—one where every individual, regardless of gender identity or expression, can learn, work, and flourish without fear or prejudice. In alignment with this commitment, a comprehensive Gender Audit was undertaken for the academic year 2025-26 to systematically evaluate and strengthen the safety, accessibility, and gender-responsiveness of our campus ecosystem. This audit was executed through a rigorous methodology, encompassing the selection of audit sites, orientation of participants, preparation of detailed checklists, conduct of on-site assessments, meticulous documentation of observations, and the formulation of actionable recommendations submitted to the Director for implementation.

Central to our institutional efforts is the Gender Club, which has evolved as a vibrant and dedicated platform within our Institute. The Club serves as a catalyst for fostering awareness, facilitating open dialogue, and driving purposeful action on issues pertaining to gender equality, women's rights, and intersectional inclusivity. Through a dynamic calendar of discussions, workshops, awareness drives, and collaborative initiatives, the Gender Club actively challenges entrenched gender stereotypes, questions normative role definitions, and empowers individuals—both students and staff—to transcend traditional boundaries and embrace their full potential.

By nurturing a culture of empathy, mutual respect, and proactive allyship, the Gender Club endeavours to engender meaningful and sustainable change within our Institute and across the broader community. Together, we remain steadfast in our vision to build a future where gender equality is not merely an aspirational ideal, but a tangible, lived reality for every member of our campus family.



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Gender Audit Report 2025-26

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. Chahek, Student, BBA
6. Mr. Pragyansh, 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:

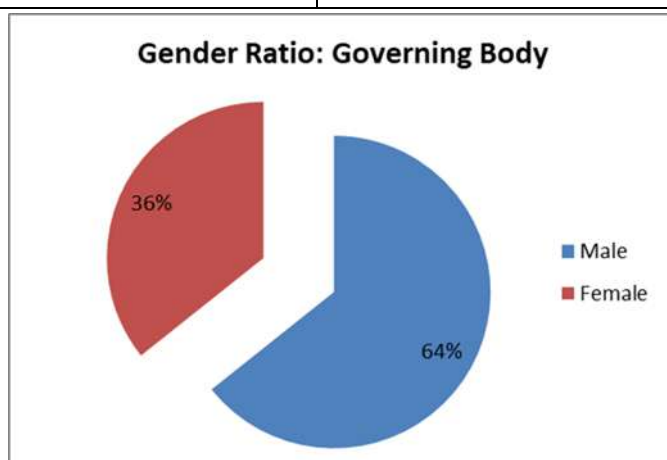
1. Faculty Members
2. Staff
3. Students



A. GENDER RATIO ACROSS VARIOUS COMMITTEES/BODIES

1. Governing Body

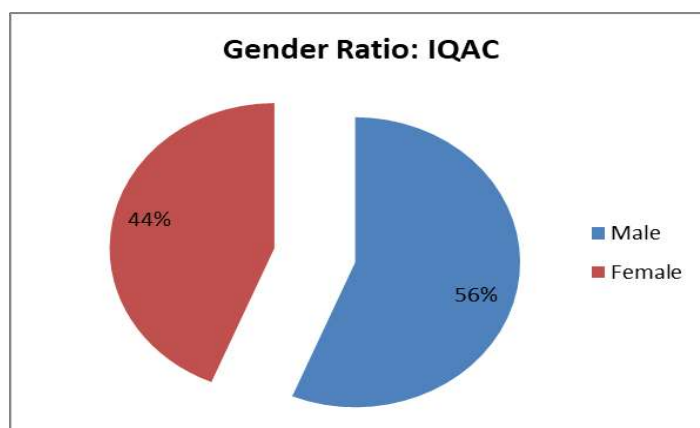
S.No.	Members of Governing Body	Post	Gender
1	Dr. Ram Kailash Gupta	Chairman, Entrepreneur, Educationist	Male
2	Ms. Sandhya Srivastava	Member, Educationist	Female
3	Mrs. Kusum Lata Gupta	Member, Educationist	Female
4	Dr. Sandhya Bindal	Member, Educationist, Industrialist	Female
5	Sh. Naresh Goyal	Member, 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)

