



Sheila Raheja
Institute of
Hotel Management

Affiliated to the University of Mumbai

GENDER AUDIT REPORT
ACADEMIC YEAR
2022-23

SHEILA RAHEJA INSTITUTE OF HOTEL MANAGEMENT

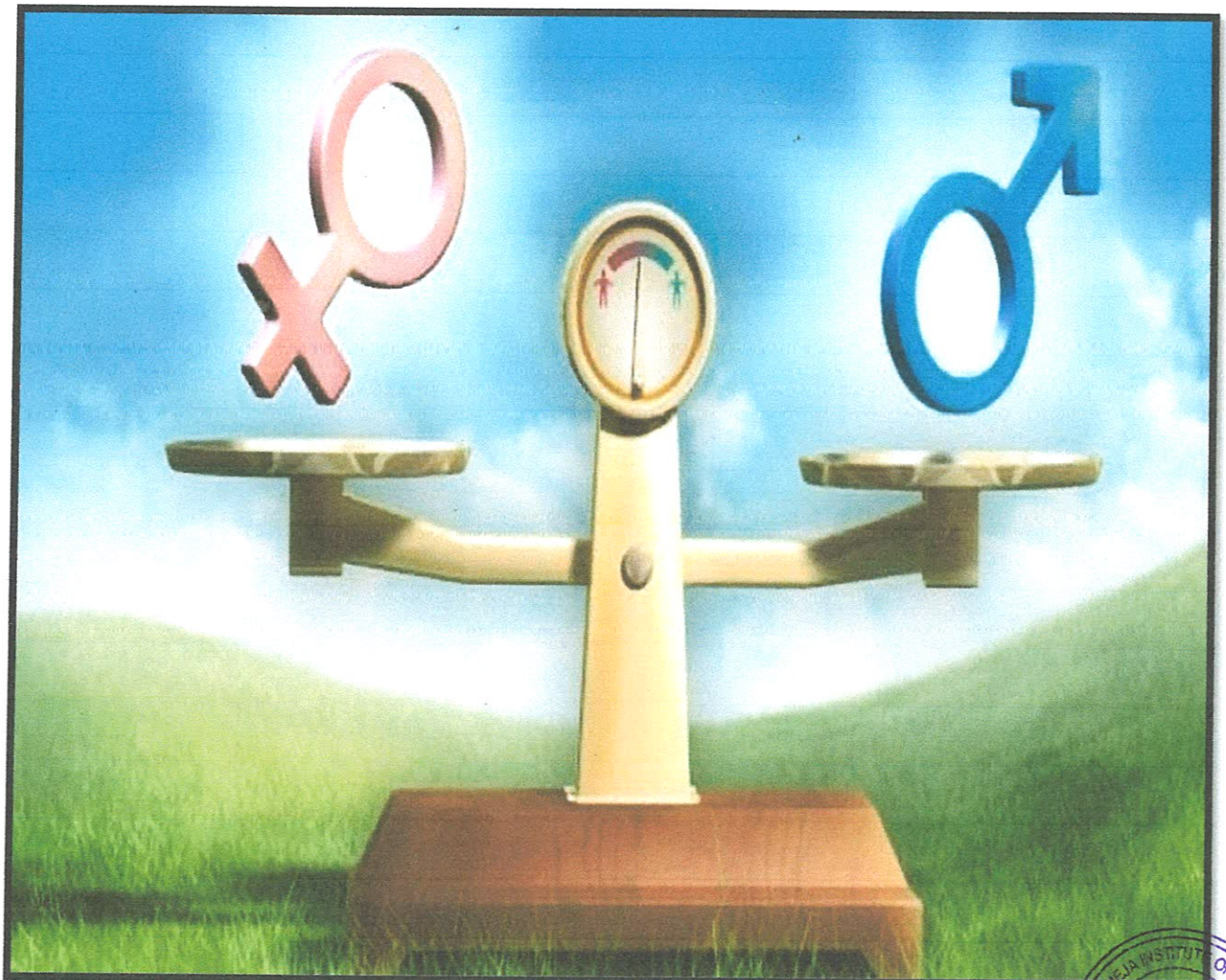




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ABOUT SHEILA RAHEJA INSTITUTE OF HOTEL MANGEMENT (SRIHM)

Our roots in the field of Education trace back to 1952 with the foundation of “The Bombay Suburban Art and Craft Education Society” (Society), under the aegis of which the College Sheila Raheja Institute of Hotel Management is managed and operated.

Sheila Raheja Institute of Hotel Management (SRIHM) established in the year 2013 is the latest initiative of the Society, an effort that has gone a long way in creating career professionals for the booming hospitality sector.

Affiliated to the University of Mumbai, the college currently offers the B.Sc. (Hospitality Studies) programme which prepares students for all the core operational areas of the Hospitality Industry and the B.A. (Culinary Art) programme which is for students who wish to wholly focus on becoming Chefs.

SRIHM is among the most preferred colleges in the city of Mumbai for Hospitality Academics. The college provides Education of the highest standard with trained, qualified and motivated faculty facilitating learning in a vibrant & conducive atmosphere. To train students in the significantly hands-on world of hospitality the college has a virtual hotel within its premises, an unparalleled Infrastructure of Kitchens, Restaurants, Bars and Guest room with state-of-the-art facilities and equipment that would make a full-fledged hotel envious.

Sheila Raheja Institute of Hotel Management was among the first Hospitality Colleges in the State of Maharashtra to have HACCP compliant Food and Beverage areas. It was awarded the “Best upcoming private Hospitality Academics Institute in Mumbai in the year 2015”. The college is a member of the professional body the Hotel & Restaurant Association (Western India)

The college was the first in the city of Mumbai to offer the prestigious Bachelor of Art (Culinary Art) Degree Programme from the year 2016. As a prelude to their successful career in the hotel and catering industry where skill and knowledge are integral to comprehensive management, the Institute provides a vibrant learning environment through its innovative hotel and culinary courses. Its strong and functional industry partnerships enhance learner skills and knowledge thus enabling excellence.





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Vision

“To be the preferred Institution of choice for hospitality education aligning with dynamic needs of the hospitality Industry”.

Mission

- Empower the current generation of hospitality learners to develop into future industry leaders.
- Create a vibrant learning environment through innovative academic pedagogy.
- Craft functional industry partnerships to enhance learner skills and knowledge, thus enabling excellence.





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Gender Sensitization at SRIHM

Gender sensitization is the process of teaching and creating awareness regarding gender equality and altering the behavior and perceptions that people have about their own and other genders. In other words, it is the process of making people aware of gender equality to eliminate gender discrimination.

The role of every educational institute is to educate the new generation and make them responsible citizens of the nation. At SRIHM we not only strive to create responsible Chefs, Food & Beverage service providers, Front Office personnel, and Good Housekeepers but also groom our students to become future leaders. To create good citizens and leaders it is necessary to instill right values in the students.

The concept of gender equity refers to "fairness of treatment for women and men, according to their respective needs". This includes equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities. The aim of gender equity policy is to ensure that: Women and men enjoy the same opportunities, rights and obligations in all areas of life. Everyone, regardless of gender, has the right to work and support themselves. They can all irrespective of their gender, balance their careers and family life.

The process of gender sensitization begins at the time of admission, where admissions are given purely on merit basis. Every student gets an equal opportunity to contest themselves for elections be it for the positions of President, General Secretary or Class Representative. Every student is given fair chance to go for on the job training, campus interviews and to enter any inter-collegiate competition.

The college has provided separate changing rooms and washrooms for male and female students and faculty. Sanitary Napkin vending machines are placed in the women's washrooms on the fifth and sixth floor.

From security point of view the classrooms, kitchens, and the corridors, and the elevators are under CCTV surveillance. Male and female security guards are appointed for the safety of the students.

Active Anti-Ragging Committee, Grievance and Internal Complaints Committee is functional to address any student related issues. Online Grievance Redressal software purchased by college and available on the website for students to address their grievances. Nirbhaya Complaint box fixed on the ground floor of the campus so that the girls can put their grievances.

A certified Counsellor is available in college on certain days of the week, for students having





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any issues, Dr. on-call available for any emergency. Gymnasium facilities are available for students. Aids awareness workshop has been conducted for the students.

Self-defence workshop has been conducted for the female students.

Every committee in the college has a balanced equilibrium of male and female faculty members and students.





INTRODUCTION TO GENDER AUDIT

Gender Audit is an evaluative process that analyzes the current state of gender equality within an organization, pinpointing prominent gender biases. This comprehensive assessment delves into various facets, including the status of gender equality in policy and decision-making structures, organizational culture, and processes. It also involves capturing staff perceptions, understanding, and behaviors related to gender issues.

A Gender Audit also extends its evaluation to assess the integration of the gender perspective in academic policies and programs, study curricula, and the management of work and staff well-being. Ultimately, the Gender Audit paints a detailed picture of the existing situation from a gender perspective.

Its objectives are as follows:

1. Understand Current Practices: Gain insight into the organization's current practices and situation from a gender perspective, identifying both gaps and strengths.
2. Collect Comprehensive Data: Gather qualitative and quantitative data for subsequent analysis.
3. Establish a Baseline: Create a baseline that serves as the foundation for designing the Gender Equality Plan.
4. Build Awareness: Foster a common awareness and understanding within the organization. This collective understanding is crucial for the successful implementation of the Gender Equality Plan in the future.

The process of Gender Audit was conducted in our college in following ways:

1. Power Point Presentation.
2. Awareness through lectures and interactive sessions with the students and staff.
3. Sending students for competitions.
4. Awareness in students and staff members through circulating questionnaire about their safety and security in the college premises.

At SRIHM we aspire to cultivate, attract, and retain a workforce that is attuned to gender sensitivity. This dedicated staff, in turn, aims to foster improved relationships between men and women within the community. The goal is to mold our students into responsible citizens, contributing positively to the development of our nation.





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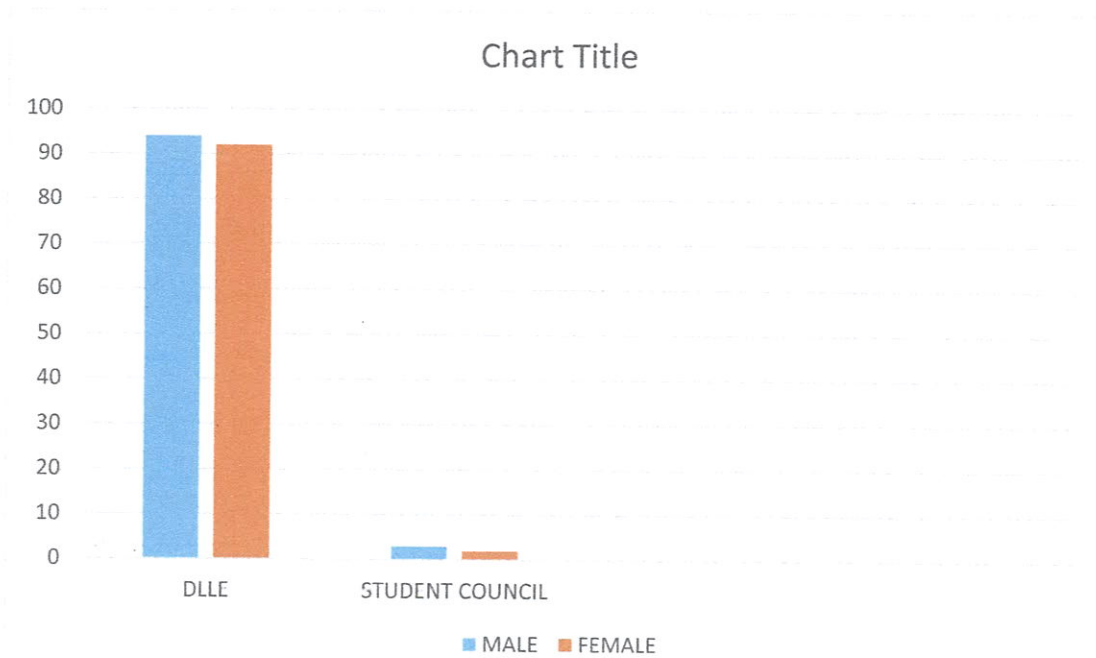
At SRIHM we aspire to cultivate, attract, and retain a workforce that is attuned to gender sensitivity. This dedicated staff, in turn, aims to foster improved relationships between men and women within the community. The goal is to mold our students into responsible citizens, contributing positively to the development of our nation.





