

GENDER AUDIT REPORT -2025

SANT BABA BHAG SINGH UNIVERSITY,
JALANDHAR, PUNJAB



SANT BABA BHAG SINGH UNIVERSITY JALANDHAR, PUNJAB



Gender Audit Report -2025

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From the Desk of the Hon'ble Vice Chancellor



It gives me immense satisfaction to convey my thoughts on the occasion of the “Gender Audit” being undertaken in our University. This initiative is a significant step towards our commitment to upholding constitutional values, ensuring gender justice, and promoting an environment where every member of the academic community feels secure, respected, and empowered.

A gender audit goes beyond mere compliance or formality. It is a reflective process through which we assess how our institution addresses gender concerns in policy, practice, curriculum, pedagogy, and campus culture. It provides us with an opportunity to measure our progress in building an equitable and inclusive environment while also identifying areas that demand greater attention and reform.

The importance of this exercise lies in its holistic nature. It not only examines the representation of genders in teaching, learning, and administrative spheres but also evaluates whether our institutional structures are sensitive to issues such as gender-based discrimination, safety, health, accessibility, and participation in decision-making processes. By doing so, we align ourselves with the national vision of gender equality as enshrined in the Constitution of India, as well as with global commitments under the United Nations Sustainable Development Goals (SDG 5: Gender Equality)

Our University has consistently endeavored to create a campus culture that recognizes diversity as a strength and inclusivity as a guiding principle. The Gender Audit will act as a mirror, reflecting both our achievements and our challenges. The findings will guide us in framing effective policies, introducing new initiatives, and strengthening existing mechanisms such as

Internal Complaints Committees, sensitization programmes and leadership opportunities for women, and support systems for marginalized genders.

I wish to place on record my deep appreciation for the Gender Audit Committee, faculty members, staff, and students who have contributed to this important task with dedication. Their efforts will pave the way for building a campus that embodies not just academic excellence but also the principles of dignity, equality, and justice.

As we move forward, let us remember that the true measure of any educational institution is not only in its intellectual achievements but also in the values it cultivates among its members. I firmly believe that through continuous reflection, commitment, and corrective action, we shall set a benchmark in gender inclusivity and create a model that others may emulate.

Let this Gender Audit be a milestone in our journey towards making our University a truly inclusive, safe, and equitable space for all.

Prof. (Dr.) Dharmjit Singh Parmar
Vice Chancellor, SBBS University,
Jalandhar

Acknowledgment

The Gender Audit of Sant Baba Bhag Singh University was undertaken with the objective of evaluating institutional policies, practices, and outcomes related to gender equity and inclusiveness. The successful completion of this audit is the result of the collective efforts, guidance, and cooperation of various stakeholders across the University.

The University gratefully acknowledges the visionary leadership and support of the Hon'ble Chancellor, Vice-Chancellor, and University Management for their continued commitment to fostering a gender-just, inclusive, and safe academic environment. Sincere appreciation is extended to the Internal Quality Assurance Cell (IQAC) for its effective coordination and facilitation of the Gender Audit process in accordance with NAAC and UGC guidelines.

The University places on record its deep appreciation for the invaluable guidance and expert inputs provided by the external experts, Dr. Harish Sharma, Former Professor (Department of History), Guru Nanak Dev University (GNDU), Amritsar, Punjab, India, and Dr. Radha Sharma, Former Faculty, Faculty of Arts and Social Sciences, Guru Nanak Dev University (GNDU), Amritsar, Punjab, India. Their academic expertise and critical insights significantly enriched the audit process and strengthened the quality and credibility of the report.

The University also acknowledges the dedicated efforts of the Gender Audit Committee, Internal Complaints Committee (ICC), and Gender Champions for their active involvement in data collection, analysis, and documentation. The cooperation and support extended by Deans, Heads of Departments, faculty members, administrative staff, and students are sincerely appreciated, as their participation was instrumental in the successful completion of the audit.

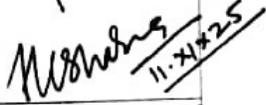
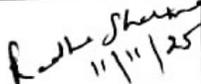
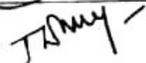
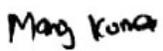
The University remains committed to strengthening gender equity and inclusiveness through informed policy interventions and continuous quality improvement, guided by the findings and recommendations of this Gender Audit.

Sant Baba Bhag Singh University

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Gender Audit Committee 2025

S. No.	Name	Designation	Signature
1	Dr. Pooja Bali Dean, University Institute of Law (UIL)	Chairperson	
2	Dr. Harish Sharma Former Professor Department of History, GNDU, Amritsar	External Member	 11/11/25
3	Dr. Radha Sharma Former Faculty of Arts and Social Sciences, GNDU, Amritsar	External Member	 11/11/25
4	Dr. Vijay Dhir Dean, University Institute of Commerce & Management (UICM) & University Institute of Computer Applications & Information Sciences (UICAIS)	Member	
5	Dr. Aneet Kumar Dean, University Institute of Humanities (UIH) & University Institute of Education (UIE)	Member	
6	Dr. Shweta Singh Dean, University Institute of Sciences (UIS)	Member	
7	Dr. Jagdeep Kaur Dean, University Institute of Engineering And Technology (UIET)	Member	
8	Dr. Nisha Sharma Director, R & D Cell, SBBS University	Member	
9	Dr. Shalu Additional Dean, University Institute of Agriculture (UIA)	Member	
10	Dr. Nirmal Kaur Chairperson, Gender Champion Scheme Implementation Committee, SBBS University	Member	
11	Dr. Manoj Chandel Assistant Professors (UICM)	IQAC Representative	

1. INTRODUCTION TO SANT BABA BHAG SINGH UNIVERSITY

Sant Baba Bhag Singh University, Jalandhar, established under the Sant Baba Bhag Singh University Act, 2014 (Punjab Government Act No. 06 of 2015) and is recognized by the University Grants Commission (UGC) under section 2(f) of UGC Act, 1956, is a multidisciplinary and student-centric institution of higher learning committed to imparting quality education, fostering research, and promoting values of inclusivity, equity, and social responsibility.

The University derives its inspiration from the noble life and vision of Reverend Sant Baba Malkit Singh Ji (Founder Chancellor) a renowned saint, social reformer, and philanthropist dedicated to the upliftment of humanity through education, service, and spiritual awakening. His guiding philosophy of **“Awakening, Enlightening, and Serving”** continues to illuminate the mission of the University in blending academic excellence with moral and social responsibility.

The Sant Baba Bhag Singh Memorial Charitable Society (SBBSMCS), under the visionary leadership of Reverend Sant Baba Malkit Singh Ji, Founder President, and Reverend Sant Baba Dlawar Singh Ji (Brahm Ji), second President, has played a pivotal role in providing essential infrastructure and services to the population residing in and around Dera Sant Pura Jabbar, Jalandhar. The Society has made significant contributions to rural development through the construction of bridges, development of roads, and installation of streetlights in surrounding villages.

The Society’s engagement in the field of education commenced with the establishment of the SBBS Institute of Engineering & Technology in 2003, followed by the SBBS International School in 2004, the SBBS Institute of Education in 2005, the SBBS Institute of Nursing in 2005, the SBBS Post Graduate College in 2011, and the SBBS Public School, Binjon (Hoshiarpur), in 2011. In addition, the Society has been extending rural healthcare services through the Guru Nanak Sadh Sangat Charitable Hospital, Kalra, since 2004. At present, Sant Baba Bhag Singh University continues to serve society under the able leadership of present Chancellor Hon’able Sant Manmohan Singh Ji. In pursuance of the vision **“To encourage each and every child to get educated, acquire knowledge and wisdom so as to learn the art of leading a happy, successful, and meaningful life,”** these institutions collectively laid the foundation for Sant Baba Bhag Singh University in 2015. Since its inception, the University has made significant

contributions in the field of education, evidenced by excellent academic results, strong placement records, and holistic development of its students.

The University offers a wide spectrum of undergraduate, postgraduate, and doctoral programs across disciplines including Engineering and Technology, Education, Commerce, Management, Life Sciences & Allied Health Sciences, Humanities, Law and Agriculture. With state-of-the-art infrastructure, a pollution-free, environment friendly and drug-free campus, modern laboratories, ICT-enabled classrooms, and well-resourced libraries, University provides a conducive environment for innovation, research, and experiential learning. The University's academic ecosystem is enriched by the active involvement of students and faculty in NCC, NSS, industrial visits, research projects, cultural activities, and sports.

A hallmark of the University is its strong commitment to “**equity, diversity, and inclusivity**”. The Gender Audit highlights SBBS University's strong commitment to gender sensitization and empowerment through gender equity awareness programs, support systems, legal literacy, and community outreach. It assesses the University's policies, culture, and practices from a gender perspective, reviewing compliance with laws and integration of gender equity in governance and academics. While the University shows commendable efforts through its committees and initiatives, the audit suggests improvements in data systems, curriculum integration, campus safety, and grievance mechanisms. Overall, the University with its strong spiritual legacy, robust institutional framework, and forward-looking vision, continues to nurture responsible citizens and professionals who embody the values of knowledge, compassion, service, and integrity.

1.1 About Gender Audit

A Gender Audit is an evaluative exercise undertaken to examine whether an institution maintains a healthy gender balance and adheres to government rules, policies, and initiatives aimed at the empowerment of women and promotion of gender equality. It seeks to assess the impact of existing and proposed institutional policies, practices, and programs on gender equity and inclusivity.

Although there is no single standardized methodology for conducting a gender audit, international organizations generally adopt two key approaches: the Participatory Gender Audit and the Gender Integration Framework. Both approaches focus on assessing the extent to which

gender equality is institutionalized across policies, programmes, projects, services, organizational structures, processes, and budgetary allocations. The University adopts a blended approach for conducting its gender audit.

The fundamental premise of a gender audit is that public policies, institutional practices, and governance structures impact men and women differently, owing to their distinct social roles and, often, women's relatively disadvantaged socio-economic position. The primary objective of a gender audit, therefore, is to initiate informed reforms that strengthen gender equality within the institution.

Conducting a gender audit serves several important functions:

1. **Assessment of Compliance:** It evaluates whether the university aligns with constitutional provisions, statutory mandates, and higher education guidelines on gender equality.
2. **Examination of Institutional Culture:** It reviews organizational structures, processes, and practices to identify gender-based gaps or discriminatory patterns.
3. **Awareness and Empowerment:** It raises awareness among women about their rights, claims, and entitlements while ensuring equal access to opportunities and resources.
4. **Gender Mainstreaming:** It acts as a method of embedding gender sensitivity into policies, human resource management, decision-making, and service delivery.
5. **Baseline and Progress Tracking:** It provides a benchmark for measuring institutional progress over time, identifying gaps, and suggesting actionable recommendations.

In essence, a gender audit is not merely a diagnostic tool but a transformative mechanism. By uncovering gaps and challenges, it helps institutions develop strategies for improvement, strengthen inclusivity, and ensure that women and other marginalized genders have equitable representation, voice, and opportunities.

