

CHAPTER-IV

ANALYSIS AND DISCUSSION OF SAKSHAM GUIDELINES OF UGC

Women safety in higher education is always considered as significant hurdle in accessing higher education. There is significant literature suggesting women from every corner of the country face one or another form of violence even in educational institutions. The prevalent violence in higher educational institution UGC issued certain guidelines to ensure women safety in higher education institutions. The recent expansion in higher education has made colleges and universities more demographically democratic than ever before, with growing diversity and heterogeneity among social groups. As institutions of higher education engaged in teaching, research and the spread of knowledge, higher educational institutions are well placed to reflect on, become sensitized to and oppose all forms of discrimination and harassment, especially sexual harassment on campuses across the country. As more and more student's access higher education in the hope of upward mobility, expanded knowledge and independent futures the spectre of violence has come to appears as hurdle in everyday lives and aspirations of the youth especially girl. Numerous cases of sexual violence are coming to light in metropolitan India and spreading even in backward locations too.

The UGC set up a Task Force to explore the current situation prevailing on campuses across the country in relation to the safety of women and youth more generally. The Task Force was asked to examine the situation with a view to assess shortcomings both at the level of gender sensitization and sexual harassment related redressal systems, and to suggest measures to redress this. Thus the researcher also interpreted by making some domains which are related to the concept of women safety in higher education, these suggestion are compiled in the forms of Saksham guidelines. These domains are identified on the basis of Saksham guidelines like (1) Demography (2) Issues regarding safety of women on campus (3) Existing arrangements on campus for safety of women (4) Gender Equality and Sensitization Measures on campus (5) Gender Related Courses offered on campus (6) Comments or a suggestion for the consideration of the UGC (7) Anti ragging (8) Sexual Harassment (9) Grievance Redressal.

Research Question: *What is demography of colleges in Jammu District?*

Domain I: Demography

This domain in Saksham guidelines ensures demography of institutions for safety of women in higher education. This domain includes the following aspect of women safety:-

1) Location:

Urban / Rural Code

2) A) Undergraduate b) Postgraduate:

Undergraduate / Post Graduate /Both

3) A) Co-educational b) Women only:

Co-ed /Women

4) Number of women enrolled

Enter the number

Table 4.1: Demography of institutions

Location	%	Courses	%	Type of college	%	Enrolment	%
Urban	65%	UG	40%	Co-education	100%	Male	30%
Rural	35%	PG	35%	Women only	-	Female	70%
		Both	25%				
Total	100%		100%		100%		100%

Interpretation

The table 4.1 depicts the aspects related to demography of institutions for women safety in higher education institutions. In the sample collected by the researcher about 65% of the colleges belong to urban and about 35% of the colleges belong to rural. The sample is collected by the researcher from the undergraduate and postgraduate colleges. From these colleges about 40% of the population belongs to under-graduate colleges, 35% of the population belongs to postgraduate colleges and 25% of the sample is collected from the both undergraduate and postgraduate. The colleges from which the sample was collected were of co-educational in nature. The percentage of women enrolled in these colleges was approx. 70%.

Research Question: *To explore the issues regarding safety of women in colleges of Jammu district as per Saksham guidelines?*

Domain II: Issues Regarding Safety of Women on Campus

This domain in Saksham guidelines ensures issues regarding safety of women in higher education. The requirement of women safety in higher education institutions are those facilities which must be provided and accessible to girls who comes from different areas having cultural diversification. The issues regarding safety of women include lighting, transport, toilets, health facilities etc. These issues create problem for women living within campus or outside the campus. Better lighting in campus must be required for women safety in the institutions. Women students felt insecure while returning to their hostels from sports, extra-curricular activities, library, and laboratory, coaching classes, visits to the medical Centre, talks and lectures without proper lighting. Fused bulbs which were not systematically replaced at long stretches could remain dark for weeks and create problems for women safety. Students talked of “Road Romeos” who threw stones at the lights intentionally. Reliable transport system should be provided to female students between women’s hostels and classrooms, laboratories, library, sports and other recreational facilities in the institutions. On large campuses without regular and reliable transport, women were particularly disadvantaged. Crowded buses are an excuse for sexual harassment of girls who face the problem almost daily. Toilets facilities in all the universities/colleges were in poor condition and less in number therefore overutilization leads to clogging, dirty toilets, problems with shutting of bathroom doors, often without disposal bins. There were reports of toilet and bath queues, inadequate water supply, no disposal facilities for sanitary towels which may cause urinary tract infections. Health facilities becomes a major problem for the female students reported in the institutions which includes lack of a full time gynaecologist, lack of trust, inadequate availability of medicines, and no medical help at night. There were either no ambulances or the students were not operated due to lack in medical facilities in the institutions. The colleges should take some adequate measure for these problems because they create a situation of harassment for girl in the campuses. This domain includes following aspects of women safety:

- a. Sexual harassment or other forms of gender violence.
- b. Public transport to/from the institution.
- c. Lighting in the campus.
- d. Toilet facilities for women.
- e. Accommodation for women students.
- f. Health facilities for women students.
- g. Counselling services for students.

Table 4.2: Issues regarding safety of women

A	%	B	%	C	%	D	%	E	%	F	%	G	%
Yes	50	Yes	50	Yes	50	Yes	50	Yes	50	Yes	50	Yes	50
No	50	No	50	No	50	No	50	No	50	No	50	No	50
Total	100		100		100		100		100		100		100

Abbreviations

A= Sexual harassment or gender violence, B = Public Transport, C = Lighting, D = Toilets facilities, E = Accommodation, F = Health facilities, G = Counselling services

Interpretation

The table 4.2 depicts the infrastructural aspects related to safety of women in higher educational institutions, it can be interpreted that about 100% of the colleges are not facing the problem of sexual harassment or other forms of gender violence. 50% of colleges received complaint regarding the public transport to/ from the institution, lighting in the campus, toilet facilities for women, accommodation for women students, health facilities for women students and counselling services for students and 50% of colleges have not received any complaint regarding the public transport to/ from the institution, lighting in the campus, toilet facilities for women, accommodation for women students, health facilities for women students and counselling services for students. The data depicts that half of the colleges receive complaints regarding safety of women on campus and half of the college don't receive complaints.

Research Question: *What is the status of existing arrangements/ infrastructure in colleges of Jammu district as per Saksham guidelines?*

Domain III: Infrastructural Arrangements

This domain in Saksham guidelines ensures infrastructural arrangements for the safety of women in higher education. These infrastructural arrangements like female guards, CCTV/Cameras, vigilance committee symbolize protective measures for women safety. These measures are valuable for girls and to their parent which ensures that girls are safe in the campus and the sensitive supportive system like women grievance redressal committee and helpline numbers are there in case of any discomfort. These infrastructural arrangements are further strengthened with the presence of patrolling squad and provide moral support to girls in case of any emergency occurred in the institution. Arrangements like orientation programmes, lecture on gender sensitization and value education helps to build a sensitive and aware environment for gender issues. These programmes aware girl students for their rights and generate sensitivity for others to understand discriminatory practices in society and way to address the issues. This domain includes following aspects of women safety:

- a) CCTV/Cameras
- b) Personal discussion with Students & Staff
- c) Female Security Guard
- d) Vigilance committee formed
- e) Women's grievance Redressal committees
- f) Patrolling squad in and around campus
- g) Value education to students
- h) Lectures on gender sensitive issues
- i) Helpline numbers displayed at various places in campus
- j) Suggestion box for girl students to place their suggestions
- k) Separate common room for girls
- l) Orientation programmes at the beginning of the session

Table 4.3.1: Institutional arrangements

A	%	B	%	C	%	D	%	E	%	F	%	G	%	H	%	I	%	J	%	K	%	L	%
Yes	60	Y	95	Y	25	Y	55	Y	65	Y	50	Y	95	Y	95	Y	30	Y	85	Y	95	Y	95
No	40	N	5	N	75	N	45	N	35	N	50	N	5	N	5	N	70	N	15	N	5	N	5
Total	100																						

Abbreviations

A =CCTV/Cameras, B =Personal discussion, C =Female Security Guard.

D = Vigilance committee, E =Women’s grievance Redressal committees.

F =Patrolling squad, G = Value education, H =Lectures, I =Women helpline numbers,

J=Suggestion box, K =Separate common room, L =Orientation programmes.