Details of DLLE & Student Council Data for the Academic Year 2022-23

DETAILS	MALE	FEMALE	TOTAL
DLLE	94	92	186
STUDENT COUNCIL	<u>3</u>	<u>2</u>	<u>5</u>





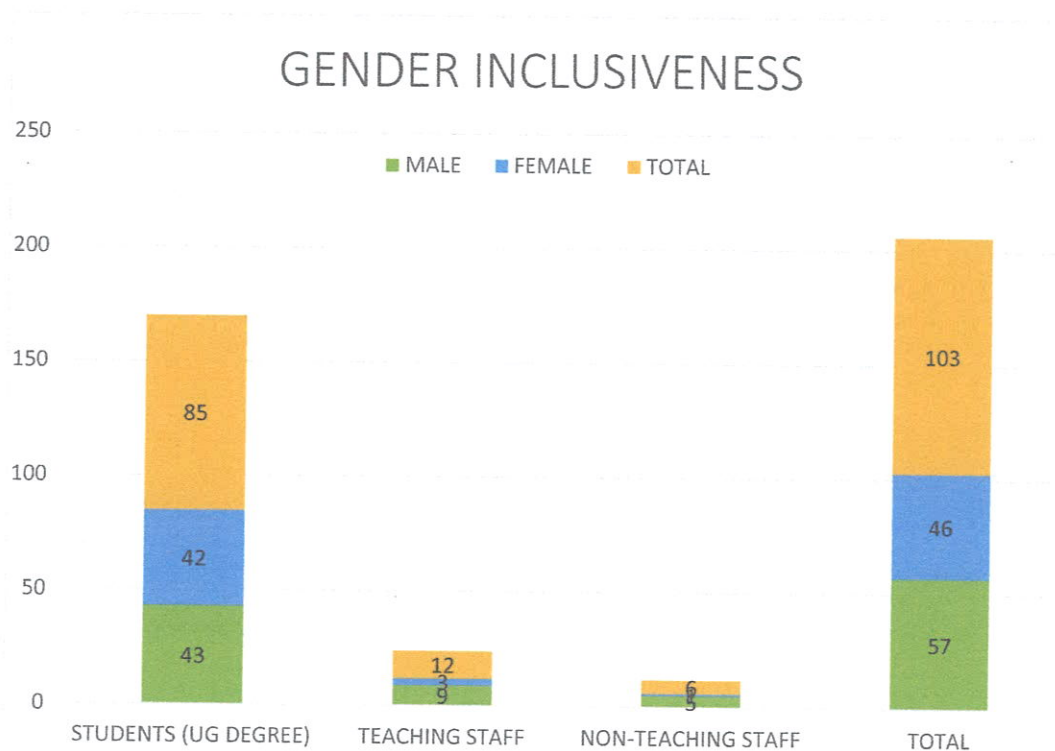
GENDER AUDIT- SURVEY AND ANALYSIS

Gender Audit Survey was conducted and the responses received are as follows: -

Details of the Gender Audit Survey 2022-23

PARTICULARS	MALE	FEMALE	TOTAL
STUDENTS (UG DEGREE)	43	42	85
TEACHING STAFF	09	03	12
NON-TEACHING STAFF	05	01	06
TOTAL	57	46	103

CHART 1- GENDER INCLUSIVENESS 2022-23





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ACADEMIC PERFORMANCE
ACADEMIC YEAR 2022-223

SEMESTER I, III, V

F.Y.B.Sc. (HOSPITALITY STUDIES)
SEMESTER I

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	82	40	122
TOTAL PASSED	56	31	87
PASS %	68.29%	77.5%	71.31%

F.Y.B.A.C.A. (CULINARY ART)
SEMESTER I

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	30	32	62
TOTAL PASSED	21	27	48
PASS %	70%	84.38%	77.42%

S.Y.B.Sc. (HOSPITALITY STUDIES)
SEMESTER III (INDUSTRIAL TRAINING)

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	44	20	64
TOTAL PASSED	42	18	60
PASS %	95.45%	90%	93.75%





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S.Y.B.A.C.A. (CULINARY ART)

SEMESTER III

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	34	31	65
TOTAL PASSED	21	22	43
PASS %	61.76%	70.97%	66.15%

T.Y.B.Sc. (HOSPITALITY STUDIES)

SEMESTER V

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	66	51	117
TOTAL PASSED	48	49	97
PASS %	72.72%	96.08%	82.91%

T.Y.B.A.C.A. (CULINARY ART)

SEMESTER V

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	32	28	60
TOTAL PASSED	23	26	49
PASS %	71.88%	92.86%	81.66%





ACADEMIC PERFORMANCE
ACADEMIC YEAR 2022-223
SEMESTER II, IV, VI
F.Y.B.Sc. (HOSPITALITY STUDIES)

SEMESTER II

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	82	40	122
TOTAL PASSED	69	31	100
PASS %	84.15%	77.5%	81.97%

F.Y.B.C.A. (CULINARY ART)

SEMESTER II

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	30	32	62
TOTAL PASSED	20	28	48
PASS %	66.66%	87.5%	77.42%

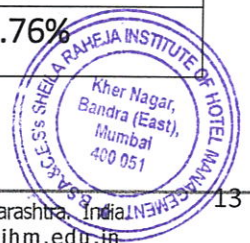
S.Y.B.Sc. (HOSPITALITY STUDIES)

SEMESTER IV

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	81	44	125
TOTAL PASSED	67	39	106
PASS %	82.72%	88.64%	84.8%

S.Y.B.Sc. (HOSPITALITY STUDIES)
SEMESTER IV (INDUSTRIAL TRAINING)

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	41	24	65
TOTAL PASSED	37	22	59
PASS %	90.24%	91.67%	90.76%





S.Y.B.A.C.A. (CULINARY ART)
SEMESTER IV

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	34	31	65
TOTAL PASSED	28	30	58
PASS %	82.35%	96.77%	89.23%

T.Y.B.Sc. (HOSPITALITY STUDIES)
SEMESTER VI

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	66	51	117
TOTAL PASSED	46	50	96
PASS %	69.69%	98.04%	82.05%

T.Y.B.C.A. (CULINARY ART)
SEMESTER VI

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	29	29	58
TOTAL PASSED	27	27	54
PASS %	93.10%	93.10%	93.10%

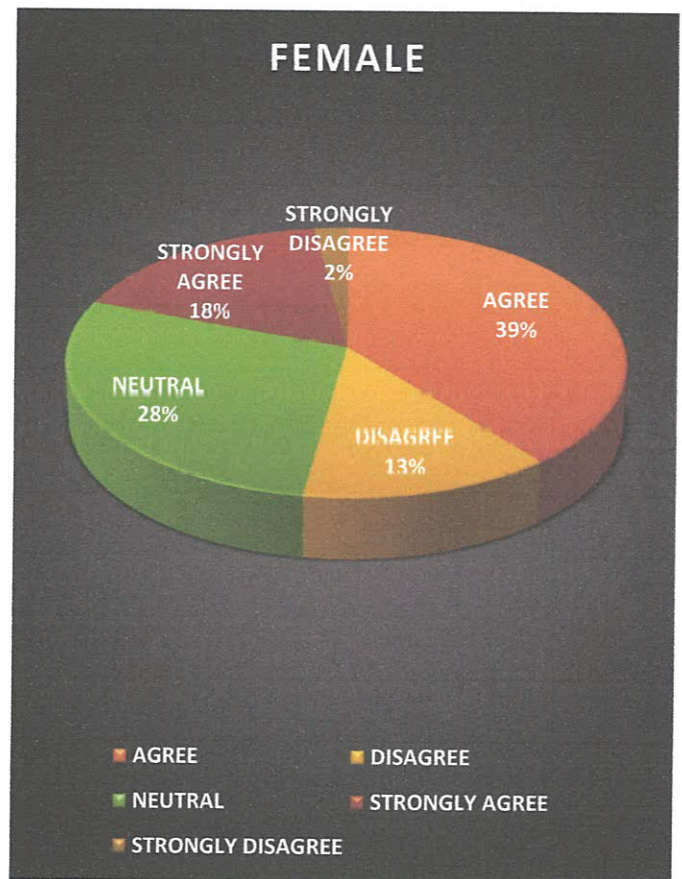
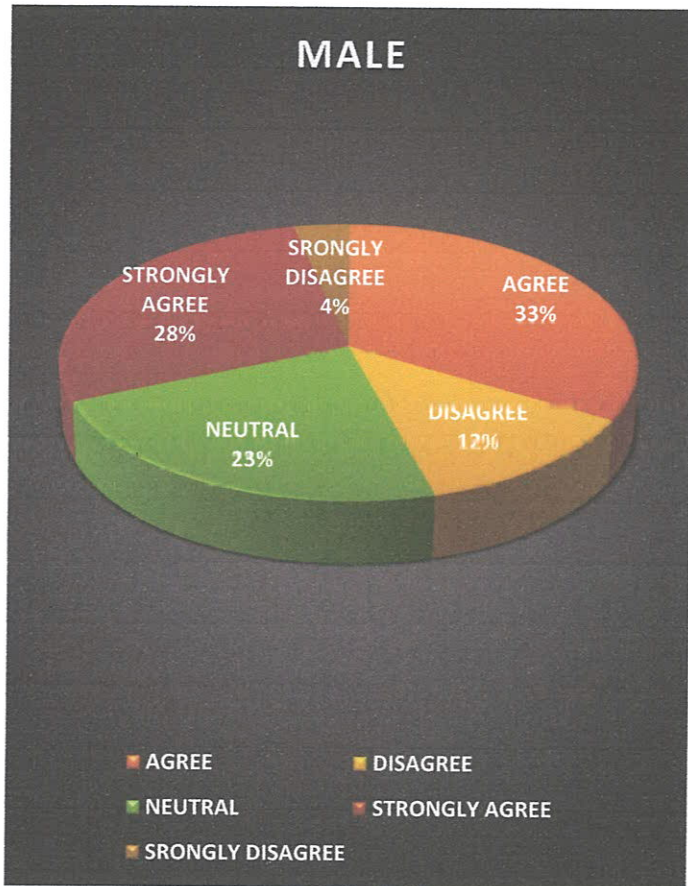