1.2 Objectives of Conducting a Gender Audit at SBBS University

The Gender Audit at SBBS University is undertaken with the purpose of critically evaluating the institution's commitment to gender equity, inclusivity, and compliance with statutory norms. The key objectives are:

1. **To Ensure Legal and Regulatory Compliance**

Assess adherence to relevant constitutional provisions, statutory frameworks, and higher education regulations, including laws on prevention of sexual harassment, anti-discrimination measures, and directives issued by the University Grants Commission (UGC).

2. To Review Institutional Structures and Culture

Examine the effectiveness of governance structures, institutional policies, and campus culture in promoting gender responsiveness, inclusivity, and equality across all genders.

3. To Analyze Gender-Disaggregated Data

Collect and interpret data on access, participation, retention, academic performance, completion rates, employment outcomes, leadership representation, and pay equity to identify trends, gaps, and disparities.

4. To Examine Safety and Well-Being Mechanisms

Evaluate the adequacy of campus safety infrastructure, grievance redressal mechanisms, and welfare initiatives designed to safeguard the physical, emotional, and psychological well-being of all students, faculty, and staff.

5. To Provide Actionable Recommendations

Develop evidence-based recommendations, define key performance indicators (KPIs), and propose an implementation roadmap to strengthen institutional practices and foster a culture of equity, empowerment, and accountability.

2. GENDER POLICY OF SANT BABA BHAG SINGH UNIVERSITY

2.1 Preamble

Sant Baba Bhag Singh University is deeply committed to promoting gender equity and eliminating all forms of discrimination based on gender, sexual orientation, ability, class, caste, religion, or ethnicity across its domains. In alignment with the Constitution of India, the directives of the Supreme Court, and the guidelines of the University Grants Commission (UGC), the University has adopted this Gender Policy to safeguard the dignity, rights, and safety of all members of its community.

This policy applies to the University's officers, faculty, non-teaching staff, research scholars, and students. It seeks to build a gender-sensitive and inclusive learning and working environment that fosters fairness, equity, and equal opportunity for all.

2.2 Goal

To create a gender-sensitive and enabling environment within the University that ensures inclusivity, fairness, and equal opportunities, while preventing and addressing all forms of gender-based discrimination, harassment, and inequity.

2.3 Principles

1. No discrimination on the basis of gender, sexual orientation, disability, caste, class, religion, or ethnicity will be tolerated within University policies, initiatives, or activities.
2. Promotion of gender equity shall be an integral part of all University programmes, projects, and decision-making processes.
3. Sexual or gender-based harassment and violence in any form will not be tolerated.
4. All individuals shall have equal access to resources, opportunities, and services, free from bias or stereotyping.

2.4 Objectives

1. To ensure equal participation of women (students, faculty, staff, and research scholars) in academic, administrative, and decision-making processes.

2. To reduce gender inequities in access to resources and opportunities by ensuring fairness in recruitment, training, promotions, and leadership roles.
3. To encourage the enrolment, retention, and academic advancement of women students through supportive policies and facilities.
4. To integrate gender-sensitive curriculum and pedagogy that challenges stereotypes and promotes equity.
5. To establish a transparent grievance redressal mechanism and strengthen the functioning of the Internal Committee (ICC) against sexual harassment.
6. To build awareness through sensitization workshops, training programmes, and campaigns promoting inclusivity and respect.

2.5 Implementation Measures

1. Use of gender-neutral and respectful language in official communication, policies, and curriculum.
2. Gender equity to be explicitly incorporated in decision-making, committee representation, awards, and institutional policies.
3. Mandatory representation of women in University committees, councils, and governing bodies.
4. Regular gender-sensitization training for students, faculty, staff, and research scholars.
5. Conducting periodic Gender Audits across academic and administrative sections to identify gaps and suggest improvements.
6. Ensuring equal pay for equal work, safe working conditions, fair promotions, and opportunities for personal growth.
7. Provision of gender-friendly facilities, including crèche services, women supervisors, and flexible working arrangements.
8. Establishment and strengthening of the Internal Complain Committee (ICC) to handle complaints of sexual harassment with confidentiality, impartiality, and strict action.
9. Dissemination of information regarding ICC functioning to all members of the University community.

10. Maintenance of safe, hygienic, and inclusive facilities for women to ensure a non-hostile environment on campus.

2.6 Specific Provisions for Women and Families

1. Non-Discrimination Policies for Women

- a) Equal rights and opportunities in admissions, research, employment, promotions, and leadership positions.
- b) Equal access to University resources such as research grants, collaborations, accommodation, healthcare, and professional development.
- c) Commitment to bridging the gender pay gap and ensuring fair evaluation practices.
- d) Awareness sessions, workshops, and support mechanisms to prevent harassment and violence.

2. Maternity Benefit Policy

- a) Women employees are entitled to maternity benefits as per statutory provisions, including paid leave, medical support, and work flexibility to safeguard their health and well-being.
- b) Benefits are extended to employees in cases of pregnancy, childbirth, adoption, and related medical circumstances.
- c) Provisions are designed to ensure that no woman is disadvantaged in terms of career growth, promotions, or service benefits on account of maternity.

3. Monitoring and Evaluation

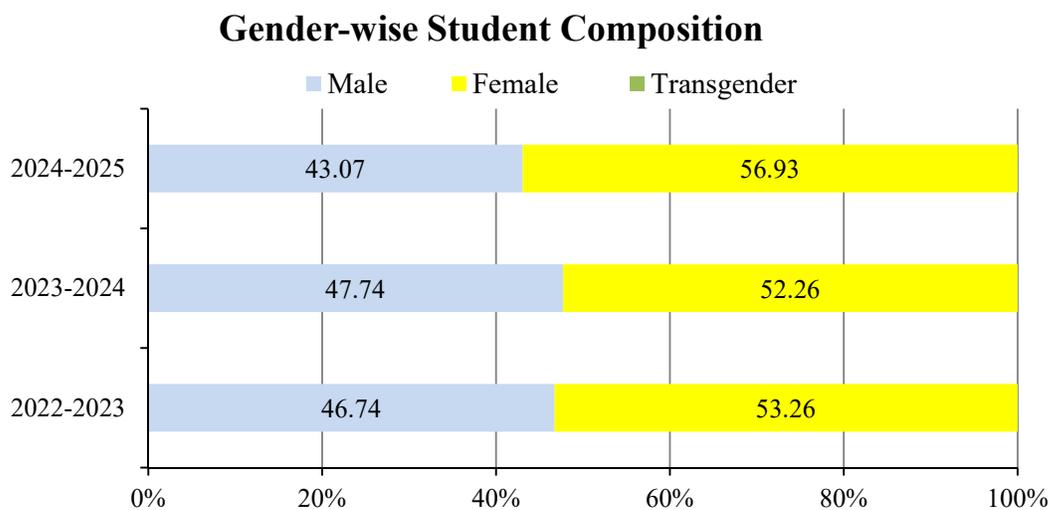
- a. The University shall review this policy periodically to assess its effectiveness.
- b. Gender Audits and reports will provide benchmarks for progress and identify areas for improvement.
- c. Recommendations from committees and stakeholders shall be incorporated into policy revisions.

3. GENDER-WISE STUDENT COMPOSITION

Sant Baba Bhag Singh University places a strong and sustained emphasis on the promotion of women’s and girls’ education and is committed to ensuring equal opportunity in admissions for all genders. This commitment is reflected in the gender-wise student enrolment patterns observed over the last three academic years.

During the academic year 2022-2023, the University recorded an enrolment of 1,621 male students and 1,847 female students. In 2023-2024, the total student strength comprised 1,578 male students and 1,727 female students. The trend of higher female participation became more pronounced in 2024-2025, with 1,616 male students and 2,126 female students enrolled.

The bar graph depicting gender-wise student composition for the academic years 2022–2023, 2023–2024, and 2024–2025 illustrates a consistently higher proportion of female students compared to male students across all three years. While student enrolment is categorised into male, female, and transgender, the data indicates that the female student population has remained dominant throughout the period under review.



In 2022–2023, female students constituted 53.26% of the total enrolment, while male students accounted for 46.74%. A similar pattern was observed in 2023–2024, with 52.26% female and 47.74% male students. In the most recent academic year, 2024–2025, female representation

increased further, comprising 56.93% of the total student strength, compared to 43.07% male students.

The consistently higher representation of female students across three consecutive academic years demonstrates SBBS University's proactive role in addressing gender imbalance in higher education, particularly within the broader socio-demographic context of Punjab, where female participation has historically lagged behind male counterparts. The upward trend in female enrolment, especially in 2024–2025, reflects the effectiveness of the University's inclusive admission policies, supportive academic environment, and gender-sensitive institutional practices. These outcomes indicate measurable progress toward achieving gender parity in access to higher education and reaffirm the University's institutional commitment to equity, inclusion, and sustainable development. The enrolment trends are aligned with the United Nations Sustainable Development Goal 5 (SDG-5): Achieve Gender Equality and Empower All Women and Girls, and SDG-4: Quality Education, as they promote equitable access, participation, and retention of women in higher education. Through consistent implementation of gender-responsive policies and inclusive academic practices, the University demonstrates its commitment to inclusive growth, social justice, and sustainable educational development.

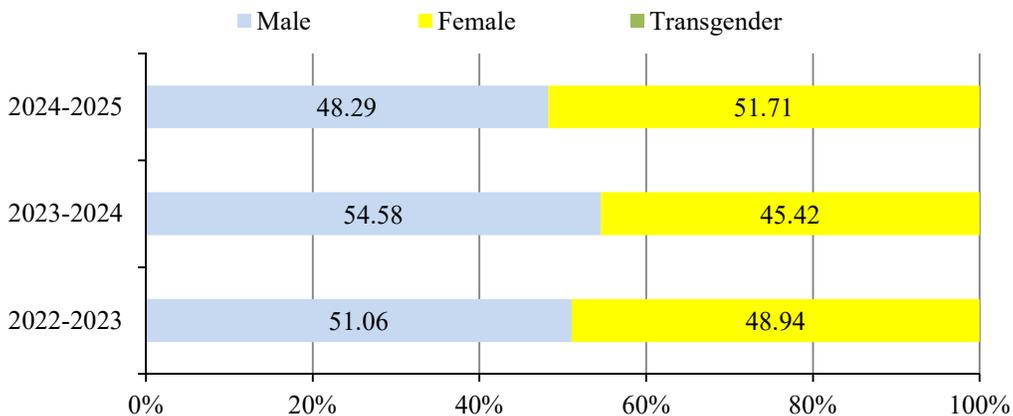
Overall, the enrolment trends demonstrate the University's effective efforts toward enhancing female participation in higher education, aligning with its institutional commitment to gender equity and inclusive academic access.

4. GENDER-WISE FACULTY COMPOSITION

The University demonstrates a strong commitment to gender equity in employment, as reflected in the gender-wise composition of its teaching faculty over the last three academic years. Faculty records indicate a progressive movement toward balanced and inclusive representation of women in academic positions.

In the academic year 2022–2023, the University employed 139 female and 145 male faculty members, with women constituting 48.94% of the total teaching staff. In 2023–2024, female faculty strength stood at 109 compared to 131 male faculty members; however, women formed a majority, accounting for 54.58% of the faculty. This positive trend was sustained in 2024–2025, when the number of female faculty members (106) exceeded male faculty members (99), resulting in a female representation of 51.71%.