Interpretation

The table 4.3.1 depicts the aspects related to infrastructural arrangements related to the safety of women on campus, whether students or employees. About 60% of the colleges have the CCTV/ Cameras and 40% of the colleges do not have CCTV/ Cameras. In the sample collected by the researcher about 95% of the colleges have personal discussion with their students, provide value education to students, lectures on gender sensitive issues, separate common room for girls and orientation programmes at the beginning of the session and 5% of the colleges does not have the personal discussion with their students, value education to students, lectures on gender sensitive issues, separate common room for girls and orientation programmes at the beginning of the session. About 25% of the colleges have the female security guards and 75% of the colleges do not have the female security guards. About 55% of the colleges have the vigilance committee and 45% of the colleges do not have the vigilance committee. 65% of the populations have the women’s grievance redressal committees and 35% of the populations do not have the women’s grievance redressal committees. 10% of the population have the patrolling squad in and around campus and 90% of the populations do not have the patrolling squad in and around campus. Only 30% of the colleges have displayed women helpline number displayed at various places in campus and shows 70% of the colleges does not have the women helpline number displayed at various places in campus. Most (85%) of the colleges have the suggestion box for girl students to place their suggestion and 15% of the colleges do not have the suggestion box for girl students to place their suggestion.

Research Question: *What is the status of policy and procedure for dealing with sexual harassment in colleges of Jammu district as per Saksham guidelines?*

Policy for Anti-Sexual Harassment

Saksham guidelines ensure policy for anti-sexual harassment for the safety of women in higher education and requirement of women safety in higher education institutions. Implementing proper policy and procedures are mandatory for every college given by UGC. This policy is helpful for females to complaint about violence have been done in the campus. The administrator has be the responsible for implementing policy for sexual harassment. Many colleges and universities have Sexual Harassment Complaints Committees (CASH) in place. Some colleges have grievance cells for complaints, but no specific sexual harassment complaints committee. Most students, teachers and non-teaching staff did not know about the existence of these types of committees.

Table 4.3.2: Policy for anti-sexual harassment

Policy/procedure	%(colleges)	Established	%(colleges)
Yes	40	Yes	35
No	60	No	65
Total	100		100

Abbreviations

Policy/Procedures= Do you have a policy and procedure for dealing with sexual harassment?

Established = When was such a policy established?

Interpretation

The table 4.3.2 depicts the aspects related to the policy and procedure for anti-sexual harassment for women safety in higher education institutions. It can be interpreted that about 40% of the colleges have policy and procedure for dealing with sexual harassment and 60% of the colleges does not have a policy and procedure for dealing with sexual harassment. Although UGC had made mandatory for every college to make their own policy and procedure for dealing with sexual harassment. However the present research show that only 35% of the colleges have established their own policy and 65% of the colleges do not established. About 71% notice board, 5% brochure,10% colleges assembly, 30% personal discussion of the colleges publicize their policy and procedures

against sexual harassment and rest of the colleges do not publicize their policy and procedures against sexual harassment. According to the samples collected by the researcher, two meeting were held in a month. Most of the colleges don't receive any complaint regarding Sexual Harassment in last two months.

In the above lines, researcher observes that some colleges have a policy and procedure for dealing with sexual harassment. In this study, researcher found only one college receives nine complaints in last two years. Time frame for addressing a complaint was within two months. This college also given an action report to researcher which has been used to analyze the outcomes of the complaints.

Research Question: *What is the status of gender equality and sensitization measures in colleges of Jammu district as per Saksham guidelines?*

Domain IV: Gender Equality and Sensitization Measures

This domain in Saksham guidelines ensures gender equality and sensitization for safety of women in higher education institutions. Gender equality and sensitization measures must be provided and accessible to girls who come from different areas. Gender sensitization emerged as the important and weakest aspect in the process of addressing issues in campus. It has been seen that in most of the institution faculty members do not understand the meaning of gender equality and freedom and problems of harassment, as a result improper transmission of knowledge among the students. To avoid these problems, an institution can organize various gender related programmes, workshop, seminars etc. to improve gender equality for students as well as for faculty members. This domain includes following aspects of women.