GENDER AUDIT- SURVEY AND ANALYSIS

1. The College conducts gender sensitization programs as a part of its curriculum

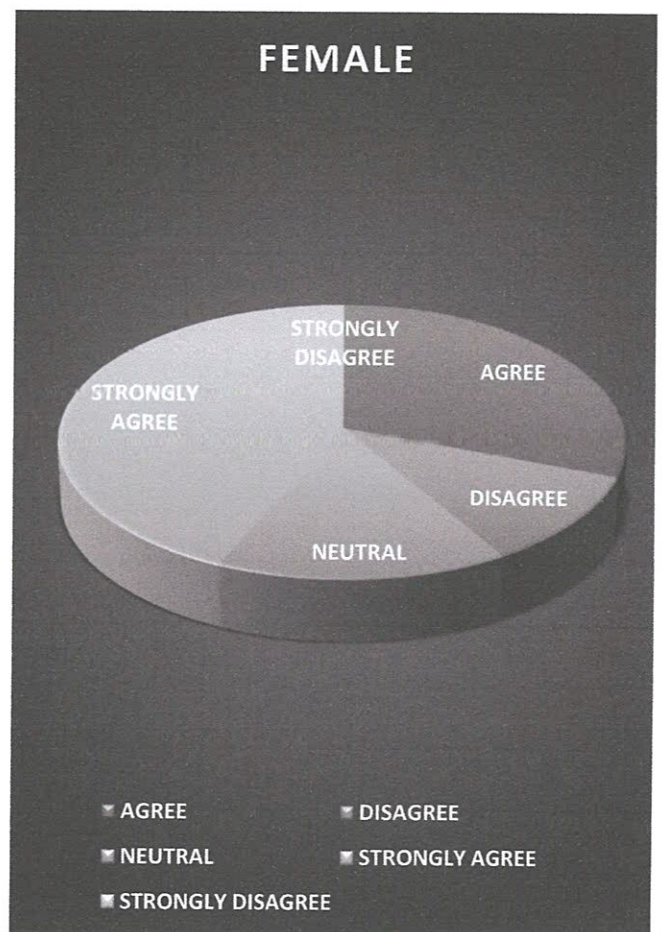
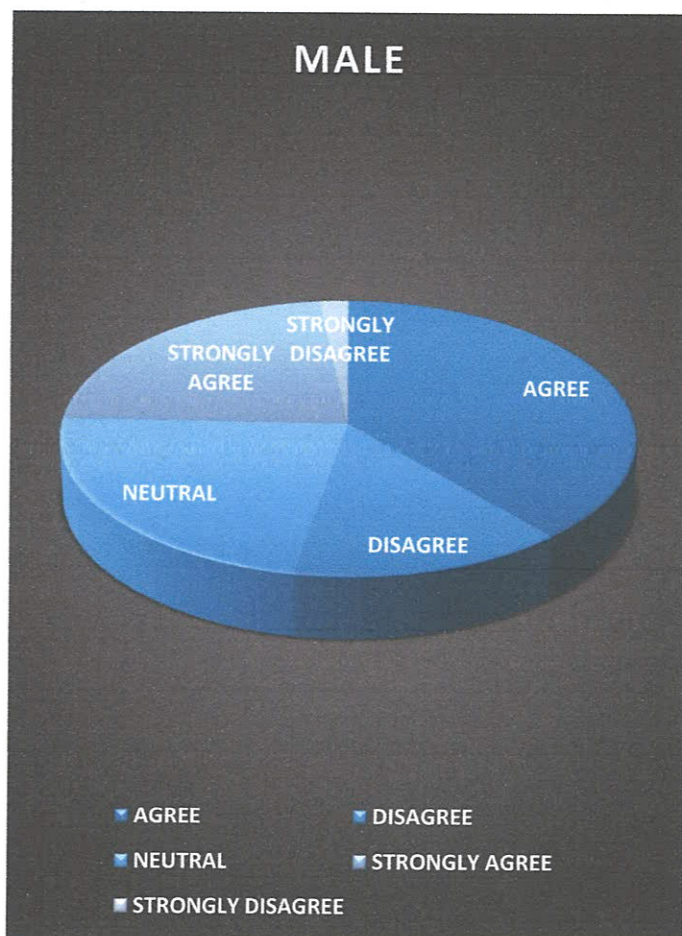
OPTIONS	MALE	FEMALE
AGREE	19	18
DISAGREE	07	06
NEUTRAL	13	13
STRONGLY AGREE	16	08
STRONGLY DISAGREE	02	01





2. The college conducts gender awareness programs, such as awareness of sexual harassment, Laws concerning sexual harassment, respect every gender etc.

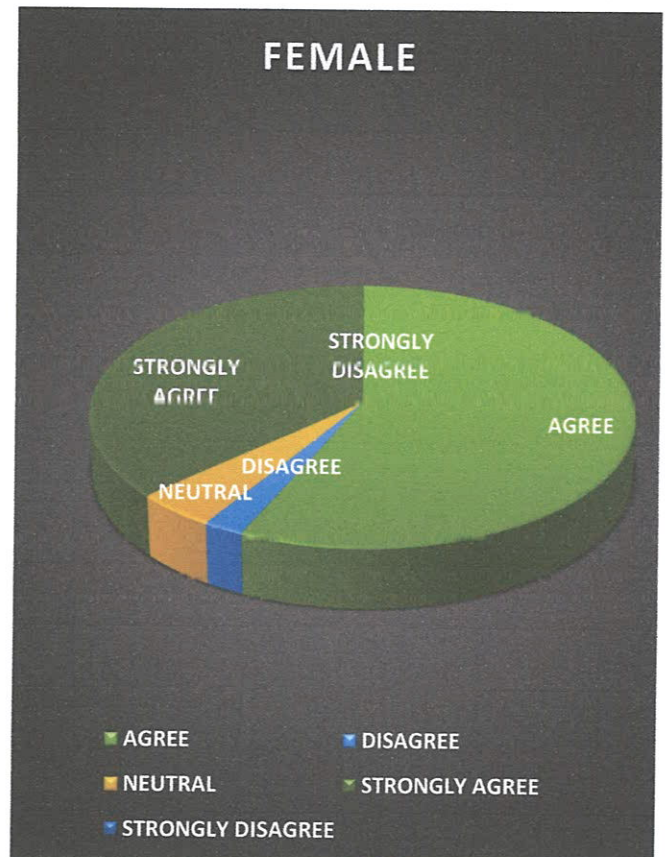
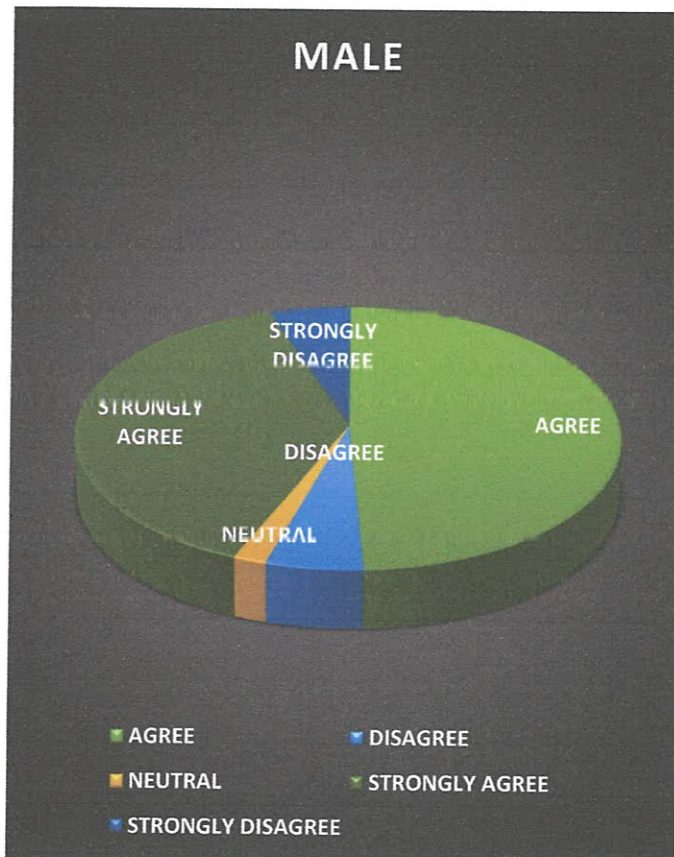
OPTIONS	MALE	FEMALE
AGREE	22	14
DISAGREE	08	05
NEUTRAL	13	07
STRONGLY AGREE	13	20
STRONGLY DISAGREE	01	-





3. Adequate number of toilets are available on each floor of the college campus for students.

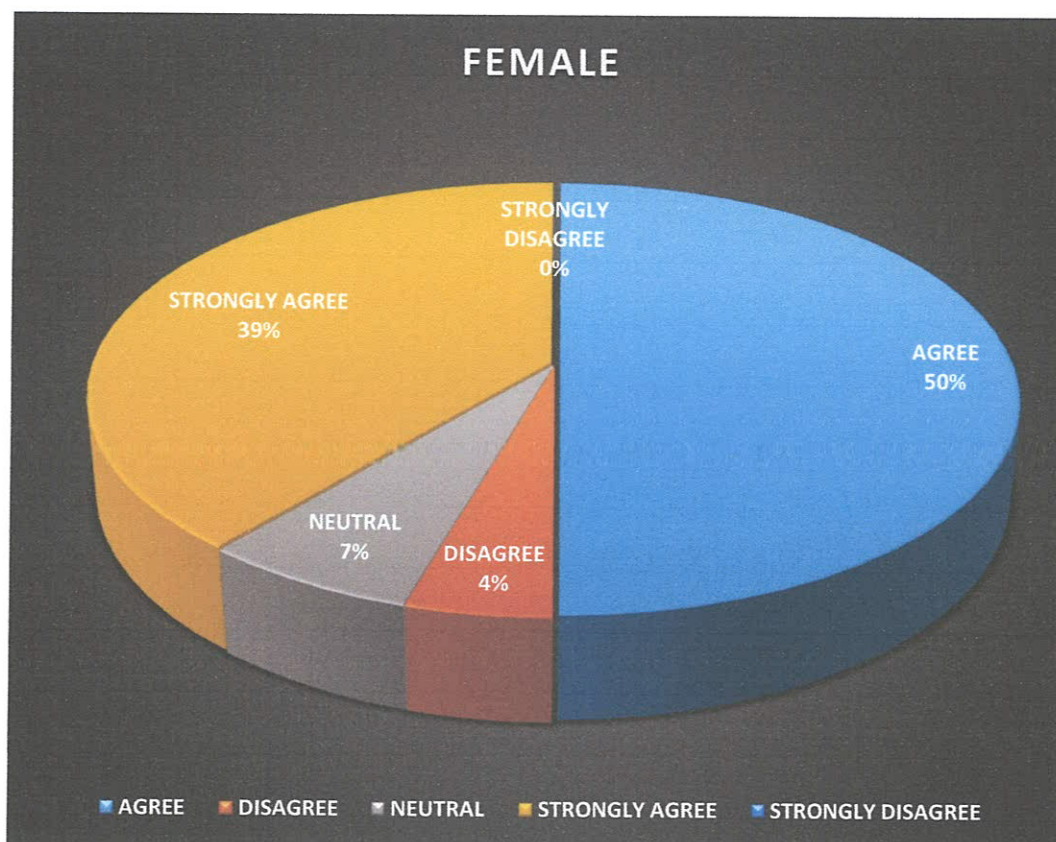
OPTIONS	MALE	FEMALE
AGREE	28	26
DISAGREE	03	01
NEUTRAL	01	02
STRONGLY AGREE	22	17
STRONGLY DISAGREE	03	-





4. ONLY FOR GIRL STUDENTS -- Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins and vending machine are available in the toilet.

