



7.1.1: Institutional Values and Social Responsibilities

Measures initiated by the institution for the promotion of gender equity during theyear:
Highlight the curricular and co and extracurricular activities promoting gender equity and sensitization and the facilities available for women on campus.

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Description:

Avanthi Institute of Pharmaceutical Sciences has a strong ethical work culture that is based on inclusivity. It observes highest ethical standards in all its activities. Equal opportunities are provided to all individuals irrespective of gender, race, caste, color, creed, language, religion, political or other opinion, national or social origin, property, birth or other status. Its unique work culture, healthy traditions and ethos have led to enrolment of the employees as per the roaster. Safety, security and well-being, along with gender equity and friendly working atmosphere are the issues of prime concern to Avanthi Institute of Engineering and Technology. Gender sensitivity is an inherent value in the cultural ethos of the institute and its neighboring community, as is evident by the following facilities.

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Annual Gender Sensitization Action Plan:

- To create and propagate a safe, secure and healthy environment to achieve gender equality and to ensure respectful and dignified behavior at all levels.
- To conduct induction and the orientation programs for the students to promote gender sensitization.
- To conduct Awareness programs for the girls students regarding self-defense, Breast Cancer awareness, Female Feticide, etc.
- Promoting activities pertaining to Health, Cleanliness, Personal Hygiene, and Nutrition.
- To organize Workshops aiming to deal with the Critical situations with courage and using Presence of Mind.
- To conduct Activities for students regarding entrepreneurship Development and Career Enhancement
- Addressing issues like Depression, Frustration arising out of Failures through
- Counseling sessions of the experts.
- To organize workshops related to cybercrime, safety and security especially for the girls students in various departments and the Girls Hotels.
- Provide Guidance regarding the financial investments for the students and staff.
- To review the minutes and the Action Taken Reports of the, Internal Complaint Committee, Anti-Sexual Harassment Committee, Grievances Redressal Committee and ensure redressals in time.
- To prepare and deploy Student's code of conduct that promotes gender equality at the governance level.
- Regular problem-solving, counselling and encouragement through the Mentoring Cell.
- To encourage girls students to join NSS and ensure equal rights and participations in regular cultural activities.
- To follow "No Discrimination Policy" in all areas of academic and administrative matters.
- To ensure all committees include women employees in appropriate numbers.

SPECIFIC FACILITIES PROVIDED FOR WOMEN:

The institution understands the responsibility towards gender equality and plethora of initiatives has been taken in the consideration of it. Major facilities provided for women have been mentioned below:

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Safety & Security

1. Presence of male and female security personnel to encourage safe and ragging free environment.
2. The campus is well equipped with CCTV cameras, right from the entrance to the whole campus. It also covers the canteen area.
3. For controlling the crucial and contingent conditions Guards are available during the college hours.
4. Compulsory identity card for all the students and employers to ensure that only legitimate student should enter into the campus by checking identity card and the student properly.
5. Complaint box has been installed at all the possible areas for any issues for which students may fear to disclose their names.
6. Separate maintenance of entry registers for the visitors is maintained at the entry gate.
7. To update the parents/guardian regarding student's attendance calls are done regular basis.
8. Different Seminars, workshops, meetings and social events are being organized to improve students profile towards gender and social sentiments and sensitization like self-defense workshop for girls, women's day celebration etc.
9. Medical room facility is provided to faculty, students and staff members in case of emergency.
10. Separate common rooms for Girls and Boys' are spacious and airy. They have various Indoor game facilities like Table Tennis, Carroms and Chess.
11. There is an ICC (Internal Complaints Committee) for investigating any complaint of sexual harassment from any woman student or teaching/non-teaching staff.
12. Time to time NSS Unit of AIPS organises various programs to sensitize female students on self defence to time this. In terms of safety and security, the institution has "Anti Sexual Harassment Committee", "Anti Ragging Committee" and "Student Grievance Redressal Cell". All these committees aim at solving the issues related to girl students as soon as possible.
13. In terms of Counselling, the "Internal Complaint Committee for Prevention of Sexual Harassment". "Anti Ragging Committee" and "Student Grievance Redressal Cell" always stretch their hands to help by counselling the girl students.