- a. What measures are in place for raising awareness against harassment or violence in your institution?
 - Lectures, workshops and seminars on gender issues.
 - Personal Discussion with Women Students.
 - Competitions like debate, elocution etc. on gender equality, women Empowerment.
 - Signboards/notice boards on the campus containing information /message on these issues.
 - Helpline numbers displayed

- Awareness programmes and camps
- b. What measures exist to ensure that women students have equal access to campus facilities such as the library, laboratories, or any campus events at all times?
- c. Are there differential timings for male and female hostel residents to return to their respective hostels? What are the differences in the rules for each? For example the number of ‘late nights’ and ‘night outs’ allowed.
- d. Do you have any suggestions for improving gender equality on campus?

Table 4.4: Gender Equality and Sensitization Measures

W	%		X	%	Y	%	Z	%
	Yes	No						
a	85%	15%	Equal	100%	Yes	25%	Yes	30%
b	90%	10%	Unequal	-	No	75%	No	70%
c	80%	20%	No	-				
d	35%	65%						
e	25%	75%						
f	75%	25%						

Abbreviations

W = Measures

a) Lectures, workshops and seminars on gender issues, b) Personal Discussion with Women Students, c) Competitions like debate, elocution etc. on gender equality, women empowerment, d) Signboards/notice boards on the campus containing information /message on these issues, e) Helpline numbers displayed, f) Awareness programmes and camps

X = women students have equal access to campus facilities

Y = differential timings for male and female hostel residents

Z= suggestions

Interpretation

The table 4.4 depicts the aspects related to measures are in place for raising awareness against harassment or violence in their institutions, the sample is collected by researcher about 85% of the colleges take lectures, workshops and seminars on gender

issues and 15% of the colleges does not take lectures, workshops and seminars on gender issues. About 90% of the colleges do personal discussion with women student and 10% of the colleges don't do this. The sample is collected by the researcher depicts that almost 100% of the colleges to ensure that the women students have equal access to facilities such as the library, laboratories or any other campus events at all times. There are no differential timings for male and female hostel residents to return to their respective hostels because 75% of the colleges have only girls hostels they don't have boys hostels in their colleges and 25% of the colleges have differential timings for male and female hostel residents to return to their respective hostels, in these colleges 'late nights' are not allowed for females and time is fixed for boys also. In the sample collected by the researcher about 30% of the colleges have given suggestions for improving gender equality on campus and 70% of the colleges do not have given suggestions for improving gender equality on campus. Most of colleges suggested CCTV/Cameras should be installed, female security should be appointed, patrolling squad in and around campus etc. for securing safety of women in campus.

Research Question: *What is the status of gender related courses offered in colleges of Jammu district as per Saksham guidelines?*

Domain V: Gender Related Courses

This domain is to help analyses the context and factors that are shaping gender in India more generally, and among young people in higher education more specifically in their curriculum. In using the term 'gender' we are referring to the entire set of relations and structures that are involved in producing men and women in society, including norms of femininity and masculinity. These courses are not narrowly about 'women' alone. Gender equality and the fundamental freedoms guaranteed to all citizens are core ideals that need to be highlighted as the basis for a genuinely free and open society in the courses of higher education. Colleges and universities are complex institutions engaged in the education of future generations. Today institutions of higher education are more diverse and in terms of numbers and more women are enrolled and secured their ranks than ever before sensitivity and awareness must be generated among students through courses because content of the syllabus which is based upon pedagogies based upon individual needs. This domain includes following aspects of women safety.

- a) Are there any courses that focus on women and gender related topics in any of the departments or centers of your institution? (List these).
- b) Is there a Women’s Studies Centre/Department or Women’s Development Cell in your institution? If so kindly provide details.

Table 4.5: Gender Related Courses

Course	%	Centre	%
Yes	10%	Yes	45%
No	90%	No	55%
Total	100%		100%

Interpretation

About 10% of the colleges have courses that focus on women and gender related topics in the departments or centre’s of their institution and 90% of the colleges do not have such courses in their institutions. In the sample collected by the researcher about 45% of the colleges have Women’s Studies Centre/Department or Women’s Development Cell in their institution and 55% of the colleges do not have Women’s Studies Centre/Department or Women’s Development Cell in their institution.