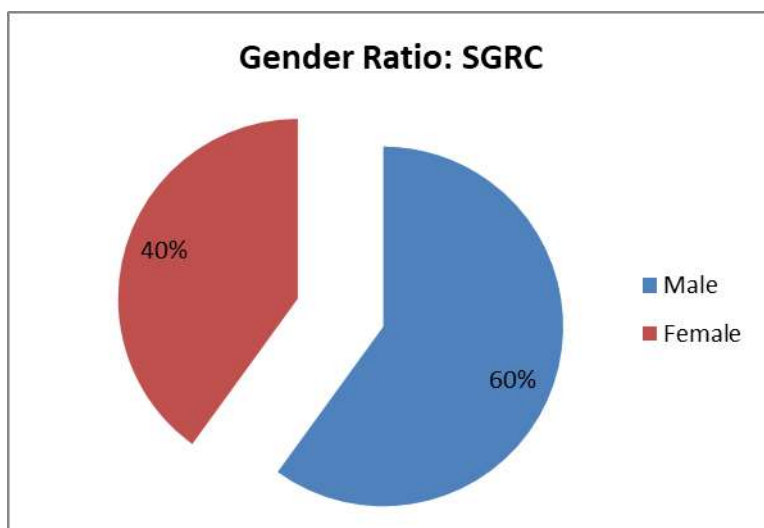
S.No.	Name	Position	Gender
1	Dr. Ajay Kumar, Director	Chairperson	Male
2	Dr. Abhishek Kumar, Dean IQAC	Member Secretary	Male
3	Dr. M. N. Jha, Dean (Academics), TIAS	Member	Male
4	Dr. Sushma Bahuguna, HoD DICT, TIAS	Member	Female
5	Dr. Shivendu Kumar Rai, Associate Professor, HoD DJMC, TIAS	Member	Male
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)

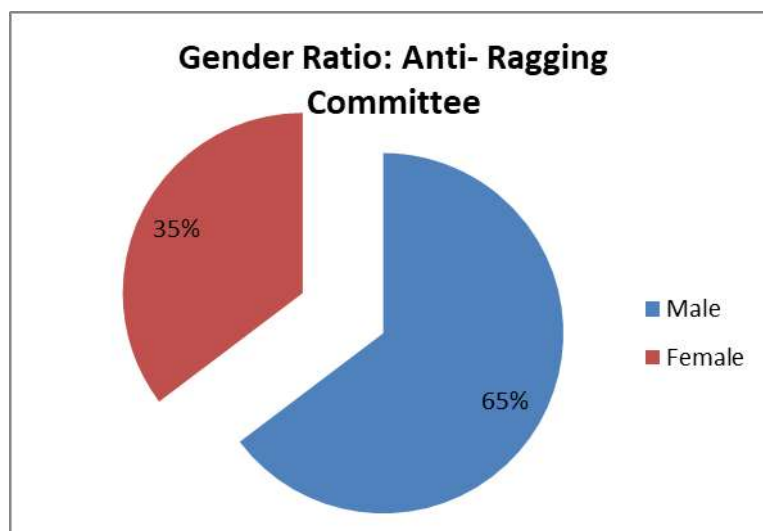
S. No.	Name	Position	Gender
1	Dr. Ajay Kumar	Chairperson	Male
2	Dr. Monisha	Student Welfare	Female
3	Dr. Anil Kumar	University Representative	Male
4	Dr. M. N. Jha	Dean Academics	Male
5	Dr. Pragati	Member	Female
6	Dr. Bharti Aggarwal	Member	Female
7	Md. Haseeb Ahmed	Psychiatrist	Male
8	Dr. H.L. Nagaraja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