Gender Wise Faculty Composition



The gender-wise distribution over these three academic years, as depicted in the graph, clearly illustrates a shift from near parity to female majority representation. This consistent pattern indicates that the University’s recruitment, retention, and promotion practices provide equal opportunities to women and actively support their participation in academic roles.

The consistent improvement and maintenance of gender-balanced faculty representation demonstrate the University’s active contribution to Sustainable Development Goal 5 (Gender Equality), particularly Target 5.5, which emphasizes women’s full and effective participation and equal opportunities for leadership at all levels of decision-making. By fostering an inclusive academic workforce and ensuring equitable access to employment opportunities, the

University also indirectly supports SDG 4 (Quality Education) by strengthening diversity and inclusivity within its teaching community.

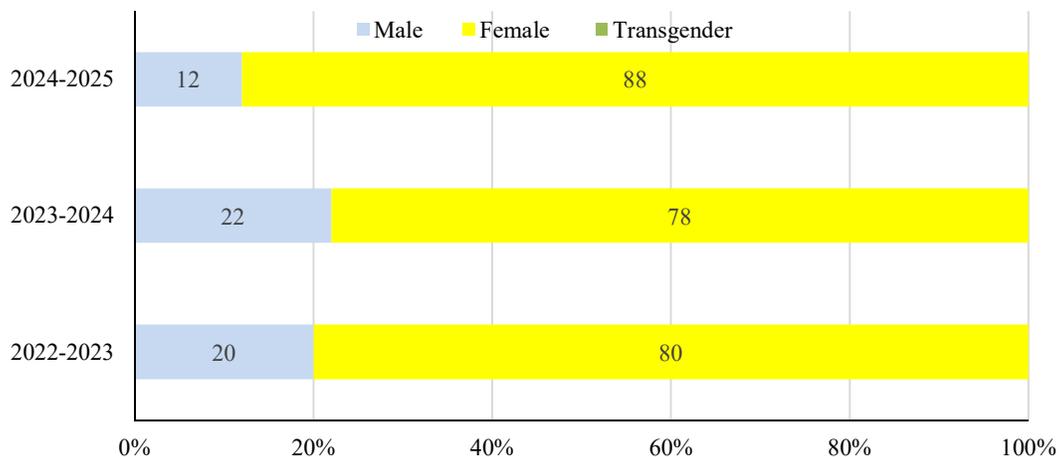
Overall, the findings affirm that the University's institutional practices are aligned with national priorities and global sustainability frameworks, reinforcing its commitment to gender equity, inclusive growth, and sustainable development in higher education.

5. ACADEMIC ACHIEVEMENTS OF FEMALE STUDENTS

During the past three academic years, SBBS University has recorded notable academic growth and excellence, particularly among its female students. Their consistent academic performance and increasing representation among award recipients reflect the University’s sustained commitment to gender equity, empowerment through education, and inclusive academic practices.

The gender-wise distribution of academic achievers for the academic years 2022–2023, 2023–2024, and 2024–2025, as depicted in the graph, indicates a steady rise in overall academic achievements. Female students at SBBS University have emerged as leading contributors to academic excellence. At the 2024–2025 convocation, women secured nearly **88% of the University’s gold medals**, with **15 female awardees** across undergraduate and postgraduate programmes. These academic awards not only recognize individual merit but also enhance students’ academic confidence, motivation, employability prospects, and access to higher education and leadership opportunities.

Gender Wise Academic Achievers

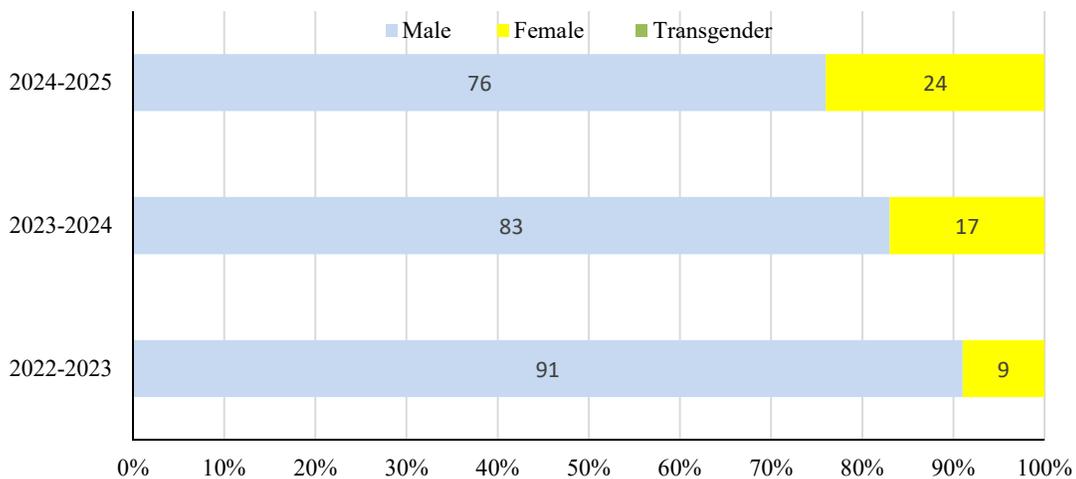


The increasing share of female academic awardees highlights the effectiveness of the University’s inclusive academic environment, learner-centric pedagogy, mentoring mechanisms, and value-based education. Over the past three years, the rising number of academic achievers underscores the positive impact of improved teaching - learning practices,

faculty guidance, and institutional support systems that encourage excellence irrespective of gender.

Importantly, the strong academic foundation demonstrated by female students at the undergraduate and postgraduate levels plays a critical role in encouraging their progression to doctoral (Ph.D.) programmes. High academic achievement, recognition through awards, and institutional mentoring serve as key enablers for girls to pursue advanced research, leadership roles, and knowledge creation. Increased participation of women in Ph.D. programmes not only enhances individual career prospects but also contributes to a more diverse, innovative, and inclusive research ecosystem.

Gender Wise distribution of PhD awarded



Further, the bar graph illustrating the gender-wise distribution of Ph.D. awardees reflects a positive shift toward greater gender balance in advanced research. While male scholars continued to form the majority, their number declined from **91 in 2022–2023** to **76 in 2024–2025**. In contrast, female Ph.D. awardees increased substantially from **9 to 24** during the same period. This upward trend signifies growing participation of women in research and doctoral studies, supported by mentoring, equitable research opportunities, and a conducive scholarly ecosystem.

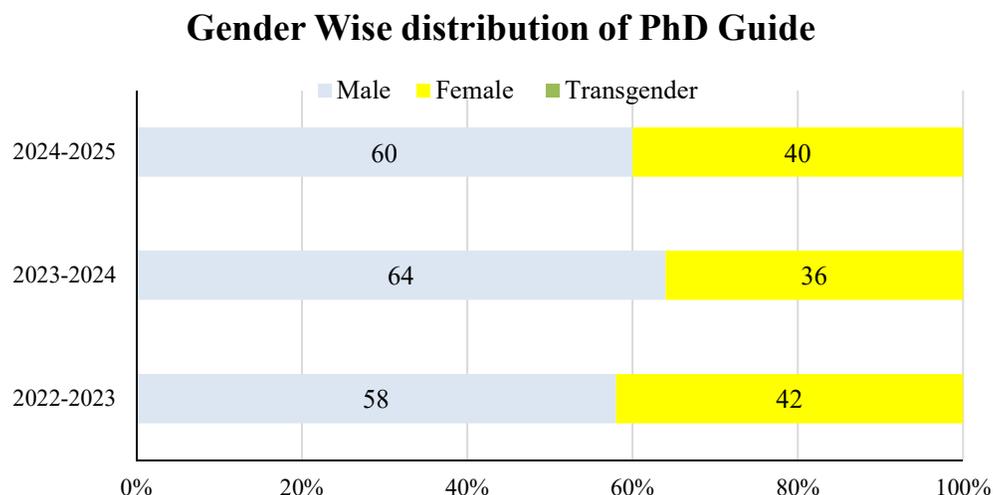
The consistent academic achievements of female students, their dominant representation among gold medal recipients, and the rising number of women Ph.D. scholars collectively demonstrate the University's strong alignment with Sustainable Development Goal 5 (Gender Equality), particularly Target 5.5, which advocates for women's full and effective participation at all levels of education and leadership. Simultaneously, these outcomes advance SDG 4 (Quality Education) by promoting inclusive, equitable, and high-quality learning and research opportunities.

Overall, the findings confirm that SBBS University is successfully fostering a culture of academic excellence, empowerment, and equal opportunity, where academic awards serve as catalysts for motivation, higher achievement, and gender-inclusive growth across all levels of education.

6. FEMALE FACULTY AS PH.D. SUPERVISORS

SBBS University places strong emphasis on the active participation and leadership of women in research and higher education. Women faculty members play a vital role in shaping the University's research ecosystem by contributing as Ph.D. supervisors, mentors, and academic leaders across multiple disciplines. The presence of female research guides provides aspirational role models for women scholars and supports the creation of an inclusive and gender-sensitive research environment.

An analysis of the gender-wise distribution of Ph.D. guides over the academic years 2022 - 2023 to 2024 - 2025 indicates a consistent, though moderate, gender imbalance in doctoral supervision. Male guides constitute the majority, ranging from 58% to 64%, while female guides account for 36% to 42% of the total. Although a slight decline in female representation was observed in 2023 - 2024, the subsequent academic year shows a positive movement toward balance, with 40% female and 60% male Ph.D. guides.



On average, across the three-year period, approximately three out of every five Ph.D. supervisors are male, reflecting progress toward gender inclusion, yet indicating that full parity has not been achieved. Nevertheless, the sustained participation of women as doctoral guides

highlights the University's ongoing commitment to promoting women's leadership in research, knowledge creation, and advanced academic mentoring.

Overall, while the data demonstrates encouraging involvement of women in doctoral supervision, it also underscores the need for continued institutional interventions - such as capacity building, leadership development, and research support - to further strengthen women's representation and ensure equitable participation across all levels of research and academic leadership.

7. ADMINISTRATIVE POSITIONS HELD BY WOMEN

University follows a transparent, merit-based, and non-discriminatory approach in the appointment of key administrative and leadership positions, thereby ensuring equal opportunity and the absence of gender bias in institutional governance. Leadership roles are assigned based on competence, experience, and academic contribution, irrespective of gender, reflecting the University's strong commitment to inclusive and equitable administration. As presented in the table on Key Administrative Positions at SBBS University, women faculty members hold several important leadership roles across academic, research, student welfare, alumni engagement, and extension domains. Out of 20 key administrative positions, 7 are held by women, demonstrating balanced gender representation in decision-making structures.

Women leaders at SBBS University serve as Director, Research & Development Cell; Dean of Alumni and Extension Activities; Deans of University Institutes including Law, Sciences, Engineering and Technology; Additional Dean, University Institute of Agriculture; and Deputy Director Student Welfare. Their presence across diverse academic and administrative units highlights the University's commitment to providing leadership opportunities without gender bias and to mainstreaming gender equity in governance.