Researcher found that there is no full course in the curriculum for higher education which focuses on women and gender related topics in most of the departments and institutions. In the above lines only 10% of the colleges have the courses and 90% of the colleges they don’t have. Most of the colleges said that there is no women studies centre’s or women’s development cell (i.e. 55%) and rest of the colleges have these cells (45%).

Domain VI: Any other Comments or a Suggestions for the Consideration of the UGC

This domain in Saksham guidelines gathers suggestions or comments about the women safety in higher education institutions from colleges. This domain includes following aspects of women safety.

- a) Compulsory courses in martial arts like karate for girl students for their self-defence.
- b) Courses on women studies must be made mandatory for the colleges.
- c) Regular or periodical visits of local police on the campus can be helpful in for encouraging girl students to lodge the complaints, if any.

- d) Separate and exclusive financial assistance is given by UGC to the higher education institutions for organizing gender sensitization programmes and courses.

Interpretation

Most of the colleges give suggestions for the consideration of the UGC are compulsory courses in martial arts like karate for girl students for their self-defence, courses on women studies must be made mandatory for the colleges, regular or periodical visits of local police on the campus can be helpful in for encouraging girl students to lodge the complaints and separate and exclusive financial assistance is given by UGC to the higher education institutions for organizing gender sensitization programmes and courses.

Researcher observe that comments or suggestion for the consideration of the UGC have given in the Questionnaire on Women safety on college campuses survey coding all the colleges agree with the four point which have given by the UGC.

Qualitative Analysis

Research Question: *To explore perception of girls related to women safety and measures to ensure it in higher education institutions of Jammu district?*

Women safety in higher education is a matter for concern even for the body like UGC. In preview of that UGC has issued guidelines for higher education institutions to ensure the safety of girls in the campus and complied it in the form of Saksham guidelines. With the filling of questionnaire of Saksham guidelines, the researcher to further investigate the root cause for safety of women in the campus conducted focus group interviews with 80 female students in institutions higher education of Jammu districts. This interview with participant's observation helps the researcher to find out certain causes of concern of women students in higher education institutions of Jammu districts. At par with Saksham guidelines the researcher identified following five domain to address women safety in higher education institutions. These domains are: (1) Anti-ragging, (2) Grievance Redressal, (3) Sexual harassment, (4) Gender sensitization and (5) Infrastructure.

Domain I: Anti ragging

According to UGC Guidelines ragging is a punishable offence in higher education institutions. The term ragging means "Ragging is any disorderly conduct, whether by words spoken or written, or by an act which has the effect of teasing, treating or handling

with rudeness any students, indulging in rowdy or indiscipline activities which cause or are likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the psyche of a fresher or a junior students” (Supreme Court of India). The researcher conducted focus group interview to find out the observation of girl students for incidents of ragging in their college campus as none of the college reported single incident of ragging in their college campus. The participants of college also verified the same while stating:

“We have not heard any case of ragging since we joined the college”.

All the participants of govt. and private colleges said that they have filled an online anti-ragging form at the time of their admission. Most of the participants said that they have filled affidavit for anti-ragging by parents as well. UGC had made mandatory for all educational institutions to put helpline no. or email of anti-ragging committee on their notice board. But none of college put up helpline no. (1800-180-5522) or email address (helpline@antiragging.in) are not mention on the notice board in both the colleges govt. and private as far as observed by researcher. Some of the girl from govt. and private college said that:

“Our seniors just take normal introduction for us. Normal introduction meant for what is your name, hobbies, subjects and which town you belong.”

When the researcher asked about the measures and provisions of anti-ragging act then, most of the students were found to be unaware regarding the provision of the act. Although few students of private college said that: “In our college, these type of information have been given in the orientation programmes at the beginning of the session and various awareness programmes are organized in their campus like workshop, seminar, debates, play etc.”. But none of the govt. college student said that they have attended any orientation programmes regarding anti-ragging.

Many studies have proved this for example, Shakya & Maskey (2012) investigated study regarding incident of ragging. This paper reveals that the 68% of the respondents found ragging to be stressful. There is a need of some modification in its current pattern might facilitate socialization and better form of interactive program in the institute. Garg (2009) conducted a study regarding ragging. This study found that various factors

responsible for ragging like ragged by their senior, sense of superiority, use of alcohol in hostel, introduction and lack of implementation of serious anti-ragging measures by college authorities.