4. Anti-Ragging Committee

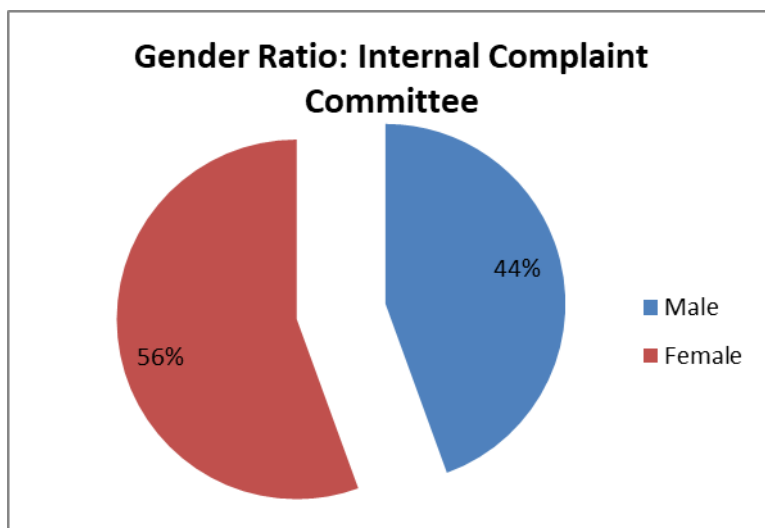
S.No.	Name	Position	Gender
1	Dr. Ajay Kumar	Director	Male
2	Dr. Monisha	Chair	Female
3	Dr. M.N. Jha	Member	Male
4	Dr. Sushma Bahuguna	Member	Female
5	Dr. Pooja Sharma	Member	Female
6	Dr. Shivendu Kr. Rai	Member	Male
7	Dr. Archana Dixit	Member	Female
8	Dr. Gopal Thakur	Member	Male
9	Mr. Mayank Arora	Member	Male
10	Mr. Chandra Shekhar	Admin Officer	Male
11	Dr. Bharat Jha	Local Media Rep.	Male
12	Mr. P.R. Sharma	Rep. of Public & Civil Admin.	Male
13	Mr. Deepak Jain	Parent Rep.	Male
14	Mr. Dheeraj Thukral	Parent Rep.	Male
15	Mr. Hritvik Ahluwalia	Student Rep.	Male
16	Ms. Simran Relan	Student Rep.	Female
17	Ms. Isha Sharma	Student Counsellor	Female





5. Internal Complaint Committee

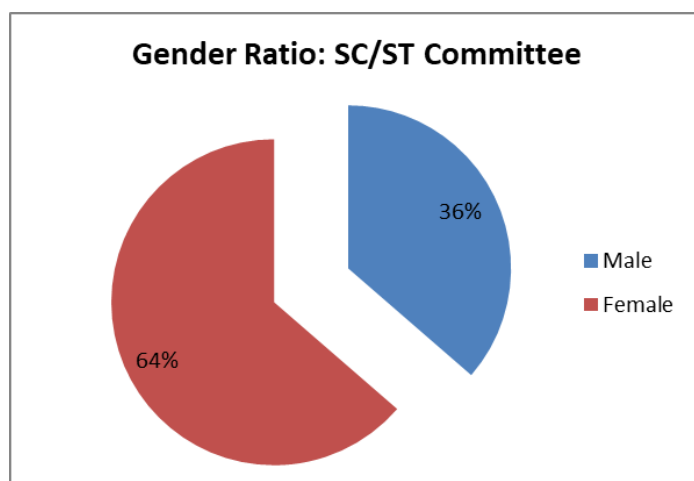
S.No	Name	Designation	Gender
1	Dr. Monisha	Chair	Female
2	Dr. Pooja Sharma	Member Secretary	Female
3	Dr. Sushma Bahuguna	Member	Female
4	Dr. Shivendu Kr. Rai	Member	Male
5	Ms. Preeti Batra	Academic Coordinator, Member	Female
6	Mr. Kunwar Deep Singh	Member	Male
7	Mr. Yuvraj Luthra	Student Representative	Male
8	Ms. Anchal Bora	Student Representative	Female
9	Dr. Bharat Jha	Representative -NGO & Media	Male