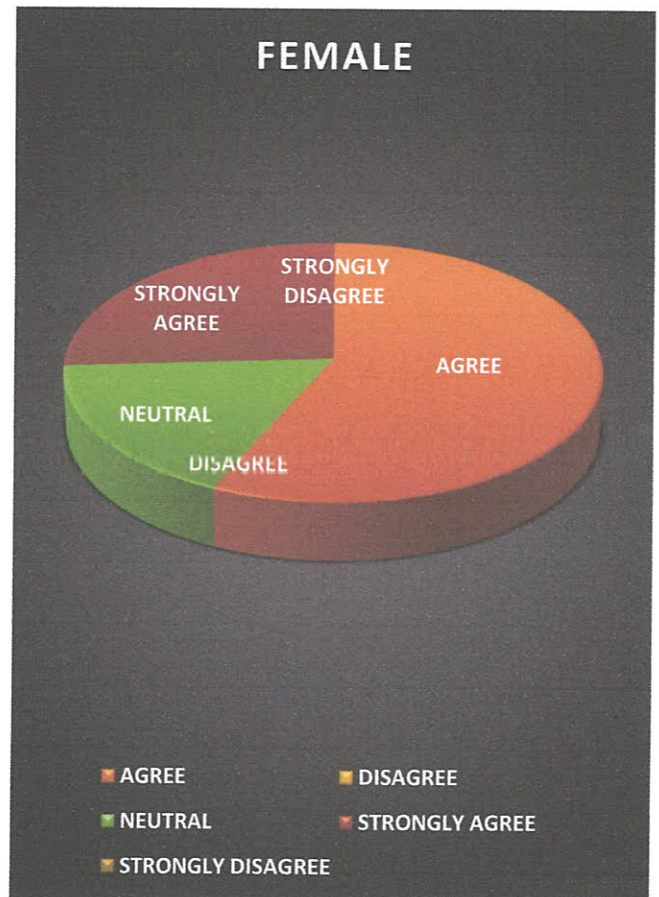
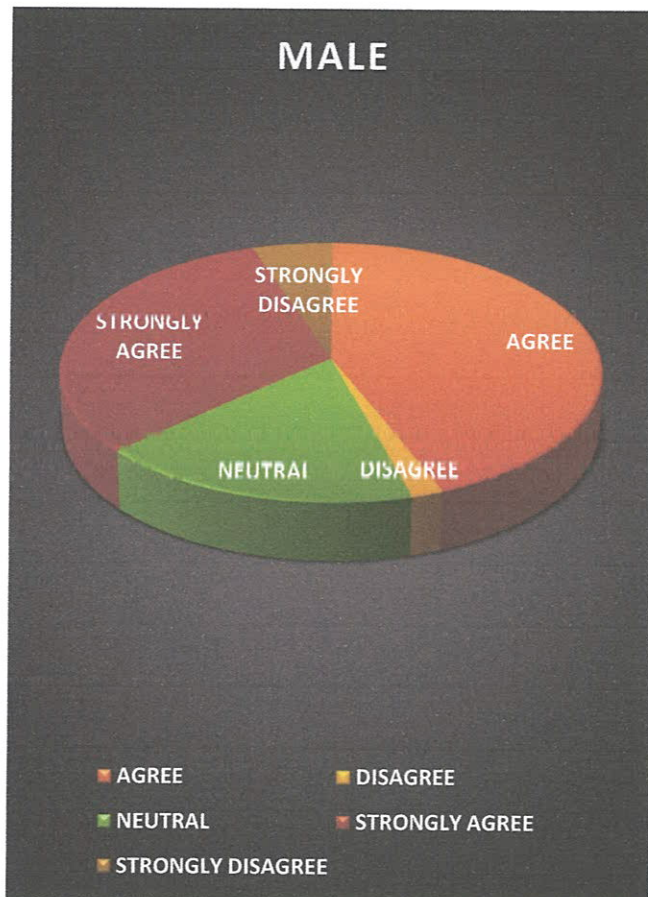
OPTIONS	FEMALE
AGREE	23
DISAGREE	02
NEUTRAL	03
STRONGLY AGREE	18
STRONGLY DISAGREE	-





5. Adequate lighting is available inside the campus during night?

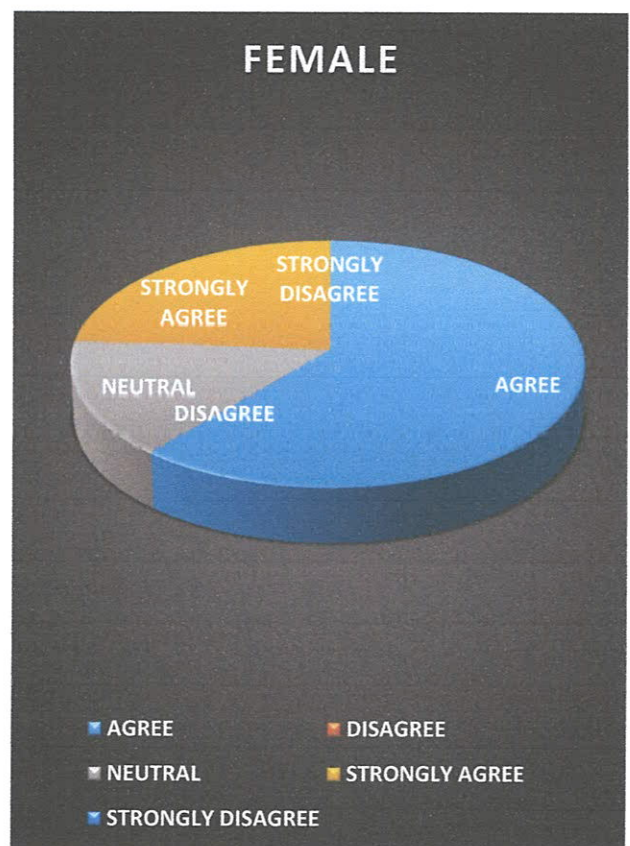
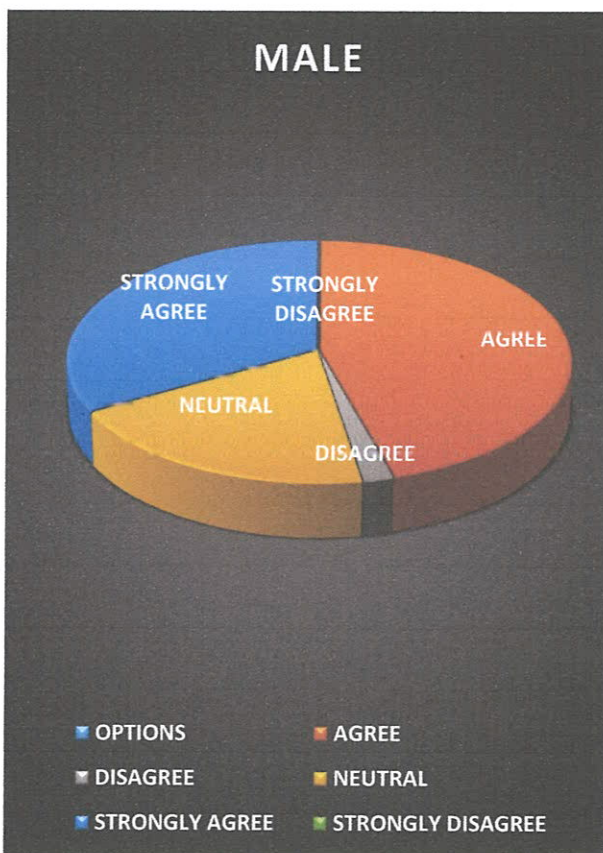
OPTIONS	MALE	FEMALE
AGREE	25	26
DISAGREE	01	-
NEUTRAL	10	08
STRONGLY AGREE	18	12
STRONGLY DISAGREE	03	-





6. Adequate security arrangements have been made in the campus and common areas during day and night.

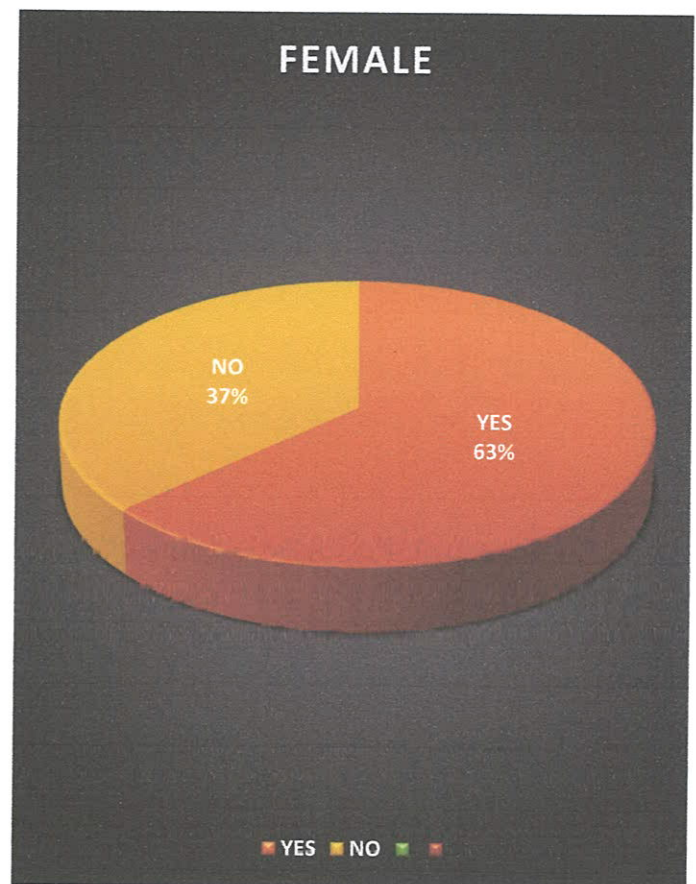
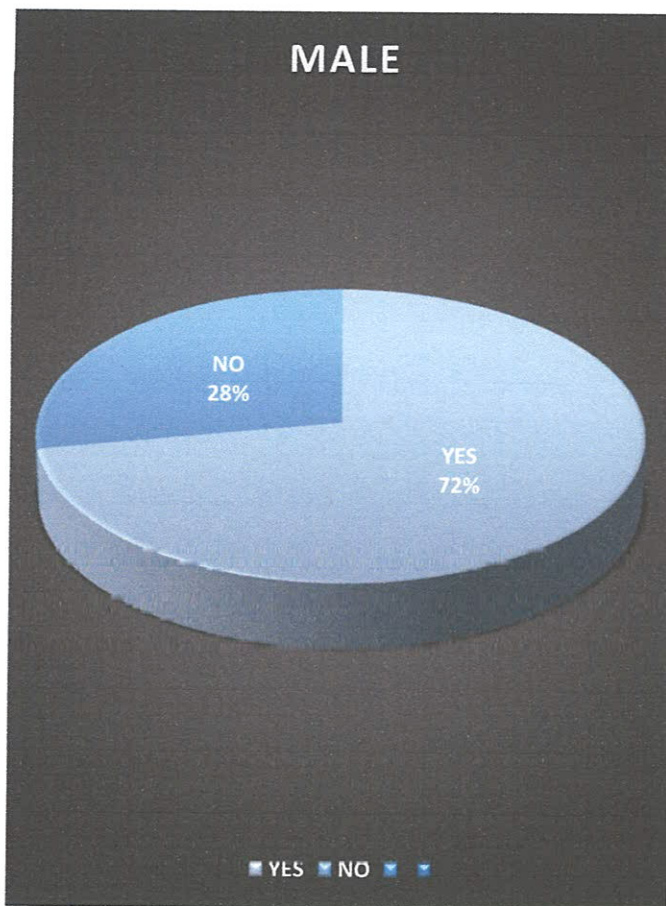
OPTIONS	MALE	FEMALE
AGREE	26	28
DISAGREE	01	-
NEUTRAL	11	07
STRONGLY AGREE	19	11
STRONGLY DISAGREE	-	-