Times of India reported that in Kerala Kottayam is place where 13 students of Rajiv Gandhi Institute of Technology, were suspended by the authority on the basis of the investigation which was carried out by anti-ragging committee. (April 20, 2016) According to a report published online depicts that female file very less complaints of ragging compare to notes in Jammu and at national level as well.

Table 4.6: Present data of ragging complaints year up to Dec. 2015 to 2016

State	Total in Dec.2015			2016			Grand total
	Male	Female	Total	Male	Female	total	
Jammu & Kashmir	42	3	45	0	0	0	45
All India	2969	369	3338	44	8	52	3390

(Source: (www.amanmovement.org/reportgn.php.)

This data depicts girls face hurdle or fear while filling a complaints of anti-ragging in higher education institution.

Domain II: Grievance Redressal

According to UGC guidelines grievance redressal is a safety mechanism for women in higher education institutions. On the basis of field notes the researcher observed that most of the students of govt. and private colleges don't have proper knowledge about grievance redressal. The term grievance redressal means "primarily covers the receipt and processing of complaints from citizens and consumers, a wider definition includes actions taken on any issue raised by them to avail services more effectively". To find out the status of grievance redressal in the field, the researcher conducted in-depth interview with girl students of college of Jammu districts. During the interview researcher found that girls talked about the mechanism to redressal the complaint filed by the students which is forward their complaints to principal, female teacher, parents and class representative and even if the problem are not address by formal system then girls shared their problem with their parents. Complaints were like unfair evaluation, discrimination (OBC/SC/ST), harassment and victimization of students including sexual harassment.

Researcher observes the response of girls of Govt. College didn't depict their awareness regarding issues. One girl students of the govt. college stated that:

"I will lodge my complaint to police or women cell."

When the researcher asked about the measures and provisions of grievance redressal act then most of the students were found to be unaware regarding the provisions of the grievance redressal act. Although few of students of private college said that *"In our college these type of information have been given in orientation programmes at the beginning of the session and various awareness programmes are organized in our campus like seminar, workshop, debates, play etc."*

The participants of private colleges lodge their complaints to CASH, women's grievance redressal committees, vigilance committee etc. But none of the govt. college students said that they have attended any orientation programmes regarding grievance redressal committee.

Many studies have proved this for example, Thomas (2015) investigates a study regarding incidents of sexual harassment. The study revealed that for the effective and implementation of policies sexual harassment forum must be developed which will identify the cause of sexual harassment occurring at workplace. Purkayastha and Rao (2012) investigated a study regarding prevention and redress sexual harassment in institutions of higher education. The study concluded that the lack of awareness regarding the complaints committee resulted failed in treatment of sexual harassment. They also suggested that serious organizational issues or policy matter must be integrated into service rules.

Domain III: Sexual Harassment

According to Saksham guidelines sexual harassment is a punishable offence in higher education institutions. The term sexual harassment means "Sexual harassment is not wrong because it is illegal. It is illegal because it is wrong". (Berniece Sandler)

The researcher conducted focus group interview to find out the observation of girl students for incidents of sexual harassment in their college campus. The participants of college also verified the same while stating *"We have not heard any case of sexual harassment since we joined the college"*. Some participants of govt. and private college said that *"Congenial atmosphere in their college campus, we have not seen or receive any type of harassment by their male teacher, sport teacher, HOD and their male classmate"*.

But in some colleges female participants said that they receive various comment on dresses by male students, bullying, eve-teasing etc. within the campus and outside the campus. They said that the thinking of male students is conservative they don't think like educated persons. One girl said that:

“One day I wear a Capri dress and goes to the college. Female teacher of my college said that me what are u wear?” Girl shocked and nothing to say their teacher. *“I am just wearing a Capri dress nothing else.”* Girl said that the thinking of our teacher is narrowing minded/ conservative. *“I am just thinking about my teacher, she is female and I am also a female but she taunts me.”* This conversation has been done in Government College.