6. SC/ST Committee:

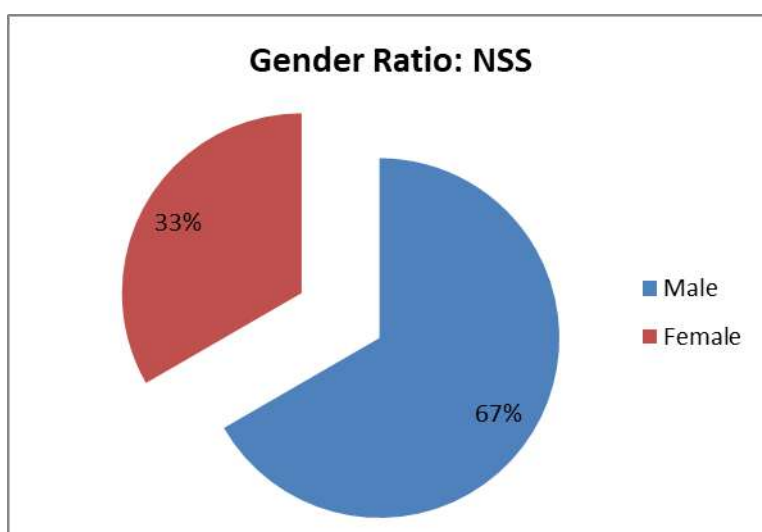
S.No.	Name	Position	Gender
1	Ms. Meenakshi Azad	Chairperson	Female
2	Dr. Monisha	Member	Female
3	Dr. Sushma Bahuguna	Member	Female
4	Dr. Gopal Thakur	Member	Male
5	Dr. Rubeena Bano	Member	Female
6	Ms. Sumita Thukral	Member	Female
7	Mr. Kuldeep Kumar	Member	Male
8	Mr. Amit Sharma	Member	Male
9	Ms. Isha Sharma	Member	Female
10	Ms. Sarika Jaiswal	Member	Female
11	Mr. Suraj Parashar	Member Secretary	Male





7. NSS:

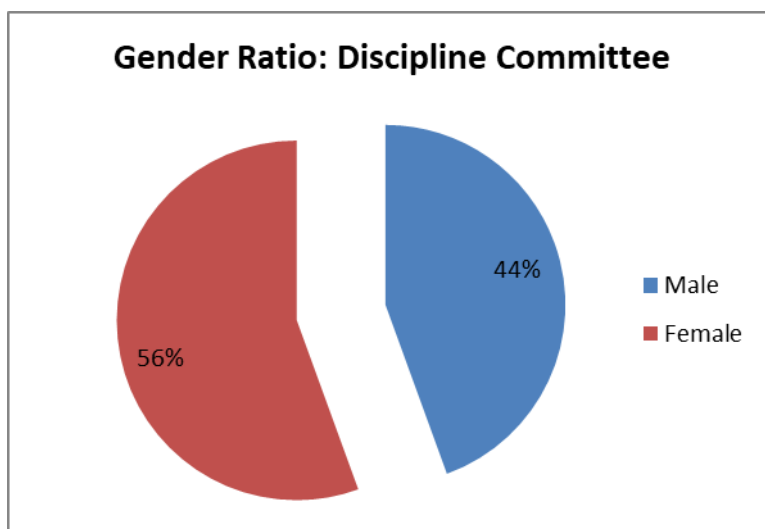
<i>S.No.</i>	<i>Name</i>	<i>Position</i>	<i>Gender</i>
1	Ms. Ramika	Member	Female
2	Dr. Sheenu Arora	Member	Female
3	Mr. Kuldeep Kumar	Member	Male