7. Internal Complaints Committee is set up in the college and students are aware about this committee.

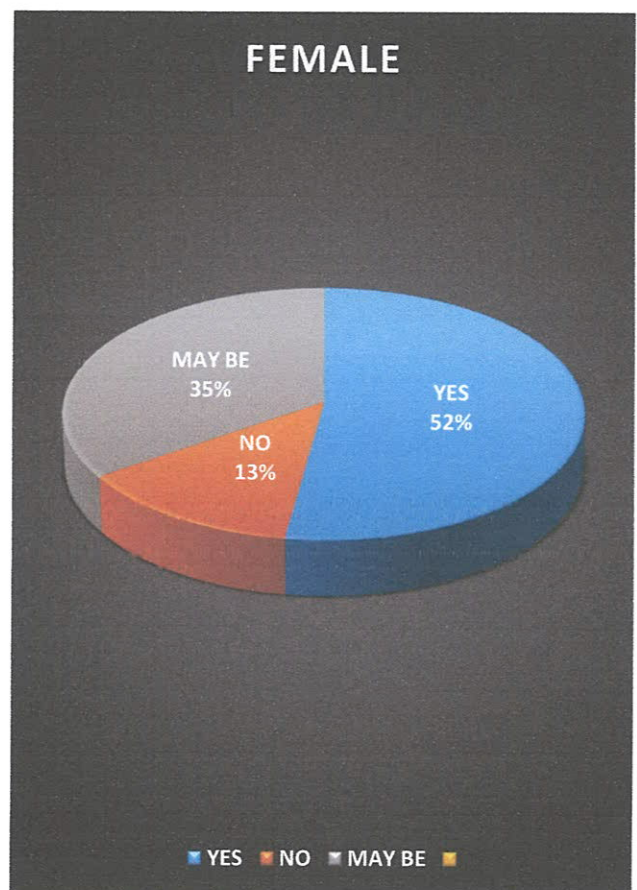
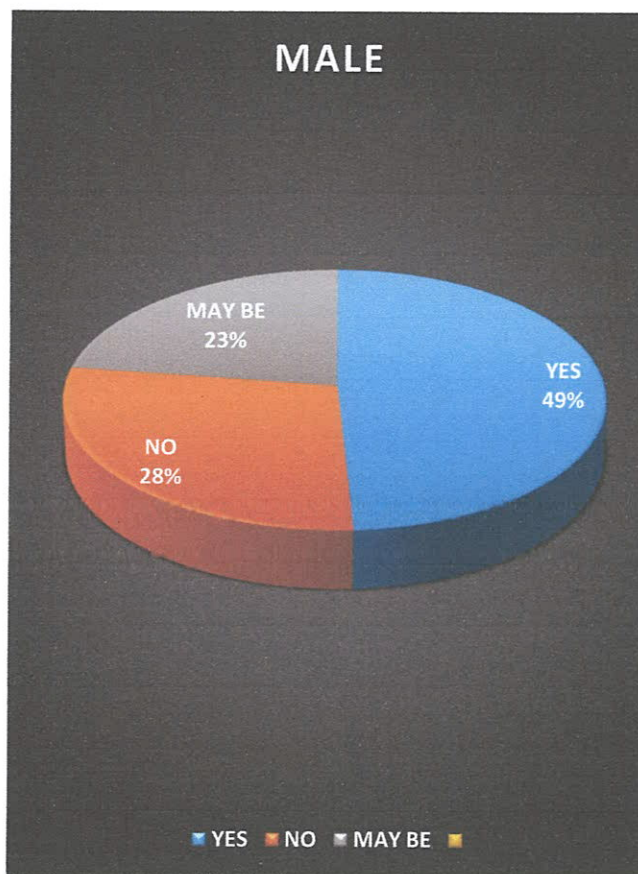
OPTIONS	MALE	FEMALE
YES	41	29
NO	16	17





8. Are you aware about Internal Complaints Committee that deals with sexual harassment issues in your college?

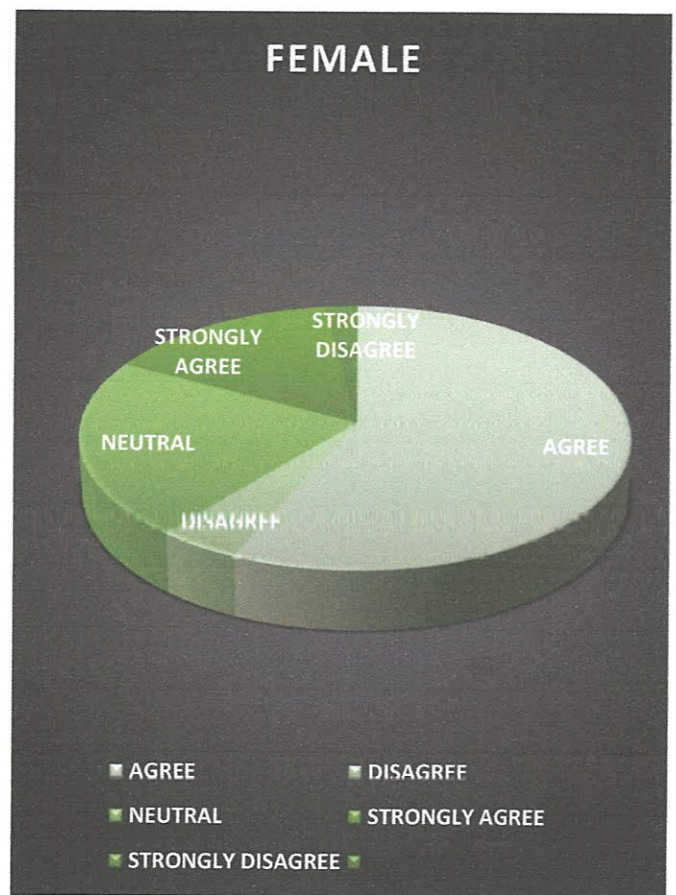
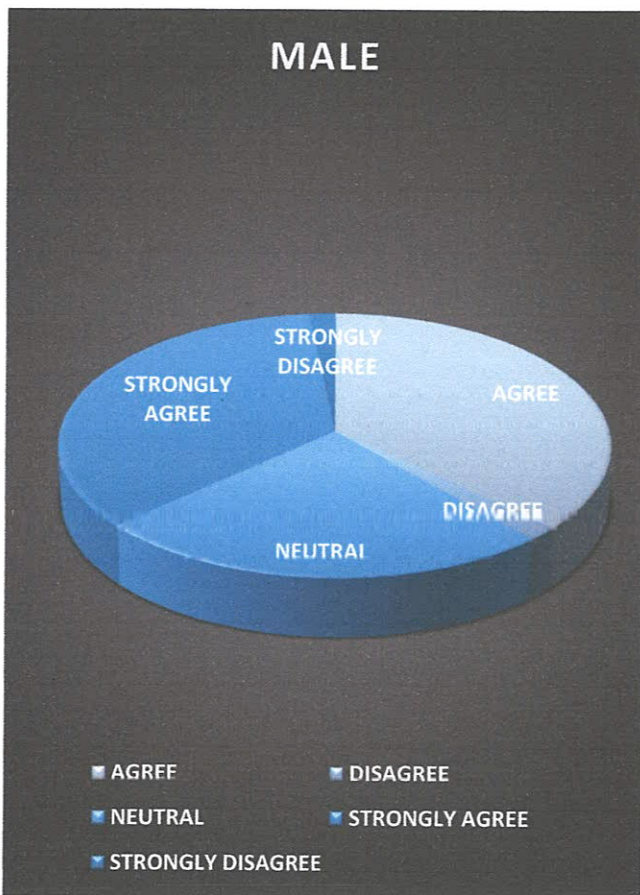
OPTIONS	MALE	FEMALE
YES	28	24
NO	16	06
MAY BE	13	16