In addition to these key positions, women faculty members are actively involved in Statutory Bodies, the University Development Council, Academic Council, Boards of Studies, Administrative Committees, and co-curricular and extension platforms. Their participation ensures that institutional policies, academic planning, and programme implementation remain inclusive, equitable, and responsive to diverse perspectives.

Women administrators at SBBS University also play a vital role in examination and evaluation processes, grievance redressal mechanisms including the Internal Complaints Committee (ICC), cultural and sports activities, youth engagement initiatives, and community outreach programs. Their leadership contributes significantly to strategic decision-making, effective implementation of academic reforms, and the overall institutional development of the University.

The appointment of women in roles related to student welfare, alumni relations, research, and extension activities further strengthens stakeholder engagement, promotes mentorship, and reinforces the University's commitment to social responsibility and holistic student development.

Key administrative positions at SBBS University

S. No.	Administrative Positions	Name
1	Hon'ble Chancellor	Sant Manmohan Singh Ji
2	Vice - Chancellor	Dr. Dharmjit Singh Parmar
3	Registrar	Mr. Rajinder Kumar
4	Dean Academics	Dr. Vijay Dhir
5	Director, Research & Development Cell	Dr. Nisha Sharma
6	Director IQAC	Dr. Anil Kumar Singh
7	Director Sports & Physical Education	Dr. Amarjit Singh
8	Training and Placement Officer	Dr. Jagteshwar Singh
9	Controller of Examination	Mr. Roop Singh
10	Dean of Alumni and Extension Activities (AEA)	Dr. Indu Sharma
11	Dean, University Institute of Law (UIL)	Dr. Pooja Bali
12	Dean, University Institute of Sciences (UIS)	Dr. Shweta Singh
13	Dean, University Institute of Engineering and Technology (UIET)	Dr. Jagdeep Kaur
14	Dean University Institute of Commerce & Management (UICM)	Dr. Vijay Dhir
15	Dean, University Institute of Computer Applications and Information Sciences (UICAIS)	Dr. Vijay Dhir
16	Dean University Institute of Education	Dr. Aneet Kumar
17	Dean University Institute of Humanities	Dr. Aneet Kumar
18	Dean, University Institute of Agriculture (UIA)	Dr. K.S.Bangarwa
19	Additional Dean, University Institute of Agriculture (UIA)	Dr. Shalu
20	Dy. Director Student Welfare	Dr. Gurmanik Kaur

Overall, the representation of women in key administrative and leadership positions at SBBS University, as reflected in the table, clearly demonstrates the institution's adherence to principles of gender neutrality, equal opportunity, and inclusive governance. This approach not only sets a benchmark for gender equity in higher education but also inspires students and faculty to aspire to leadership roles in an environment shaped by fairness, diversity, and gender-sensitive decision-making.

8. INTERNAL COMPLAIN COMMITTEE AT SBBS UNIVERSITY: COMMITMENT TO A SAFE, RESPECTFUL, AND INCLUSIVE CAMPUS

University has always been guided by the vision of fostering academic excellence in an environment of dignity, equality, and inclusivity. Universities, being centers of knowledge and intellectual development, also shoulder the responsibility of ensuring a safe and secure campus environment where students, teachers, and staff can work without fear of prejudice or harassment. Recognizing this, the University has taken significant steps to align its policies and institutional practices with national legislations and University Grants Commission (UGC) guidelines.

One of the most important mechanisms in this respect is the constitution of the Internal Complain Committee (ICC). The ICC acts as the primary bodies to address complaints of sexual harassment, promotes gender sensitization, and builds awareness across the University. It reflects the University's strong stand on its **"zero-tolerance policy"** towards sexual harassment and gender-based discrimination.

8.1 Legal and Policy Framework

The establishment of an Internal Complain Committee is not only a matter of institutional responsibility but also a statutory mandate under:

1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act)

- a) Defines sexual harassment and provides a structured mechanism for redressal.
- b) Mandates every organization with more than 10 employees to set up an Internal Committee.

2. UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015

- a) Specifically applicable to universities and higher educational institutions.
- b) Lays down obligations of institutions to provide a safe environment, create awareness, and ensure effective grievance redressal.

SBBS University has **imbibed both the spirit and the letter** of these legal frameworks. Importantly, the University has gone a step further by adopting a gender-neutral approach to ensure that every individual, irrespective of gender, is protected and respected.

8.2 Evolution of the Internal Complain Committee

The ICC, in its earlier form, was known as the **Women's Grievance Redressal Cell (WGRC)**. The WGRC primarily functioned to address complaints of women employees and students regarding workplace and campus harassment. However, with the enactment of the POSH Act, 2013, and subsequent UGC Regulations of 2015, the mechanism was institutionalized and expanded.

The new Internal Committee was formally constituted with broader powers, a structured composition, and well-defined responsibilities. This evolution reflects a progressive shift from reactive grievance redressal to proactive prevention and sensitization.

8.3 Objectives of the Internal Complain Committee

The ICC at SBBS University operates with the following core objectives:

1. Complaint Redressal

- i. To receive complaints of sexual harassment or related grievances from staff and students.
- ii. To ensure a fair, unbiased, and confidential inquiry process.
- iii. To recommend appropriate action in accordance with statutory provisions.

2. Prevention and Awareness

- i. To conduct workshops, seminars, meetings, and training programmes on gender sensitization
- ii. To spread awareness about what constitutes harassment and how to report it.

3. Promoting Inclusivity and Equality

- i. To create an atmosphere where diversity is respected, and equality is practiced.
- ii. To reinforce that dignity at workplace and in educational institutions is non-negotiable.

4. Compliance and Accountability

- i. To ensure that the University complies with UGC regulations and national laws.
- ii. To submit annual reports of cases handled and awareness programmes conducted.

5. Celebration of Significant Days

- i. To observe days of national and international importance related to gender justice, women's rights, and equality.

- ii. Such observances act as reminders of the University's commitment and also encourage dialogue and reflection.

8.4 Composition of the Internal Complain Committee

The ICC at SBBS University is constituted in compliance with UGC Regulations, ensuring representation, diversity, and impartiality.

Composition of Internal Complaint Committee (ICC)

S. No.	Name & Designation	Committee Role
1	Dr. Mithu Maiti Jana (Professor, UIS)	Chairperson
2	Dr. Shweta Singh (Associate Professor, UIS)	Faculty Member
3	Dr. Pooja Bali (Associate Professor, UIL)	Faculty Member
4	Dr. Nisha Sharma (Professor, UIS)	Faculty Member
5	Ms. Kuljit Kaur (Assistant Professor, UICM)	Faculty Member
6	Prof. (Dr.) Kiran Arora (Former Vice-Chancellor, Rayat Bahra University, Wagnaghat, Solan)	External Member
7	Ms. Jasvir Kaur (Examination Cell)	Member (Non-teaching)
8	Ms. Vandana (Finance Office)	Member (Non-teaching)
9	Ms. Parneet Kaur, Ms. Jaswant Kaur, Ms. Abha	Student Representatives

Internal Complain Committee

- Preventive Role:** The ICC undertakes awareness and sensitization activities in accordance with UGC guidelines, including orientation and induction programmes, workshops, and dissemination of the University's zero-tolerance policy on sexual harassment. Statutory notices and guidelines are displayed prominently on campus to ensure compliance and awareness.
- Redressal Role:** As per UGC Regulations, the ICC acts as the competent authority to receive and inquire into complaints of sexual harassment. Complaints are addressed confidentially, following the principles of natural justice, and appropriate recommendations are made to the University authorities for disciplinary or corrective action.

3. **Supportive Role:** The ICC ensures protection against victimization and retaliation and facilitates counseling and necessary support to aggrieved persons. By maintaining a safe, sensitive, and accessible mechanism, the Committee strengthens institutional compliance and confidence in the grievance redressal system.

8.6 Activities of the Internal Committee

The ICC at SBBS University has consistently gone beyond redressal to focus on awareness and cultural transformation. Some key activities include:

- 1) **Gender Sensitization Workshops:**-Regular sessions conducted for students, teaching, and non-teaching staff.
- 2) **Seminars and Expert Talks:**-Featuring speakers from academia, law, and NGOs working in gender justice.
- 3) **Campaigns and Rallies:**- Organized to spread awareness on issues such as women's rights, workplace safety, and equality.
- 4) **Celebrations of International Days:** - Such as International Women's Day (8 March) and National Girl Child Day (24 January).
- 5) **Skill-Building Programs:** - To empower women students and staff with knowledge about their rights, legal remedies, and avenues for support.

9. WOMEN'S SAFETY MEASURES AND GENDER SENSITIZATION

University is committed to ensuring a safe, inclusive, and gender-sensitive campus environment. To achieve this, the University has implemented multiple measures under women's safety, gender sensitization, and community outreach initiatives.

9.1 Women's Safety Measures

9.1.1 Security and Complaint Mechanisms

- a. Deployment of trained security personnel across campus.
- b. Appointment of male and female attendants at key departments and offices.
- c. Provision for filing complaints through the Internal Complaints Committee (ICC) as per UGC regulations.
- d. Accessible to students, faculty, and staff for immediate redressal of grievances.

9.1.2 Saksham Portal Access

Access to UGC's Saksham Portal [<https://saksham.ugc.ac.in>] has been provided to the University community. Portal offers resources on:

- Opportunities and initiatives for women in Higher Education Institutions (HEIs).
- Support and redressal mechanisms for students and employees.
- UGC Guidelines for Gender Champions in Educational Institutions with the objective of promoting gender equality, gender sensitivity, and inclusive campus culture.

9.2 Gender Sensitization & Safety Initiatives

9.2.1 Self-Defence Training Workshops

- a. Focus on practical combat techniques, situational awareness, and confidence building.
- b. Regular training sessions conducted for female students and staff.

9.2.2 Women's Safety Awareness Seminars

- a. Sessions on women's legal rights, cyber safety, sexual harassment prevention, and use of emergency help lines.
- b. Expert talks by law enforcement officials, legal practitioners, and psychologists.
- c. Awareness campaigns such as **"Be Aware, Be Safe."**

9.2.3 Gender Sensitization Programs

- a. Interactive workshops to challenge stereotypes and promote respect across genders.
- b. Participation of students from all departments to encourage cross-gender dialogue.
- c. Observance of “International Women’s Day” and “National Girl Child Day” through talks, debates, and cultural events.

9.2.4 Internal Complaints Committee (ICC)

- a. Established as per UGC norms to deal with issues of sexual harassment and gender-based discrimination.
- b. Regular awareness drives to promote the University’s zero-tolerance policy

9.2.5 Counseling & Psychological Support

- a. Confidential counseling services available for victims of harassment and those facing gender-related challenges.
- b. Trained counselors provide one-on-one emotional and psychological support.

9.2.6 Safety Infrastructure

- a. Campus secured with 24x7 security personnel, CCTV surveillance, and well-lit areas.
- b. Emergency helpline boards and women’s helpdesks established at strategic locations.

9.3 Social Outreach & Community Engagement

9.3.1 Blood Donation Camps

- a. Conducted in collaboration with NGOs, Civil Hospitals, and the Red Cross Society.
- b. Organized by NSS Unit and Department of Life Sciences & Allied Health Sciences.
- c. Includes free faculty health check-ups, blood group testing, and awareness drives on voluntary donation.