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14. The aim of the institution is to see that girls & boys and are given all opportunities. Hence, it has been organizing several activities regularly to promote gender equity.

Specific initiatives with respect to key areas are as follows:

CCTV Camera

24 hour CCTV surveillance is maintained in the college. It helps to keep a check on Anti social activities. Students and other employees in the college too remain cautious about the surveillance. Discipline is also maintained and it also provides a sense of security to the students and even their guardians. Students wear identity cards at all times to ensure their identity. The institution takes good care of the students in every aspect.

Hostel Leave form facility

It is mandatory for all the students to fill hostel leave forms duly signed by the wardens and supervisors. In some cases wardens contact their parents before granting them permission. There are strict entry times of all girls' hostels.

Mess facility for Girls

Separate hostel mess for girls is available within the hostel. A canteen is available in mess to serve the girls tea, coffee and snacks etc.

Discipline in campus

There is a Discipline Committee in the institution to take care of safety and security of the students. It also keeps an eye on the working of all the employees as well as activities of the students within the institution. Our college aims at zero tolerance against eve teasing/ragging with wide publicity which is maintained by the Discipline Committee.

Parent teacher meeting


Regular parent-teacher meetings are organized to bring the students –parents and teachers together. Updates are provided about the overall development and performance of the students. Parents' issues related to their wards are also entertained.

Anti Sexual Harassment Committee

Anti Sexual Harassment Committee is also active in the college. It organizes various events on awareness issues. College has appointed counsellors to guide the students and attend to the issues of the students. They motivate them regularly and guide them to lead a good life.

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Objective of the Committee

- To develop guidelines and norms for policies against sexual harassment
- To develop principles and procedures to combat sexual harassment
- To work out details for the implementation these policies.
- To prepare a detailed plan of actions, both short and long term
- To organize gender sensitization awareness programme.
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized.

Common Rooms

- The common room facilities for both female and male students are available in their respective hostels in campus where the students come in their free time to relax and entertain. Common rooms have LCD for students where news bulletin and other healthy shows and movies are played.
- For boys and girls we have separate hostels and strict rules are observed to maintain proper law and order. Sports facility like table tennis, carom etc is available in common room of each hostel.

Awareness program

Awareness programs, International Women's Day, webinar and workshops on gender sensitivity are regularly organized in the campus by the faculty members to make them aware towards women issues in order to enhance women empowerment. The female faculty members, staff and students are informed to attend the programs on gender sensitization.

Active participation by female staff and student

Female faculty members and students also play a very active role in the events and fests organized by various committees and clubs of the institution. Girl's students along with female faculty members are allowed to go on industrial visits, technical exhibition etc