9. The Internal Complaints Committee consists of Lady faculty members.

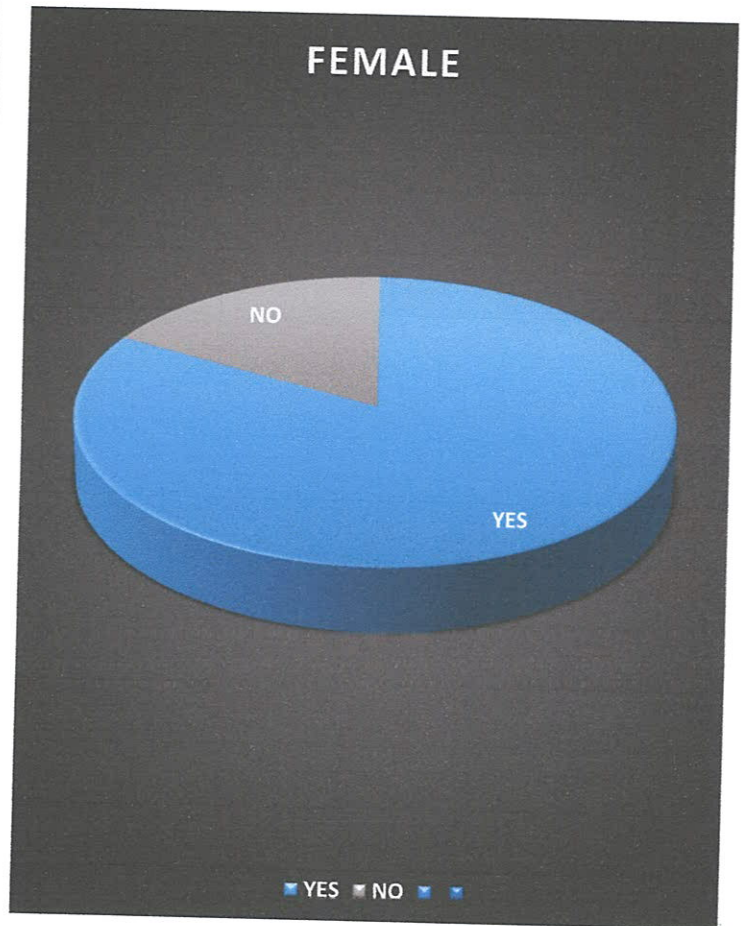
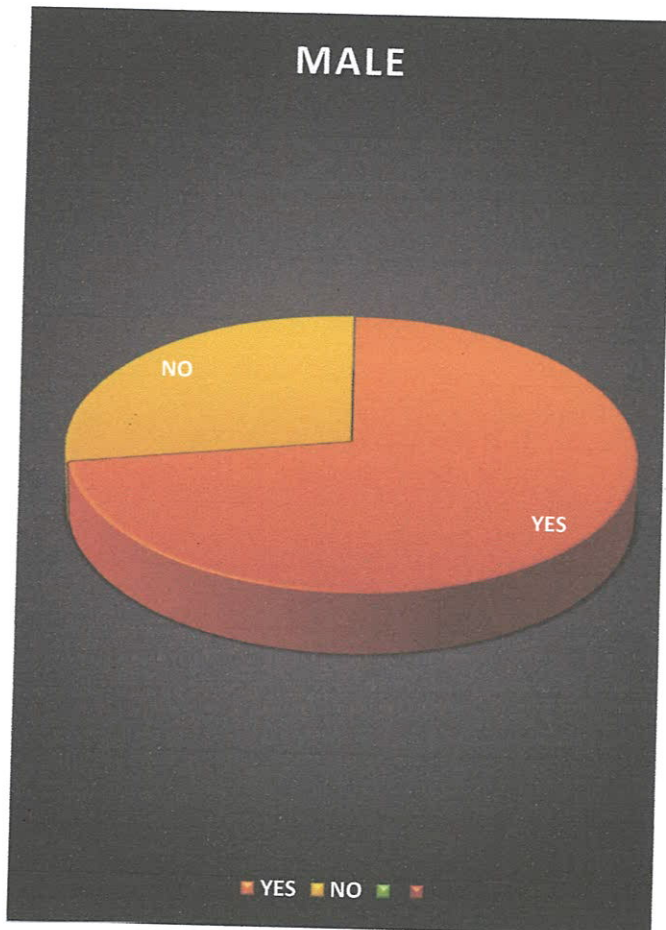
OPTIONS	MALE	FEMALE
AGREE	21	26
DISAGREE	01	02
NEUTRAL	14	10
STRONGLY AGREE	20	07
STRONGLY DISAGREE	01	01





10. A grievance redressal cell is set up in the college.

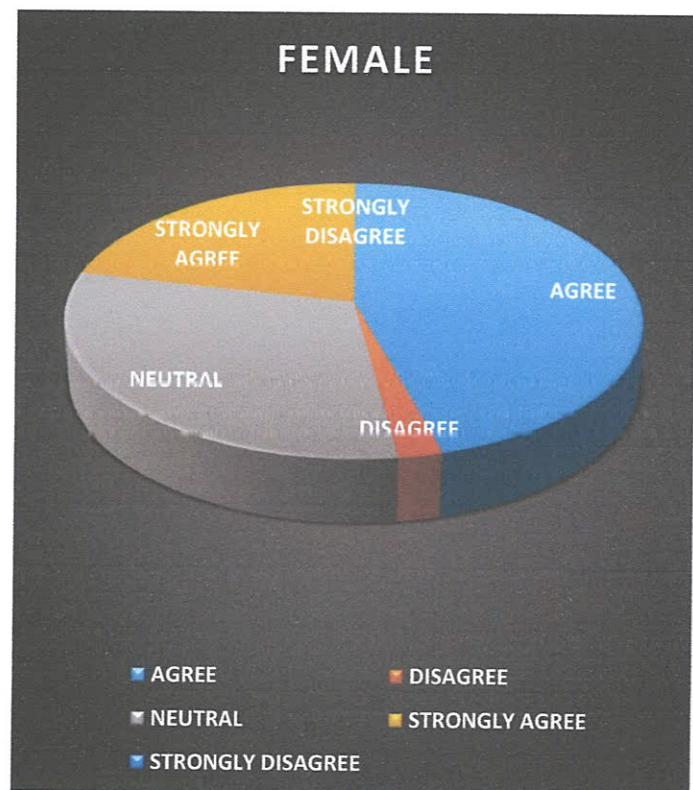
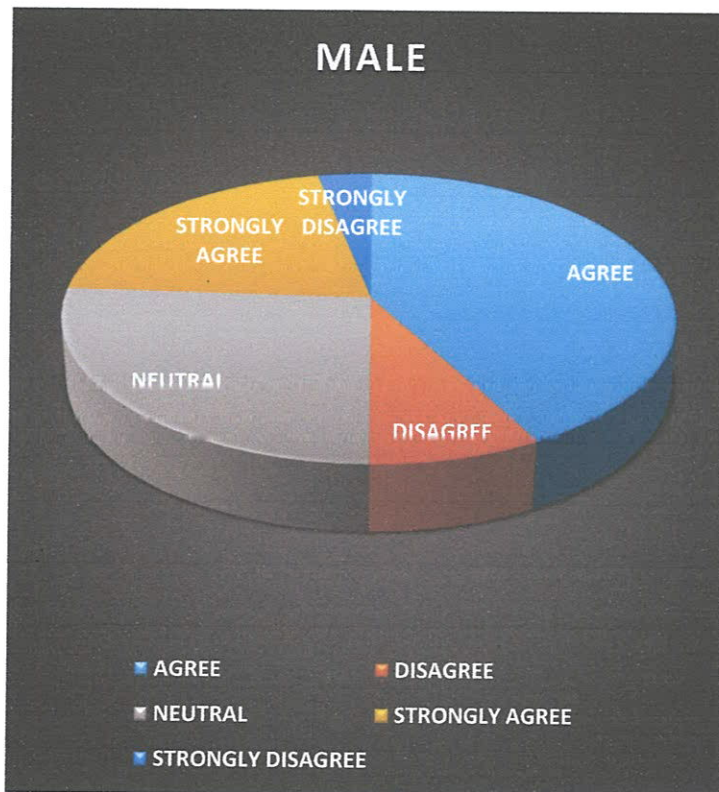
OPTIONS	MALE	FEMALE
YES	41	38
NO	16	08





11. Can you reach out to Internal Complaints Committee for sexual harassment related grievances, if any?

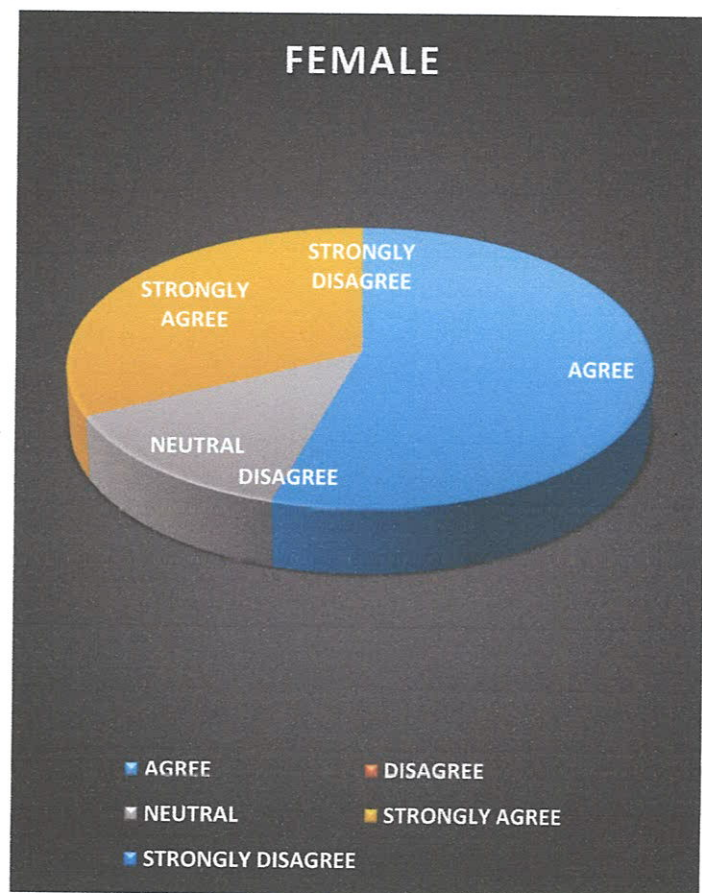
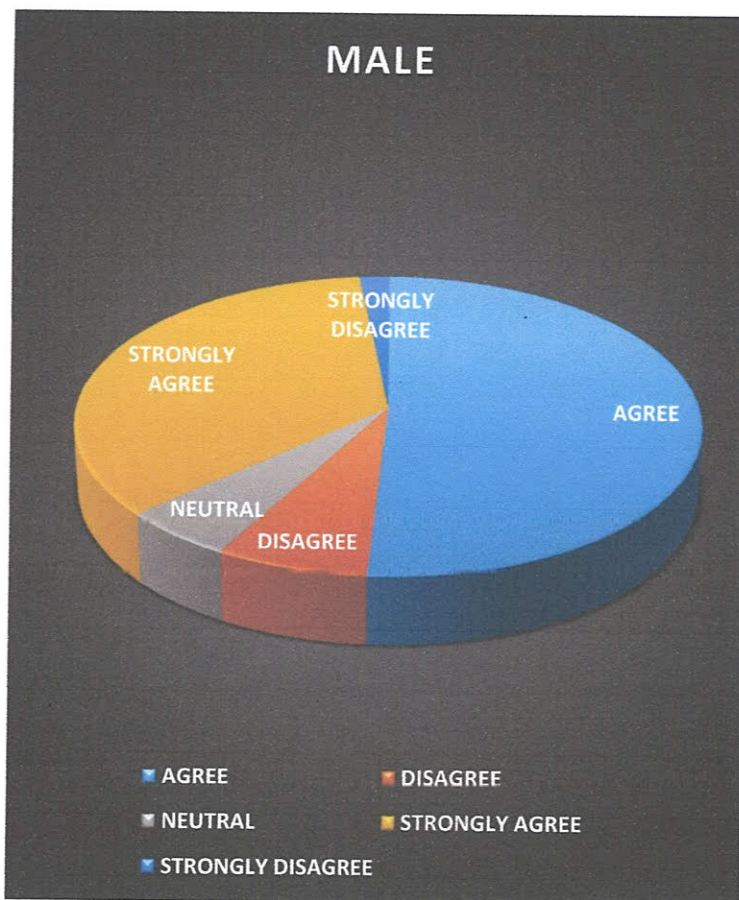
OPTIONS	MALE	FEMALE
AGREE	26	21
DISAGREE	05	01
NEUTRAL	16	14
STRONGLY AGREE	13	10
STRONGLY DISAGREE	02	-