9.3.2 Literacy Drives

- a. Initiative “Each One Teach One” to provide basic literacy and digital education in nearby villages.
- b. Students from University Institutes of Education and University Institutes of Humanities actively volunteer.

9.3.3 Women Empowerment Programs

- a. Skill-building workshops on sewing, handicrafts, digital literacy, and entrepreneurship.
- b. Awareness sessions on health, nutrition, legal rights, and financial independence.
- c. Success stories of empowered rural women showcased in campus events.

9.3.4 Environmental & Health Awareness Campaigns

- a. Tree plantation drives, cleanliness initiatives under “Swachh Bharat Abhiyan”, and eco-awareness rallies.
- b. Free medical camps in rural areas offering health check-ups and medicines.

9.4 Gender-Centric Academic & Cultural Initiatives

University integrates gender sensitivity into its academic, cultural, and professional ecosystem. The University not only focuses on women’s safety and empowerment but also encourages scholarly research, cultural awareness, and community participation to promote gender equity.

9.4.1 Academic Initiatives

- a. **Special Courses and Training Programs:** The University regularly organizes refresher courses, faculty induction programs, and workshops on Women’s Rights, Gender Sensitization, and Equality in collaboration with the UGC-Human Resource Development Centre. These programs strengthen faculty and student engagement with contemporary gender issues.
- b. **Research and Publications:** Faculty members actively contribute to academic discourse on gender by publishing research, editing volumes, and serving on editorial boards of reputed journals such as Feminist Anthropology.
- c. **Conference Participation** Scholars from the University frequently present papers, deliver lectures, and chair sessions at both national and international conferences, thereby enriching the field of gender studies.

9.4.2 Cultural and Awareness Programs

- a. **International Women’s Day Celebrations:** Observed annually with thematic discussions, expert talks, student debates, poster exhibitions, and cultural performances to spread awareness about gender equality in line with the United Nations Sustainable Development Goals (**SDG 5: Achieve gender equality and empower all women and girls**).

- b. **Commemorative Events:** The University observes International Women's Day, Women's Empowerment Week, and similar occasions with lectures, theatre performances, poetry recitals, and awareness campaigns highlighting women's rights and contributions.
- c. **Student Engagement:** Student clubs and societies are encouraged to organize plays, debates, street theatre, and poster-making competitions on themes such as breaking stereotypes, women's leadership, and equal opportunities.

9.4.3 Health, Wellness, and Empowerment Initiatives

- a. **Women's Mega Convention & Yoga Camps:** Large-scale events dedicated to women's health and wellness, including yoga demonstrations, counseling sessions, and workshops on nutrition and stress management.
- b. **Skill Development and Leadership:** Programs to build confidence, leadership qualities, and career readiness among female students through mentorship and training.

9.4.4 Integrated Approach to Gender Equity

Through a blend of academic rigor, cultural celebration, health awareness, and social outreach, the University ensures that gender sensitization is not a one-time activity but an integral part of campus life. These initiatives collectively aim to prepare students as socially responsible, gender-sensitive citizens and professionals.

10. ACADEMIC & CO-CURRICULAR ENGAGEMENTS FOCUSED ON GENDER SENSITIZATION

The gender audit reveals that SBBS University has actively incorporate courses related to Gender Equity and Gender Sensitization into their curricula at undergraduate and postgraduate programmes across discipline. Courses such as Gender and Development and Gender Equity in Gender Sensitization at SBBS University are essential for building awareness, empathy, and inclusivity among students. They help learners understand the social, cultural, and economic dimensions of gender, while promoting equality, empowerment, and justice. These courses encourage critical thinking about stereotypes and discrimination, fostering positive attitudes toward diversity and respect for all genders. By integrating gender perspectives across disciplines, SBBS University reinforces its commitment to inclusive education and prepares students to become socially responsible individuals who contribute to equitable and sustainable community and national development.

List of Courses Offered by the University on Gender Sensitization & Equity

S. No.	Course Code	Course	Credits
1	SSC101	GENDER AND DEVELOPMENT	3
2	SOC304	URBAN SCIOLOGY	3
3	SSC001	GENDER EQUITY	4

SBBS University actively promotes gender equity, empowerment, and holistic development through diverse events from 2022 to 2025. Activities included debates, seminars, expert talks, and celebrations such as International Women's Day, International Girl Child Day, and National Science Day. The University organized awareness programs on women's rights, workplace safety, and entrepreneurship, alongside athletic meets and cultural fairs emphasizing inclusivity. Sessions on gender equality, legal aid, human values, and self-defence were also conducted. These initiatives reflect SBBSU's consistent commitment to empowering women, fostering scientific spirit, encouraging leadership, and nurturing gender-sensitive perspectives across academic and community platforms.

Some Important Events Promoting Gender Equity and Empowerment at SBBS University

S. No.	Event	Date
2022-2023		
1	International Women's Day Mock Parliament Debate on the issue "Women Reservation in the Political Domain"	07-03-2023
2	International Women's day celebration	07-03-2023
3	National Science Day 2023	27-02-2023
4	Annual Athletic Meet	21-02-2023
5	Women's Entrepreneurship Day	18-11-2022
6	Expert Talk on "Security Issues & Measures to Empower women"	16-11-2022
7	International Girl Child Day	28-10-2022
8	Lecture on Gender Equality	21-10-2022
9	Poster Making Competition on Gender Equality to celebrate Azadi ka Amrit Mahotsav	10-08-2022
2023-2024		
1	Expert talk on "Provision regarding Sexual harassment of Women at Workplace"	20-03-2024
2	Self Defense for Women	13-03-2024
3	International Women's day	12-03-2024
4	Annual Athletics Meet 2023-2024	07-03-2024
5	International Day of Women And Girls in Science	14-02-2024
6	Empowering Women and Girls through Pre-Institution Mediation and Legal Aid	14-02-2024
7	Online Awareness Program against Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act, 2013	18-12-2023
8	An interactive session on 'Universal Human Values and Ethics'	15-11-2023
2024-2025		

1	One-Day Seminar on Women Empowerment: A Global Perspective	08-05-2025
2	Seminar on “Developing a business Plan in the Fashion Industry”	29-04-2025
3	Kisan Agrotech Community Fair - Gender Equity	11/04/2025
4	Kisan Agrotech Community Fair - Rich cultural heritage of Punjab	11/04/2025
5	Seminar on “Provisions of sexual harassment of women at work place”	08-04-2025
6	International Women’s Day Celebration	07-03-2025
7	National Science Day-2025 “Empowering Indian Youth for Global Leadership in Science and Innovation for a Developed India”	27-02-2025
8	Lemon Spoon Race-2024 for Female	06-11-2024

Participation from SBBS University in the UGC-organized national event titled “**Woman Leaders: Shaping Academic Excellence for VIKSIT BHARAT @2047,**” held on 13th December 2024 in Delhi, aimed to recognize and empower women leaders in academia. The event aimed to strengthen women’s leadership in higher education and align academic growth with India’s vision for a developed nation by 2047. Eminent academicians, including Deans and Directors from SBBS University, actively participated, enriching discussions on inclusivity, sustainable development, ethical governance, and innovation in education. Sessions emphasized bridging theory with practical application and promoting gender-sensitive leadership. The event fostered collaboration and shared strategies for empowering women, enhancing academic excellence, and creating equitable opportunities. Participants gained valuable insights into advancing education through innovation, inclusivity, and integrity. It reaffirmed collective commitment toward academic transformation and the nation’s progressive vision for Viksit Bharat @2047.

Women in leadership positions at SBBS University participated in the UGC-organized national event titled 'Woman Leaders: Shaping Academic Excellence for VIKSIT BHARAT.'



SANT BABA BHAG SINGH UNIVERSITY NAAC GRADE B+ Accredited University

ONE DAY WEBINAR ON "Women Empowerment: A Global Perspective"

ORGANIZED BY
UIS in collaboration with the Gender Champion Cell

08 May 2025
Time: 2:30pm onwards
Venue: Seminar Hall, Block 5, SBBSU

Hosted by:
Sant Baba Malkit Singh Ji
Sant Manmohan Singh Ji

Guests:
Sant Baba Dlawar Singh (Brahm ji)
Dr. Dharmjit Singh Parmar

RESOURCE PERSON
MS. NAVPREET PARMAR
GENERAL MANAGER

CONVENER
DR. SHWETA SINGH
DEAN UIS

CONVENER
DR. CHETNA SHARMA
MEMBER, GENDER CHAMPION CELL

CO- CONVENER
DR. HONEY SHARMA
COO, PHYSICAL SCIENCES

CO- CONVENER
MS. SONIA
CO-COORDINATOR

Women Suffrage

GPS Map Camera
Khala, Punjab, India
CRDS-110, Khala, Punjab 144030, India
Lat 31.422169°
Long 75.808932°
13/05/25 02:49 PM GMT +05:30



Sant Baba Bhag Singh UNIVERSITY
 NAAC ACCREDITED
 GURU NANAK SADI SANGAT CHARITABLE HOSPITAL, JALANDHAR.

AGRO TECH KISAN AND COMMUNITY MELA
MEDICAL HEALTH CHECKUP CAMP

ORGANIZED BY:
 DEPARTMENT OF LIFE SCIENCE AND ALLIED HEALTH SCIENCES
 (Under the aegis of IQAC, SBBSU)

In Collaboration with
 GURU NANAK SADI SANGAT CHARITABLE HOSPITAL, JALANDHAR

11th APRIL 2025
TIME: 10:00 am
 Venue: University Campus

With Heavenly Blessings of
 Sant Baba Malkit Singh Ji
 Chief patron
 Sant Manmohan Singh Ji
 Hon'ble Chairman, SBBSU

With Heavenly Blessings of
 Sant Baba Dular Singh (Brahm ji)
 Patron
 Dr. Dharmjit Singh Parmar
 Vice-Chancellor, SBBSU

CONVENER
 DR. SHWETA SINGH
 HOD, L.S & AHS

CO-CONVENER
 DR. CHETNA SHARMA
 CUD, L.S & AHS

ORGANISING SECRETARY
 Mr. Vishal Yadava (A.P. L.S & AHS)

EVENT IN CHARGES
 Mr. Sohan (A.P. L.S & AHS)
 Dr. Babit Mahotra (A.P. L.S & AHS)
 Mr. Animesh Kaur (A.P. L.S & AHS)
 Mr. Jandeyr Kaur (L.S & AHS)



SANT BABA BHAG SINGH UNIVERSITY
 NAAC GRADUATE ACCREDITED
 Organized by the IQAC, Sant Baba under the Section 35 of UGC Act, 1956

AGROTECH KISAN AND COMMUNITY MELA
BLOOD DONATION CAMP

ORGANIZED BY
 DEPARTMENT OF LIFE SCIENCE AND ALLIED HEALTH SCIENCES
 (Under the aegis of IQAC, SBBSU)

In Collaboration with
 BHAI GHANAIYA JI CHARITABLE BLOOD BANK & HOSPITAL, HOSHIARPUR