8. Discipline Committee

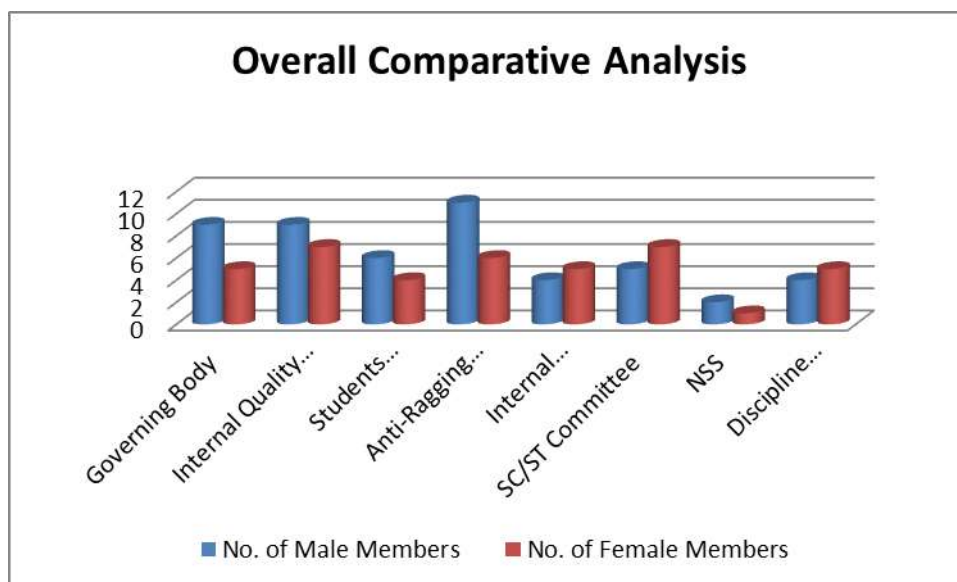
S.No	Name	Designation	Gender
1	Dr. M.N.Jha	Convenor	Male
2	Dr. Sushma Bahuguna	Member	Female
3	Dr. Pooja Sharma	Member	Female
4	Dr. Shivendu Kr. Rai	Member	Male
5	Dr. Gopal Thakur	Member	Male
6	Dr. Archana Dixit	Member	Female
7	Dr. Upasana	Member	Female
8	Mr. Mayank Arora	Member	Male
9	Ms. Preeti Batra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





Overall Comparative Analysis

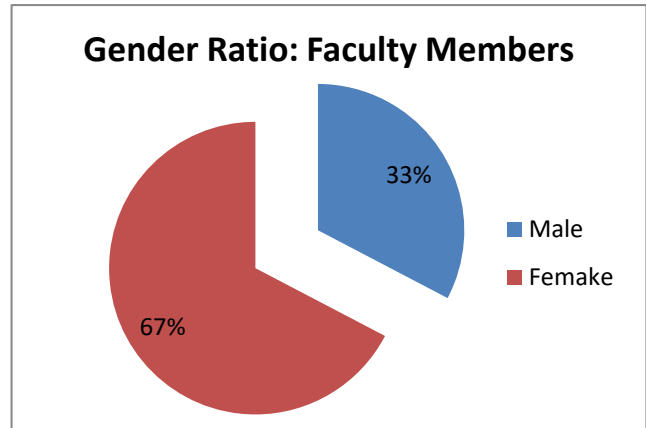
S.No.	Committee/Body	No. of Male Members	No. of Female Members
1	Governing Body	9	5
2	Internal Quality Assurance Cell Committee (IQAC)	9	7
3	Students Grievance Redressal Committee (SGRC)	6	4
4	Anti-Ragging Committee (ARC)	11	6
5	Internal Complaints Committee (ICC)	4	5
6	SC/ST Committee	5	7
7	NSS	2	1
8	Discipline Committee	4	5
TOTAL		50	40