12. The classroom offers equal opportunities to all genders.

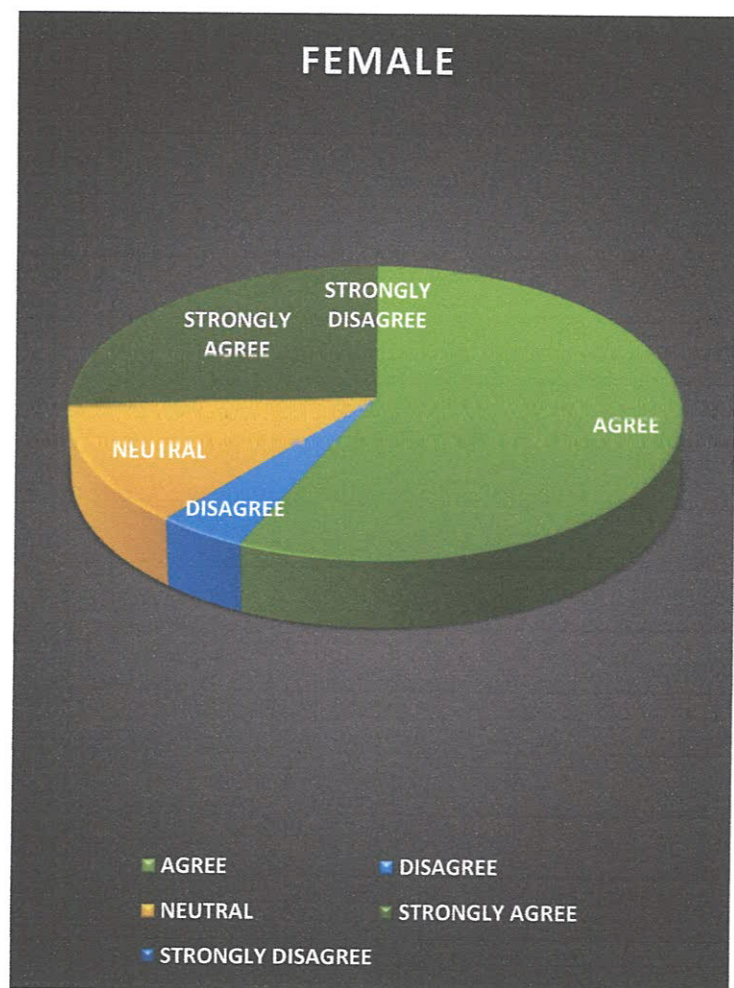
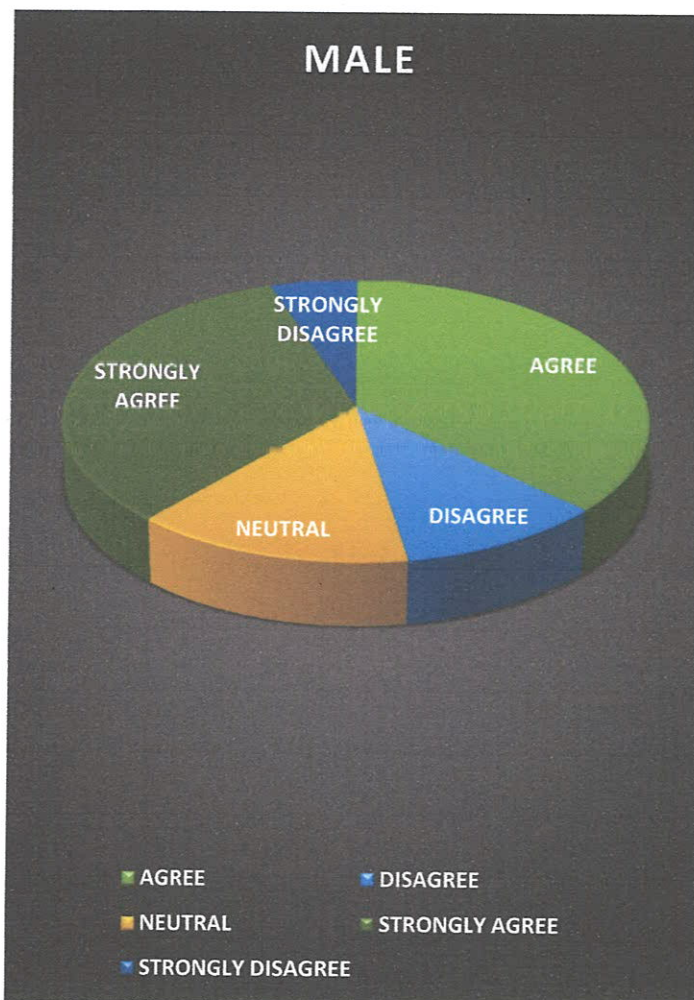
OPTIONS	MALE	FEMALE
AGREE	29	25
DISAGREE	04	-
NEUTRAL	03	06
STRONGLY AGREE	20	15
STRONGLY DISAGREE	01	-





13. The College offers equal opportunities to all genders on sports?

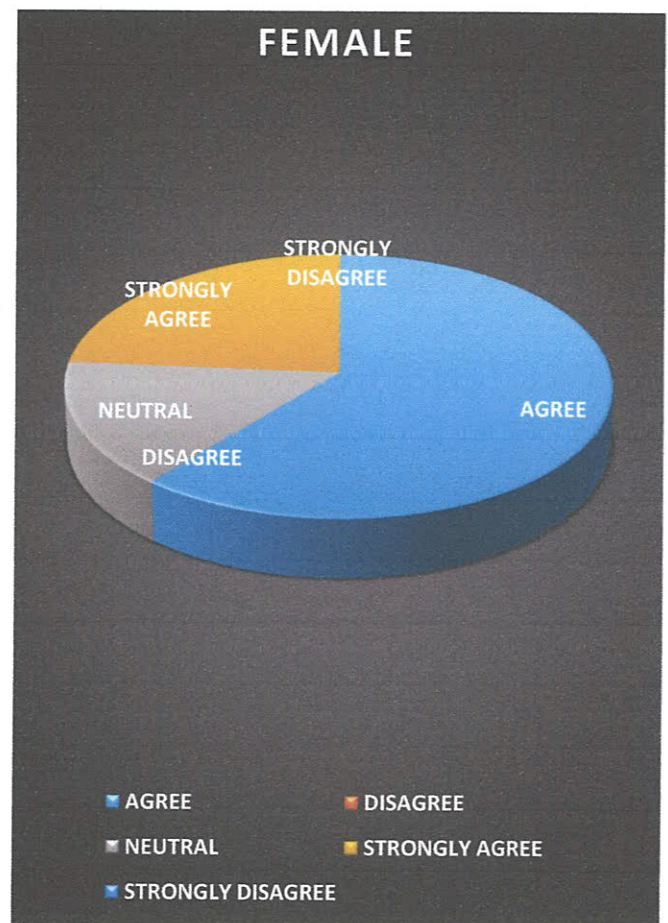
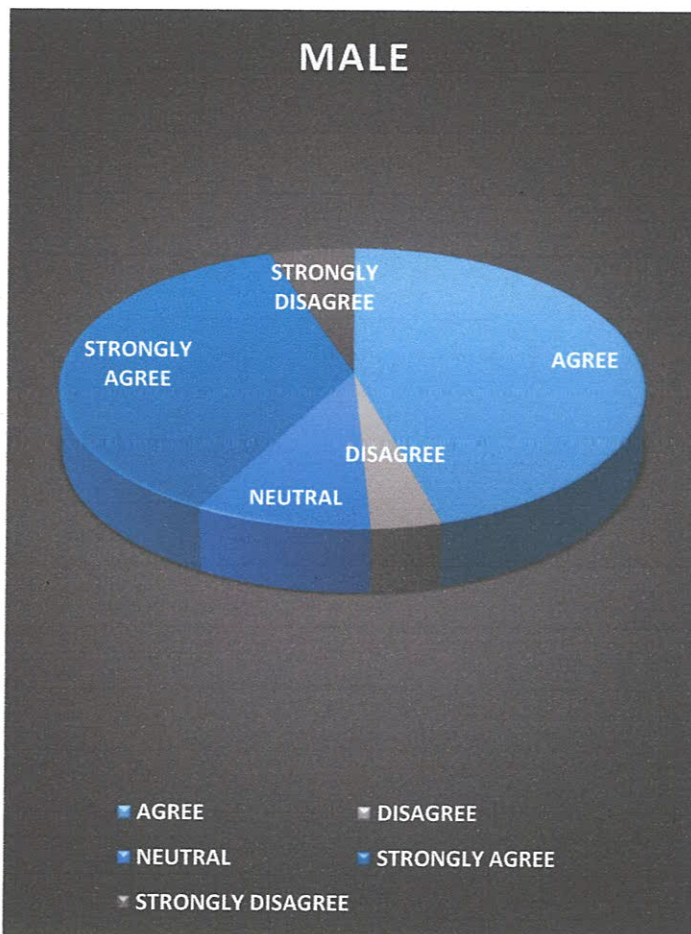
OPTIONS	MALE	FEMALE
AGREE	21	26
DISAGREE	06	02
NEUTRAL	08	06
STRONGLY AGREE	19	12
STRONGLY DISAGREE	03	-