11th April 2025
Time: - 10:00 AM - 3:00 PM
Venue: - Room no 120, Block 5, SBBSU

CONVENER
 *DR. SHWETA SINGH
 HOD, L.S & AHS

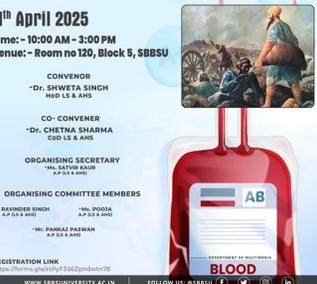
CO-CONVENER
 *DR. CHETNA SHARMA
 CUD, L.S & AHS

ORGANISING SECRETARY
 *MR. SOHAN
 A.P. L.S & AHS

ORGANISING COMMITTEE MEMBERS
 *DR. RAJWINDER SINGH
 A.P. L.S & AHS
 *MR. PANKAJ PADWAN
 A.P. L.S & AHS

REGISTRATION LINK
<https://forms.gle/PTy335dZmdvdx776>

WWW.SBBSUNIVERSITY.AC.IN FOLLOW US: @SBBSU




SANT BABA BHAG SINGH UNIVERSITY
 NAAC GRADUATE ACCREDITED

ONE DAY SEMINAR ON
"Women Empowerment : Rights of Women under various Civil and Criminal Laws"

ORGANIZED BY
 University Institute of Education & University Institute of Humanities
 (UNDER THE AEGIS OF IQAC & IIC Cell of SBBSU)

18th September, 2024 (Wednesday)
Time: 11:00 am onwards
Venue: SEMINAR HALL, BLOCK 5, SBBSU

RESOURCE PERSON
ADV. SHIV KUMAR SONIK
 (STATE CONVENER) BHARAT VIKAS PARISHAD

With Heavenly Blessings of
 Sant Baba Malkit Singh Ji
 Chief Patron
 Sant Manmohan Singh Ji
 Hon'ble Chairman, SBBSU

With Heavenly Blessings of
 Sant Baba Dular Singh (Brahm Ji)
 Patron
 Dr. Dharmjit Singh Parmar
 Vice-Chancellor, SBBSU

CONVENER
 *DR. ANEET KUMAR
 Registrar, A.Campus (P.P. & L.S)

CO-CONVENER
 *DR. LAKHWINDER KAUR
 Assistant Professor, English

DR. VIJAY DHIR
 Dean, IC-Cell

DR. SHRETI THAKUR
 Assistant Professor, Sociology
 *MR. KULWINDER KAUR
 Assistant Professor, Computer Science

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SANT BABA BHAG SINGH UNIVERSITY
LEARN | ACHIEVE | SUCCEED
Institution's Innovation Council

EXPERT LECTURE ON BREAST CANCER AWARENESS: PREVENTION, DIAGNOSIS AND TREATMENT
Organized by Department of Life Sciences, Sant Baba Bhag Singh & Agriculture Sciences (Under the Aegis of IQAC, IC Cell of SBBSU)
9th November, 2022, 3:00pm - 5:00 - 7:00 PM
Venue: Seminar Hall, Block F

RESOURCE PERSON
Dr. Arun Kumar
MBS, MSc, DNB (Oncology)

CONVENOR DR. SHWETA SINGH
CO-CONVENOR DR. AKSHI SHARMA
DR. URESHA SHARMA

ORGANIZING MEMBERS
MS. SONIA
MS. SATWJ KAUR
MS. RAHULDEEP

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11. PARTICIPATION OF WOMEN IN SPORTS AND OTHER EXTRA-CURRICULAR ACTIVITIES

Over the years, SBBS University has proudly nurtured a strong presence of female sportspersons and athletes who have excelled at both national and international platforms. Many of our women athletes have represented India in prestigious international events, bringing immense pride and recognition to the institution. In the academic years 2022–23, 2023-2024 and 2024-2025 the University’s women athletes continued this legacy by securing remarkable achievements in various sporting events. Female students won several accolades at the East Zone and All India Inter-University Tournaments, further strengthening the University’s reputation in the field of sports.

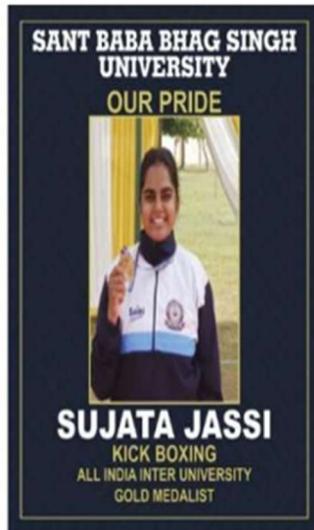
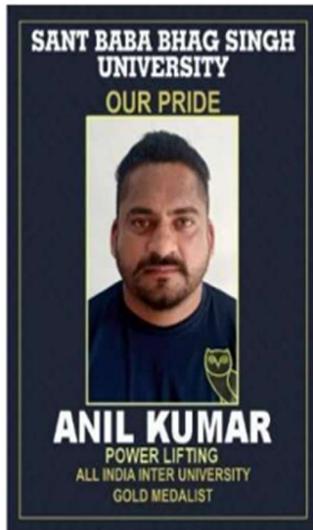
From 2022 to 2025, several sportswomen from SBBS University brought immense pride to the institution through their remarkable performances at state, national, and inter-university levels. Notably, **Ms. Sujata Jassi** excelled in kickboxing, consistently winning medals across multiple years, while Ms. Manpreet Kaur and Ms. Nawdeep Kaur earned top honors in wrestling and weightlifting, respectively. In 2024-25, a new wave of achievers, including Ms. Ravika, Ms. Geeta Devi, Ms. Isha Jaryal, Ms. Mandeep Kaur and Ms. Sonia, showcased excellence in wrestling, shooting, wushu, athletics and taekwondo. Their achievements collectively reflect SBBSU’s strong emphasis on women’s empowerment and sports excellence.

Beyond sports, women students have also been active participants in a wide range of extra-curricular and co-curricular activities, including cultural programs, debates, theatre, NSS initiatives, and youth festivals. Their active involvement reflects the University’s commitment to encouraging women to pursue excellence not only in academics but also in sports, arts, and community service. Through these achievements, the University reaffirms its dedication to empowering women, fostering holistic development, and promoting gender equality in every sphere of campus life.

Outstanding Achievements of SBBS University Sportswomen (2022–2025)

Name	Program	Medal	Game/ Sport	Tournament
2022-23				
Ms. Sujata Jassi	M.P.ES	Gold Medal	Kick boxing	All India Inter University Kick Boxing Championship
Ms. Manpreet Kaur	B.P.ED	Silver Medal	Wrestling	Senior Women's National Tournament
			Wrestling	All India Inter University Wrestling Championship
Ms. Navdeep Kaur	B.A.	Gold Medal	Weight Lifting	Senior National Weight Lifting Championship
Ms. Usha	B.A.	Silver Medal	Weight Lifting	All India Inter University Weight-Lifting Championship
2023-24				
Ms. Sujata Jassi	M.P.ES	Silver Medal	Kick Boxing	All India Inter University Kick Boxing Championship
2024-25				
Ms. Sujata Jassi	M.P.ES	Silver Medal	Kick Boxing	Indian Senior Nation Kick Boxing
		Gold Medal	Kick Boxing	Senior State Kick boxing Championship
		Bronze Medal	Kick Boxing	Keldan Vatan Punjab
Ms. Ravika	B.P. Ed	Gold Medal	Wrestling	Keldan Vatan Punjab
Ms. Geeta Devi	B.P. Ed	Gold Medal	Shooting	Keldan Vatan Punjab
Ms. Isha Jaryal	B.P. Ed	Gold Medal	Shooting	District Level Championship
Ms. Mandeep Kaur	B.P. Ed	Gold Medal	Wushu	Keldan Vatan Punjab
Ms. Sonia	B.P. Ed	Gold Medal	Long Jump	Keldan Vatan Punjab
		Silver Medal	800 m	Keldan Vatan Punjab
		Gold Medal	Teakwondo	Senior State

SPORTS ACHIEVEMENTS



Football Team (Silver Medal in All India Inter University)



12. INFRASTRUCTURAL FACILITIES

The University is firmly committed to ensuring a gender-inclusive and equitable campus environment by providing equal access to infrastructure and facilities for both male and female students across all academic, administrative, and co-curricular spaces. These include classrooms, laboratories, libraries, hostels, sports complexes, cultural activity zones, and other common facilities, thereby ensuring that gender considerations are integrated into institutional planning and development. Special emphasis has been placed on creating a safe, supportive, and women-friendly campus that promotes dignity, security, and well-being.

All academic and administrative departments of the University are equipped with separate and adequately maintained toilets and washrooms for female students and women staff, ensuring privacy, hygiene, and convenience. These facilities reflect the University's sensitivity toward women's health needs and its proactive approach to addressing gender-specific concerns.

Recognizing the importance of comfort, safety, and inclusivity, the University has undertaken continuous renovation, upgradation, and modernization of its physical infrastructure with a focus on women's needs. The campus is equipped with well-lit pathways, particularly in residential and academic zones, to ensure safety during evening hours. CCTV surveillance systems have been installed at strategic locations to enhance campus security and enable effective monitoring. Common rooms for female students, improved seating arrangements, and enhanced ventilation in classrooms and laboratories contribute to a conducive learning environment.

The University has also made conscious efforts to ensure accessibility and inclusiveness for all, including differently-abled female students and staff. Elevators, ramps, and barrier-free access points have been provided in academic and residential blocks to facilitate mobility and ensure equal participation. Women's hostel facilities have been strengthened with secure entry systems, round-the-clock wardens, visitor regulation mechanisms, and dedicated recreational and study spaces, thereby creating a homely, safe, and nurturing atmosphere.

Through these comprehensive infrastructural initiatives, the University reaffirms its commitment to gender equity, safety, and inclusiveness. These measures not only support the academic and

personal growth of women students but also encourage their active participation in all spheres of campus life, in alignment with UGC, NAAC, and NEP 2020 objectives.



Boys Hostel



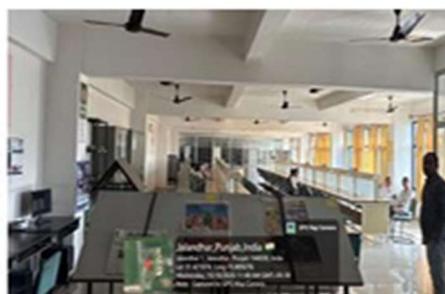
Girls Hostel



Yoga Centre



Common Room



Library



Sports Facility



Round-the-clock campus safety, using security personnel, surveillance (CCTV) & emergency help points

13. GENDER AUDIT SURVEY

The Gender Audit Survey at SBBS University was conducted to evaluate and strengthen the institution's commitment to gender equity and inclusivity. Aimed at identifying policy gaps, supporting data-driven decision-making, and enhancing the university's reputation. The audit also aligns with national and global benchmarks such as the NAAC and UGC gender equity indicators and the United Nations Sustainable Development Goal 5 on gender equality. It was conducted online from March 1 to March 31, 2025, the survey engaged 2,003 students and 170 staff members, reflecting a broad and diverse participation. Responses were collected across five categories namely strongly agree, agree, neutral, disagree, and strongly disagree and analysed using corresponding Likert Scale values (5, 4, 3, 2, and 1) to compute the Overall **Gender Inclusivity Index**, offering a comprehensive picture of the university's progress toward a gender-sensitive and equitable campus environment.