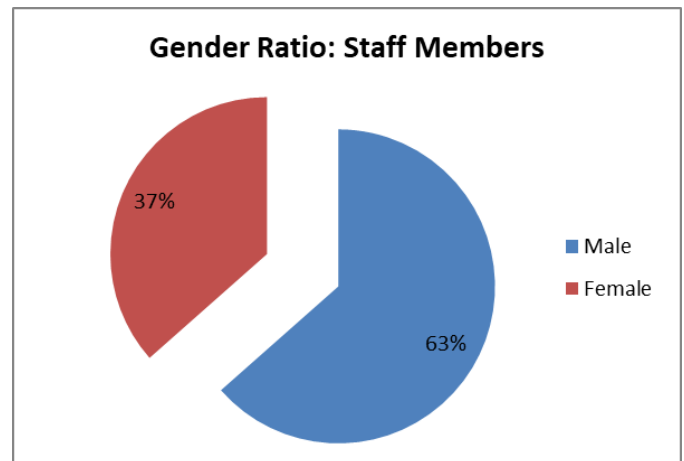


B. Gender Ratio Amongst Faculties, Staff And Students

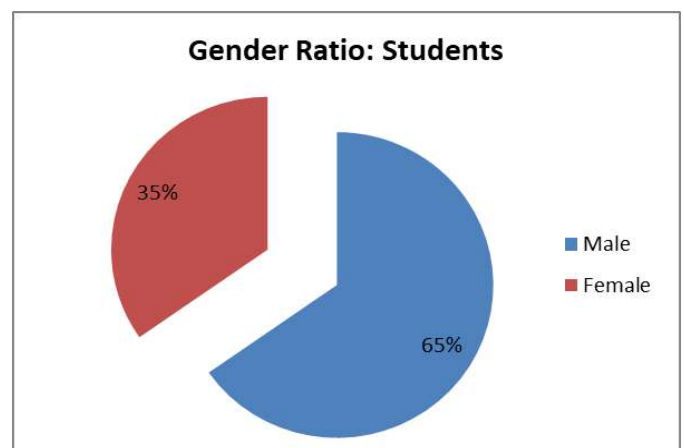
**Gender-Ratio amongst Faculty
Members**



Gender-Ratio amongst Staff



Gender-Ratio amongst Students





Conclusion

Achieving a balanced gender composition across institutional bodies is fundamental to building an equitable, progressive, and harmonious academic ecosystem. Such balance not only enriches decision-making through diverse viewpoints but also strengthens the fabric of institutional culture by ensuring that all voices are heard and valued. A representative distribution of genders among faculty, staff, and committee members further serves to inspire students by providing them with relatable role models and mentors from all walks of life.

At TIAS, gender equity remains a cornerstone of our institutional philosophy, and we continuously strive to assess and enhance our performance in this domain. The Gender Audit for the academic year 2025-26 reveals that across eight committees, there are 89 members in total, comprising 50 male (56.2%) and 39 female (43.8%) members. While the overall ratio shows a marginal improvement in female representation compared to previous years, a closer examination of individual committees offers both encouraging signs and critical areas for intervention. The Internal Complaints Committee (ICC) continues to exemplify best practices with equal representation of 4 male and 4 female members. The SC/ST Committee (5 male, 7 female) and the Discipline Committee (4 male, 5 female) have successfully maintained a female majority, reflecting positive strides toward inclusivity. Conversely, the Anti-Ragging Committee (ARC) has seen a widening gap with 11 male and only 6 female members, while the Governing Body (9 male, 5 female) and IQAC (9 male, 7 female) continue to exhibit significant male predominance. These disparities demand urgent and focused remedial measures.

The Institution reaffirms its unwavering dedication to fostering a gender-just environment where every individual—irrespective of gender—can contribute meaningfully and thrive professionally and personally. The findings of this audit serve as both a report card of our achievements and a roadmap for future action. TIAS is committed to translating these insights into concrete strategies, including targeted outreach, sensitization programmes, and policy refinements aimed at bridging the identified gaps. With the continued involvement of the Gender Club and the collective resolve of the entire campus community, we remain optimistic about realizing a future where gender parity is not merely a statistical target but an ingrained reality of our institutional identity.



-: 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.