14. There is equal opportunity to all genders to work with various clubs and forums in the college.

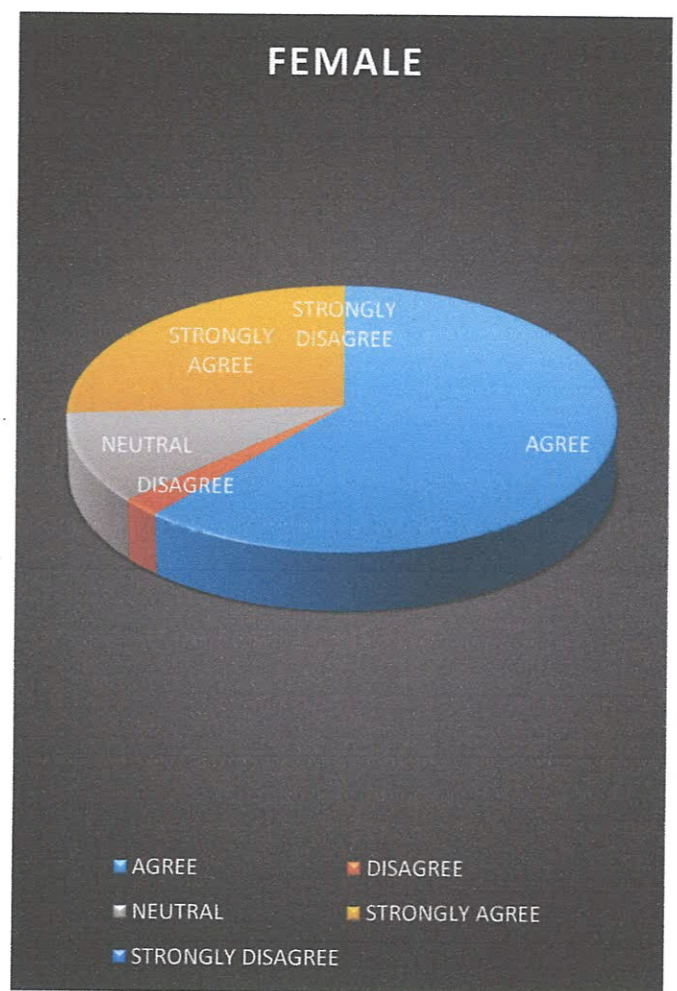
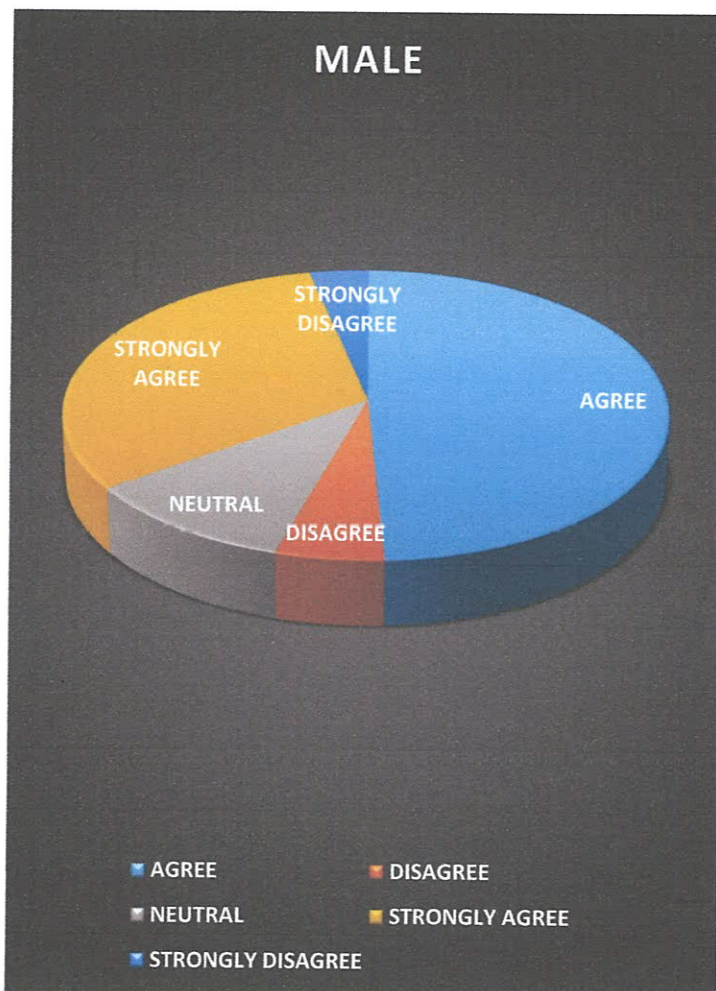
OPTIONS	MALE	FEMALE
AGREE	26	28
DISAGREE	02	-
NEUTRAL	05	07
STRONGLY AGREE	21	11
STRONGLY DISAGREE	03	-





15. There is equal opportunity to all genders for free and fair expression of ideas.

OPTIONS	MALE	FEMALE
AGREE	28	28
DISAGREE	03	01
NEUTRAL	06	05
STRONGLY AGREE	18	12
STRONGLY DISAGREE	02	-





CONCLUSION OF THE SURVEY

The points concluded from this gender audit were as follows:

1. 83% Male students and 85% of the Female students were aware of the Gender Sensitization Program in the college.
2. 72% Male students and 63% of the Female students knew of the Internal Complaints Committee in the college.
3. 71.92% Male students and 63.04% of the Female students were aware of the Internal Complaints Committee in the college redressing with the complaints regarding sexual harassment at workplace.
4. 71.92% Male Students and 82.61% of the Female Students were also aware of the Grievance Redressal Cell in the college
5. Satisfactory responses were avail towards the facilities such as infrastructure, changing rooms for male and female students, its cleanliness and most of all their security etc.
6. Students also responded positively when it came to the opportunities given to them for participating in any competitions, events, elections etc.

The overall academic performance of girls was far more satisfactory as compared to the boys.





INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee plays a crucial role in ensuring a vigilant response to address and promptly resolve cases of sexual harassment. As the sole authority responsible for investigating complaints, the ICC is committed to addressing and redressing such issues with urgency and efficiency.

The Internal Complaints Committee training constitutes a vital component of the complaint resolution process, serving as a key mechanism for equipping the Internal Complaints Committee (ICC) with essential knowledge about compliance under the POSH Act. Our training program is specifically designed to address the following key aspects:

Empowering ICC with Defined Powers: Ensuring a comprehensive understanding of the powers conferred upon the Internal Complaints Committee by the POSH Act is a crucial focus. This involves imparting knowledge on the legal authority and responsibilities vested in the committee.

Methodology for Conducting Inquiries: The training delves into the systematic approach and methodologies essential for conducting thorough inquiries into sexual harassment complaints. This includes guidelines on maintaining objectivity, fairness, and confidentiality throughout the investigative process.

Guidelines Compliance: Internal Complaints Committee members are educated on the critical guidelines they are mandated to adhere to while conducting inquiries into sexual harassment complaints. This encompasses ethical considerations, procedural protocols, and the importance of procedural fairness.

Timely Resolution: The training emphasizes the adherence to timelines stipulated by the Act for resolving complaints. Participants are equipped with strategies to efficiently manage and conclude investigations within the specified timeframes.

The training also sheds light on the broader context of the POSH Act, providing a comprehensive overview of its significance and implications for organizations. This includes a detailed understanding of the Act's applicability, which extends to all organizations with more than 10 employees, both in the public and private sectors.

Furthermore, the training underscores the necessity for organizations to develop a POSH policy in accordance with the Act and its associated rules. This policy is an integral part of an organization's commitment to preventing, prohibiting, and redressing instances of sexual harassment.





The main function of the Internal Complaints Committee is:

1. Implementation of the Internal Complaints Committee Policy relating to the prevention of sexual harassment.
2. Resolving complaints by the aggrieved based on the guidelines of the Internal Complaints Committee Policy.
3. Recommending actions to be taken by the Employer.
4. As per Section 11(3) the Internal Complaints Committee enjoys the same powers as that of a Civil Court and therefore:
 - A. It is empowered to initiate an inquiry into a complaint of sexual harassment at the workplace according to the Internal Complaints Committee Policy.
 - B. IC has the power to summon witnesses and parties to state the committee.
 - C. It enjoys the discretion of summoning evidence to be examined if it may be deemed necessary to do so by the members of the Committee.

The main responsibility that lies with the Internal Complaints Committee is:

1. Receive complaints of sexual harassment at the workplace
2. Initiate and conduct an inquiry as per the company's procedure
3. Submit findings and recommendations of all such inquiries
4. Coordinate with the Employer in implementing appropriate action
5. Maintain strict confidentiality throughout the process as per established guidelines of the Internal Complaints Committee Policy
6. Submit annual reports in the prescribed format as prescribed
7. The Internal Complaints Committee is required to be vigilant to redress the sexual harassment complaints and resolve the same ASAP.





INTERNAL COMPLAINTS COMMITTEE

MEMBERS LIST

INTERNAL COMPLAINTS COMMITTEE ACADEMIC YEAR 2022-23		
Sr. No.	Name	Position
1	Ms. Jasmine Reddy	Presiding Officer
2	Ms. Radha Ambekar	Member
3	Ms. Suchismita Roy Indra	Member
4	Ms. Shivani Arora	Member
5	Ms. Deepali Darekar	Member
6	Mr. Shivank Rai	Member
7	Mr. Aaditya Yadav	Member
8	Ms. Sharmin Damani	Member





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LIST OF EVENTS

SR. NO.	EVENT
1.	STREET PLAY ON TRANSGENDER FOR EQUAL RIGHTS (UDAAN FEST)
2.	SELF DEFENCE





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STREET PLAY ON TRANSGENDER FOR EQUAL RIGHTS (UDAAN FEST)

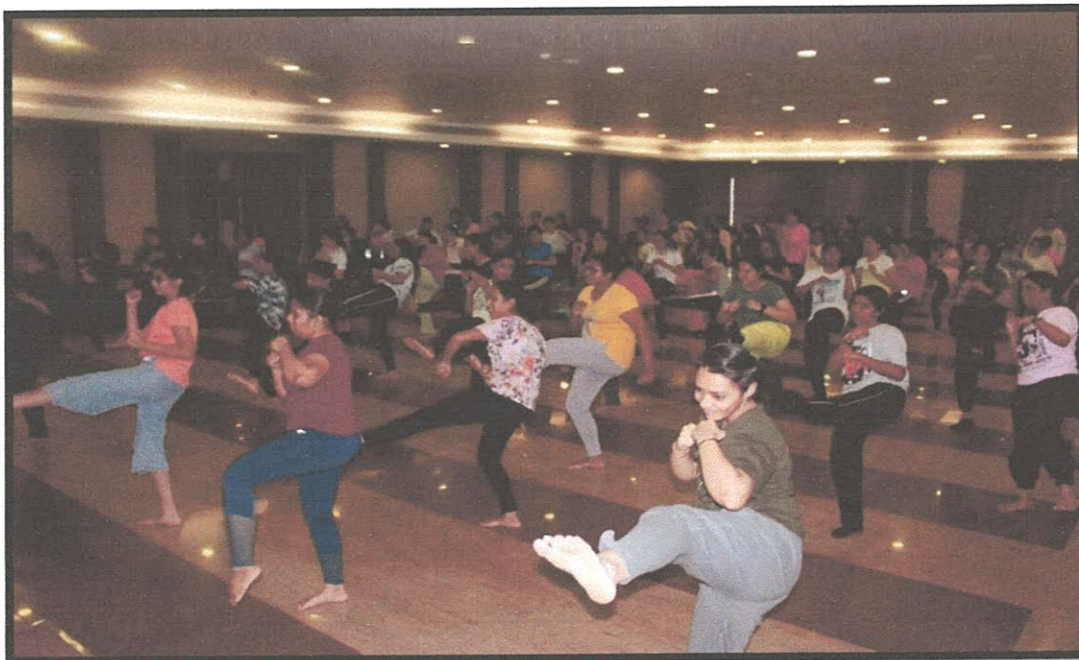




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SELF -DEFENCE WORKSHOP FOR WOMEN CONDUCTED IN THE ACADEMIC YEAR 2021-2022





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RECOMMENDATION

1. Evaluate educational materials to ensure equal representation of genders. This not only helps students see themselves in diverse roles but also challenges preconceived notions about gender roles.
2. Facilitate collaborative projects that involve both boys and girls, promoting teamwork, mutual respect, and breaking down traditional gender-based barriers in the learning environment.
3. Engage students in activities that raise awareness about gender bias, using historical events, laws, and cultural changes as examples. Empower students to identify instances of gender bias and work towards creating a more equitable and inclusive society.





CONCLUSION

The findings highlight the importance of maintaining inclusivity and equal opportunities to ensure a positive educational experience. The survey helps the college identify its strengths in promoting gender sensitivity, inclusivity, and equal opportunities. It also highlights areas that may require improvement, allowing the college to address any concerns and make necessary changes to create a more inclusive and supportive environment for all students.

SUGGESTIONS

- More awareness program on Legal rights.
- Enhance gender sensitization programs.
- Implement faculty training on gender sensitivity.

RADHA AMBEKAR
PRINCIPAL

L. S. Raheja School of Art, Worli



MANDAR PARAB
PRINCIPAL

L.S. Raheja School of Architecture



CONRAD D'SOUZA
PRINCIPAL

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