Questionnaire for Students

Section A: Awareness and Policies
Q1) I am aware of the university's gender equality policies.
Q2) I know where to report cases of harassment or gender-related grievances
Q3) The university administration is committed to promoting gender equality.
Section B: Campus Environment
Q1) I have never experienced or observed gender-based discrimination at this university.
Q2) I feel comfortable participating in class discussions regardless of my gender.
Q3) Hostels and recreational facilities are safe and adequate for both male and female students.
Q4) The university provides a safe environment for all genders (classrooms, hostels, transport).
Section C: Teaching and Learning
Q1) Students of all genders are equally encouraged to pursue non-traditional fields (e.g., girls in STEM, boys in arts).
Q2) Teaching materials and examples used in class are free from gender stereotypes.
Q3) Faculty members treat male and female students equally in terms of attention, grading, and support.

Section D: Opportunities and Participation

Q1) Both male and female students are encouraged to participate in extracurricular and sports activities.

Q2) Opportunities for leadership positions are equally available to both genders.

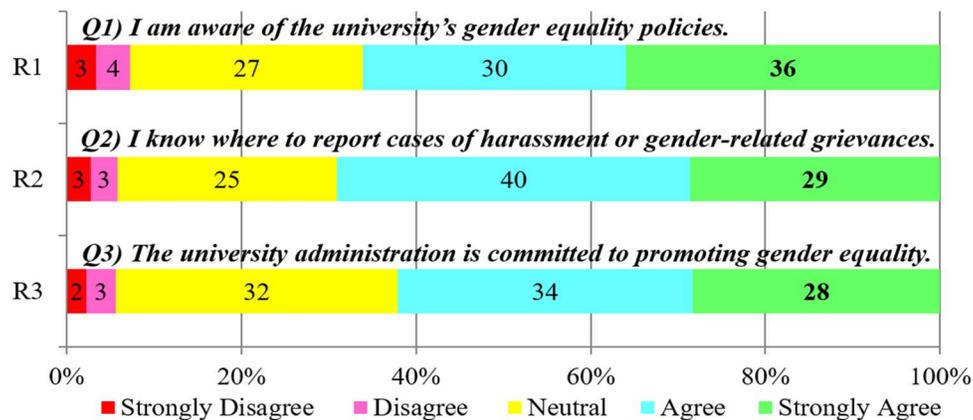
Q3) Male and female students have equal access to scholarships and financial support.

Section E: Overall Perception

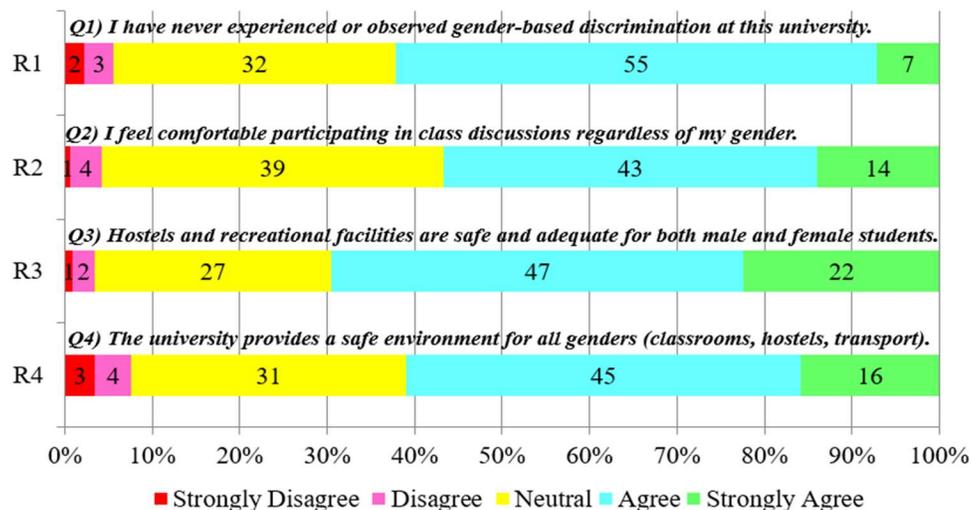
Q1) The university ensures a culture of respect and inclusiveness for all genders.

Q2) Overall, I believe SBBS University is a gender-inclusive institution.

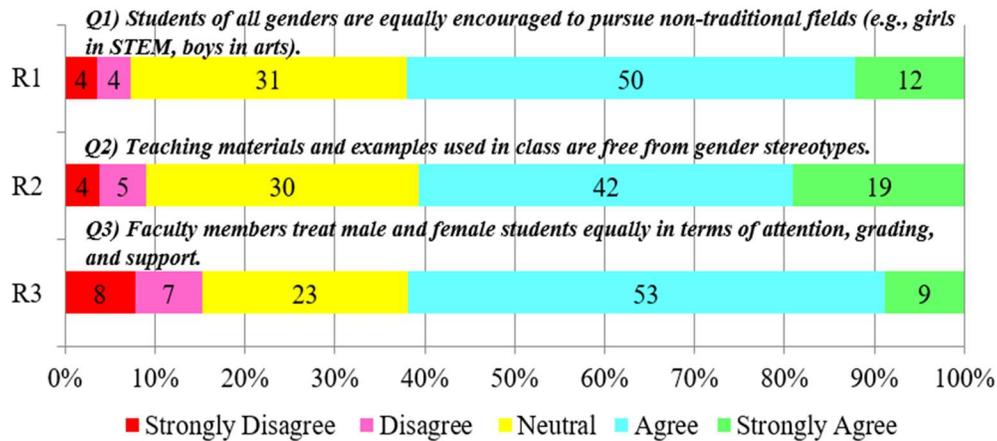
Section A: Awareness and Policies



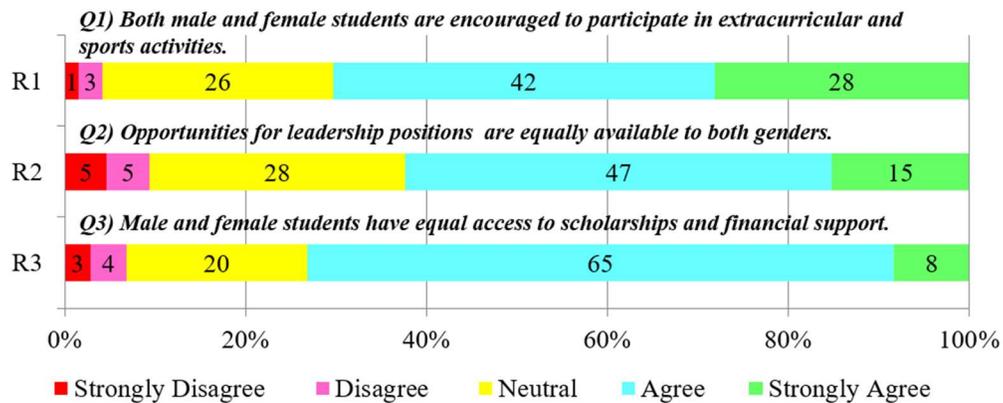
Section B: Campus Environment



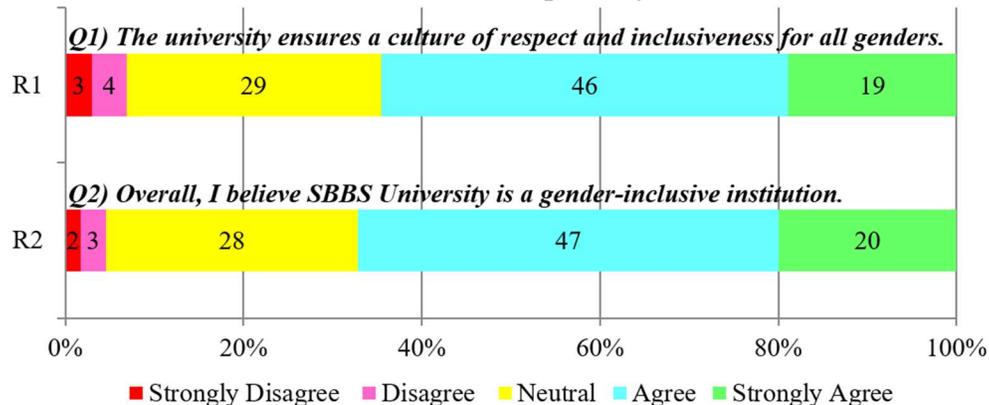
Section C: Teaching and Learning



Section D: Opportunities and Participation



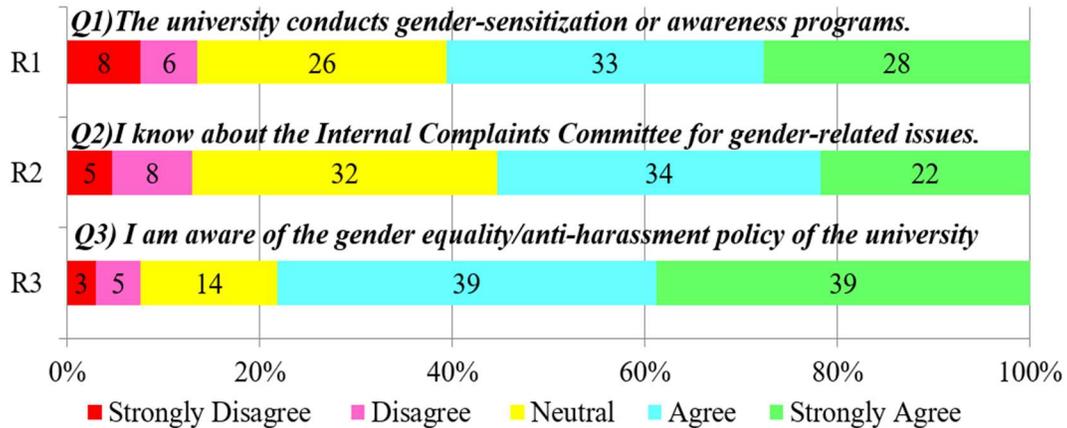
Section E: Overall Perception by Students