All the participants of the private colleges stated that our female teachers are broad minded and too much supportive they don't comment on students dresses but they appreciate their students. Researcher said that the participant's one statement:

“Male teacher asked the female students, if you want 'A' grade, you need to take you final exam at my home”. One girl violent says yes, this is sexual harassmt male teacher directly said if you want grade 'A', you take exam at my home. In that case you want to go there, definitely no.

Many studies have proved this for example, Joubert, Van & Rothmann (2011) conducted a study regarding sexual harassment policies do and as a valid tool in mark sexual harassment, the utilization of such policies was not adequate and few academic staff members acquired training and/or guidance on the usage of the policy. Menon, Sanjobo, Lwatula, Nkumbula, Zgambo, Musepa & Ngoma (2014) investigate a study regarding knowledge and perception of sexual harassment in higher education. This paper reveals that the majority of the participant (54.1%) knew what sexual harassment was and (57%) of the respondents confirmed that Sexual Harassment does occur at the university and a university sexual harassment policy should be formulated and implemented at the university in order to deter the would be harassers and take care the potential victim.

Domain IV: Gender Sensitization

According to UGC guidelines (Saksham) gender sensitization is a training mechanism for women in higher education institutions. The term gender sensitization means “the awareness informed disposition or propensity to behave in a manner which is sensitive to gender justice and equality issues”. Gender Sensitization was defined as a modification of

behaviour by promotes awareness of gender equality. To find out the status of gender sensitization in the field the researcher conducted in -depth interview with the girls students of colleges of Jammu districts.

There were group of participant's state that there are various programmes are organized by colleges like workshop, seminar, debate etc. Participants said that some time personal discussion in the classroom on gender related topic or burning issues in the society. Some participants while stating that:

'The daily curricular activities of the college students are busier schedule. Few students are able to attend the seminar, workshop etc. held in the college's premises. The class representative, NSS and NCC volunteers are the active participate in these programmes. Majorities of students remaining unaware related to these curricular happening in the colleges. Due to limited participation of students in the seminar, the awareness regarding the important issues held in our society / educational institutions are limited.' The spreading of knowledge through these extracurricular activities is very important among the new generation for the betterment of the society/ educational institutions.

When the researcher asks about the measures and provisions of gender sensitization act then most of the students were found unaware regarding the provisions of the act. There is a difference between private college and Govt. College. In private college, they were organize various activities like play (gender issues), workshop, and seminar etc. notice should be circular at least one week before because all the participants are invited to participate in these activities, those who are interested and rest of the students are attend to these programmes. On that day no lecture has been delivering by lecturer and all participants are invited in the Auditorium. But in govt. college limited students are participate (fav. Stds.) and rests of the students are busier in daily schedule. Notice should be circular one day before the programmes and they said that they don't participate in these activities due to lack of time. Some participants stated that they participate in seminar: Women Empowerment, Women Empowerment: Challenges and Opportunities, Female Feticide etc.

Researcher observes that gender sensitization programmes is a mechanism to modify the behaviour of teacher and parents towards their children/ students can have a

casual effect on gender equality. They can be achieved by conducting various Gender Sensitizations campaigns, seminars and workshop.

Domain V: Infrastructure

According to UGC guidelines infrastructure is a safety tool for women in higher education institutions. The term infrastructure means “the physical components of interrelated systems providing commodities and services essential to enable, sustain or enhance societal living conditions”. To find out the status of infrastructure in the field of the researcher conducted in-depth interview with the girl students of colleges of Jammu districts. Infrastructure was defined as facilities available for female students. Most of the participants of the govt. college said that the major issue is washroom, the condition of washroom are worst. Researcher said that were go for washroom, they stated that outside the college (outside means payable toilet) after leave the campus. But in private college these type of issue researcher not found. Researcher said that there is a patrolling squad in your campus. One girl said that what is patrolling squad, they explain it after that she states that:

‘There is no patrolling squad in and around the campus and female security guards.’

All the participants of the colleges said that there are a separate room, suggestion box, and notice board for girl, but in some colleges separate room are available for girls as well as boys. But in colleges library for girls and reading room for boys. Researcher observe that the institutional arrangements currently have to address issues related to the safety of women on the campus whether students and employees are CCTV/Camera, Counselling service, female security guards, Patrolling Squad in and around the campus etc.