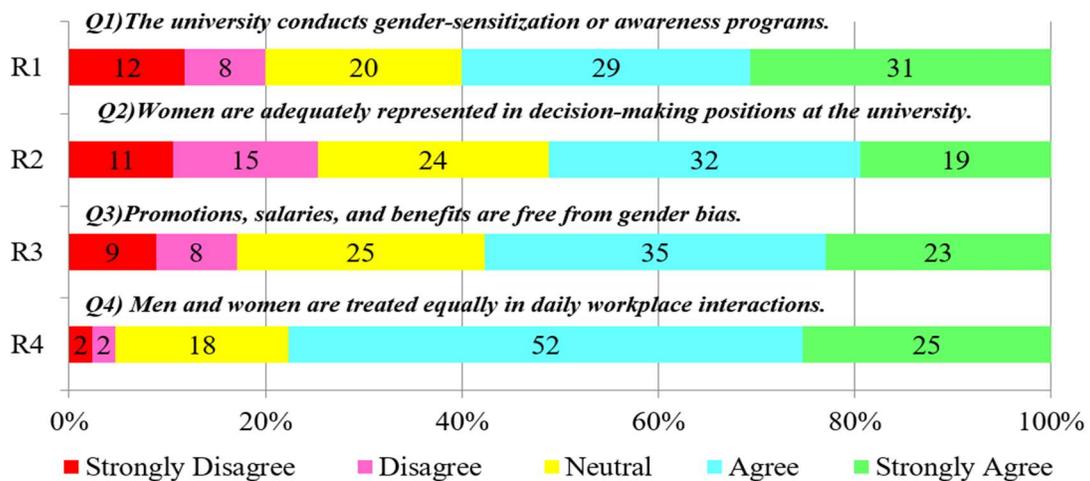
Questionnaire for Faculty Members

Section A: Awareness and Policies
Q1) The university conducts gender-sensitization or awareness programs.
Q2) I know about the Internal Complaints Committee for gender-related issues.
Q3) I am aware of the gender equality/anti-harassment policy of the university
Section B: Workplace Environment
Q1) The university conducts gender-sensitization or awareness programs.
Q2) Women are adequately represented in decision-making positions at the university.
Q3) Promotions, salaries, and benefits are free from gender bias.
Q4) Men and women are treated equally in daily workplace interactions.
Section C: Professional Growth
Q1) Male and female staff are given equal opportunities for professional development (workshops, training, conferences).
Q2) Female faculty are encouraged and supported in research and publications as much as male faculty
Q3) Women staffs are encouraged to take on leadership and administrative roles.
Section D: Institutional Support
Q1) The institution actively promotes gender equity in all aspects of its functioning
Q2) There is zero tolerance for harassment and gender discrimination at this university
Q3) University policies support work–life balance equally for men and women
Section E: Overall Perception
Q1) The culture of the university is inclusive and respectful to all genders
Q2) Overall, I believe SBBS University is committed to gender equality.

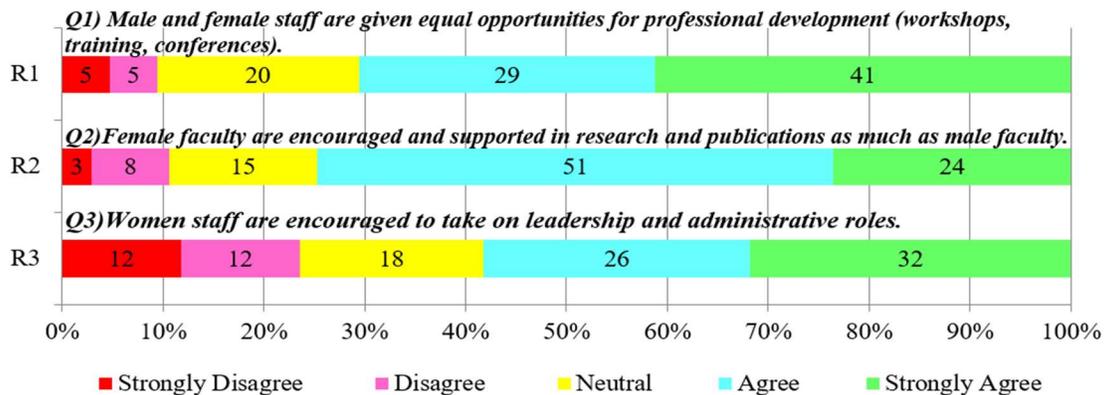
Section A: Awareness and Policies



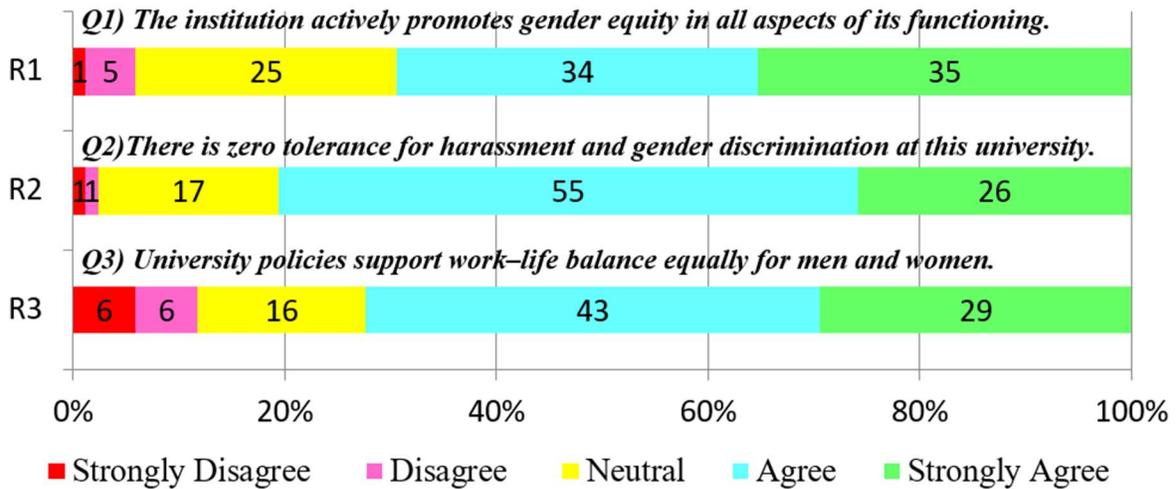
Section B: Workplace Environment



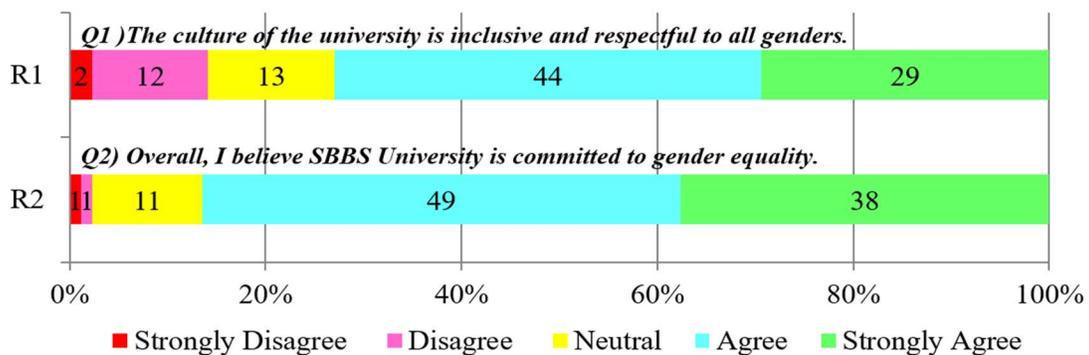
Section C: Professional Growth



Section D: Institutional Support



Section E: Overall Perception by Faculty Members



Section-Wise Scoring

Faculty Members			Students	
Section	Criteria	Score	Criteria	Score
A	Awareness and Policies	4.0	Awareness & Policies	4.2
B	Workplace Environment	3.8	Campus Environment	4.6
C	Professional Growth	4.0	Teaching & Learning	4.4
D	Institutional Support	4.2	Opportunities & Participation	4.4
E	Overall Perception	4.6	Overall Perception	4.6
Average score per section		4.1		4.4
Overall Gender Inclusivity Index of University – 4.3				
Overall Perception: Good gender equality practices need to maintain and improve				

The overall analysis of audit indicates that SBBS University demonstrates strong gender inclusivity across both faculty and student perspectives. Students rated all sections slightly higher, with an overall average of 4.4 compared to faculty's 4.1, reflecting a more positive perception among learners. The highest ratings in both groups were for 'Overall Perception' (4.6), signifying a general satisfaction with gender equality efforts. Faculty highlighted 'Institutional Support' (4.2) as a key strength, while students appreciated the 'Campus Environment' (4.6). With an Overall Gender Inclusivity Index of 4.3, the university reflects commendable progress, though continuous efforts are needed to sustain and enhance gender equality practices. These findings affirm that the university is progressing well toward gender equity benchmarks. However, to achieve excellence, continued initiatives such as gender-sensitization workshops, transparent grievance redressal mechanisms, and inclusive policy reviews are essential to further strengthen and sustain an equitable academic and workplace culture.

13. CONCLUSION

The Gender Audit of SBBS University comprehensively affirms the institution's sustained commitment to gender equity, inclusiveness, and holistic institutional development. The audit findings demonstrate that gender perspectives are effectively integrated across academic planning, administrative governance, infrastructure development, student support systems, and community engagement.

13.1 Academic Excellence

The University's emphasis on academic excellence, research orientation, and continuous curriculum upgradation contributes significantly to equitable access to quality education, aligning with Sustainable Development Goal 4 (SDG-4): Quality Education. Transparent governance structures and the meaningful participation of women in leadership and decision-making roles reflect strong alignment with SDG-5: Gender Equality, particularly in promoting women's leadership and institutional empowerment.

13.2 Administrative Efficiency

The University demonstrates transparency, accountability, and inclusiveness in its governance. Women occupy important administrative positions such as Deans, Directors, and Committee Members, which reflects the institution's commitment to gender-inclusive leadership. Alumni engagement, extension activities, and youth festivals further strengthen the University's reach and enhance its reputation as a participative and progressive academic institution.

13.3 Infrastructure and Facilities

Enhanced infrastructure, women-friendly facilities, and safety mechanisms such as the Internal Committee, helpline services, and sensitization programmes underscore the University's commitment to creating a safe, inclusive, and supportive campus environment. These measures contribute to SDG-3: Good Health and Well-Being and SDG-9: Industry, Innovation and Infrastructure, by ensuring safe learning spaces and access to modern educational resources.

13.4 Women's Empowerment and Safety

The University has taken proactive steps to ensure women's safety and empowerment. Measures such as the establishment of an Internal Committee, launch of a women's toll-free

helpline, and sensitization programs reflect a strong institutional commitment. Female students have also excelled in cultural, sports, and co-curricular fields, notably winning recognition in the Khelo India University Games 2023, which demonstrates the institution's success in encouraging women to excel in all spheres.

13.5 Student Development and Co-Curricular Activities

The audit highlights that the University provides ample opportunities for students to participate in cultural events, youth festivals, and sports activities. These platforms nurture leadership qualities, confidence, and teamwork. Students' achievements in inter-university competitions, yoga, and fine arts indicate that the University focuses on holistic growth beyond academics.

13.6 Community and Social Responsibility

The active participation and achievements of female students in academics, sports, cultural activities, and national-level competitions highlight the success of institutional efforts toward women's empowerment and holistic student development. Community outreach through NSS, extension activities, and alumni engagement further reinforces the University's role in social upliftment and inclusive growth, aligning with SDG-10: Reduced Inequalities and SDG-11: Sustainable Communities.

13.7 Overall Conclusion

Overall, the Gender Audit concludes that SBBS University has established a robust, gender-responsive ecosystem that promotes equity, dignity, safety, and opportunity for all stakeholders. With its progressive policies, inclusive practices, and alignment with national priorities and global Sustainable Development Goals, the University is well-positioned to further strengthen its contributions toward academic excellence, social responsibility, and sustainable development.



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