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A. SAFETY AND SECURITY



Maintaining entry registers at the reception



Security guards at every entrance for security

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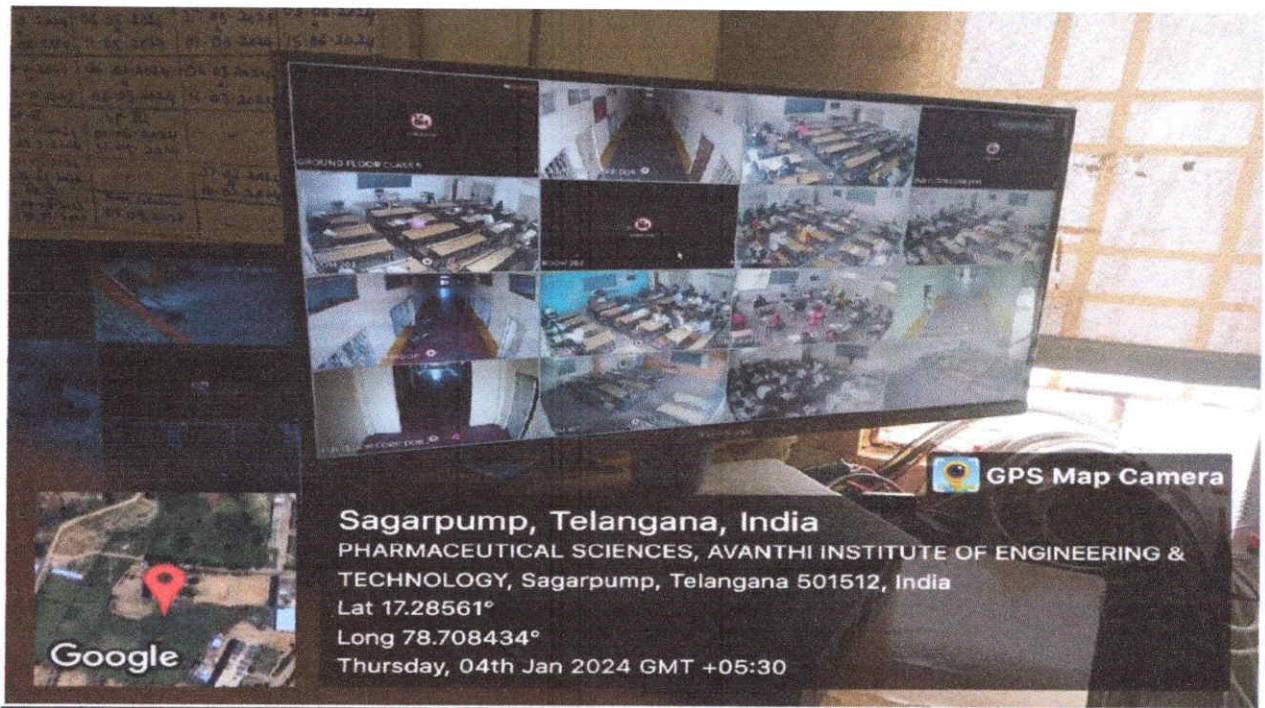
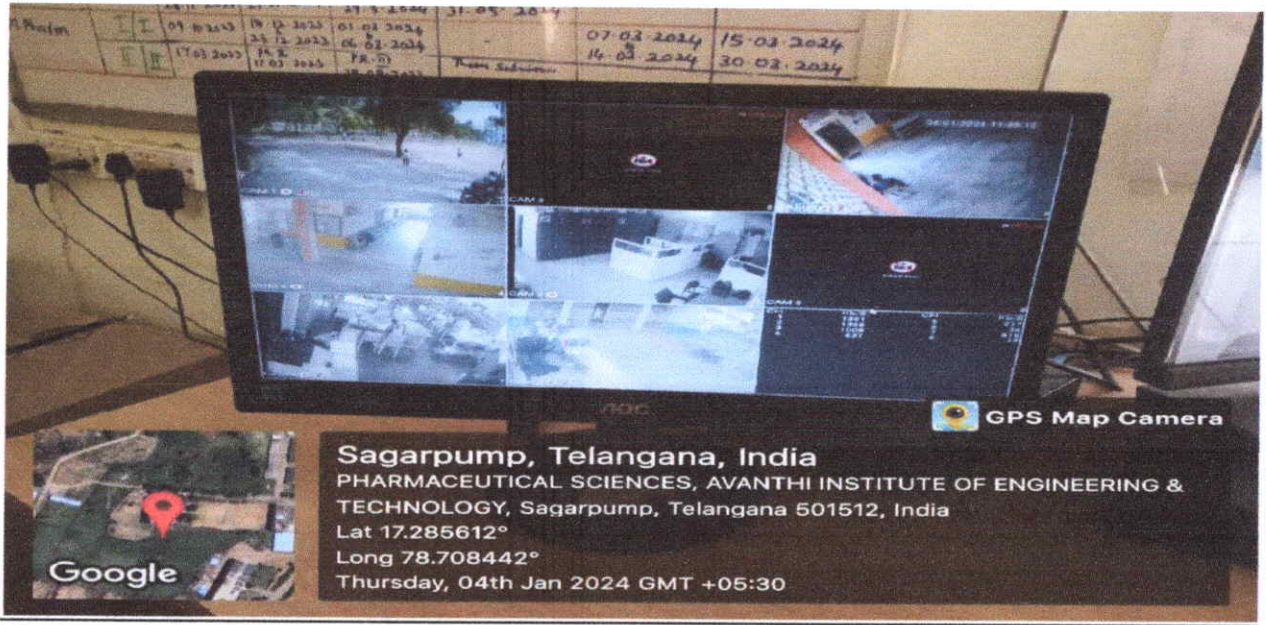
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Whole campus CC TV surveillance at office room

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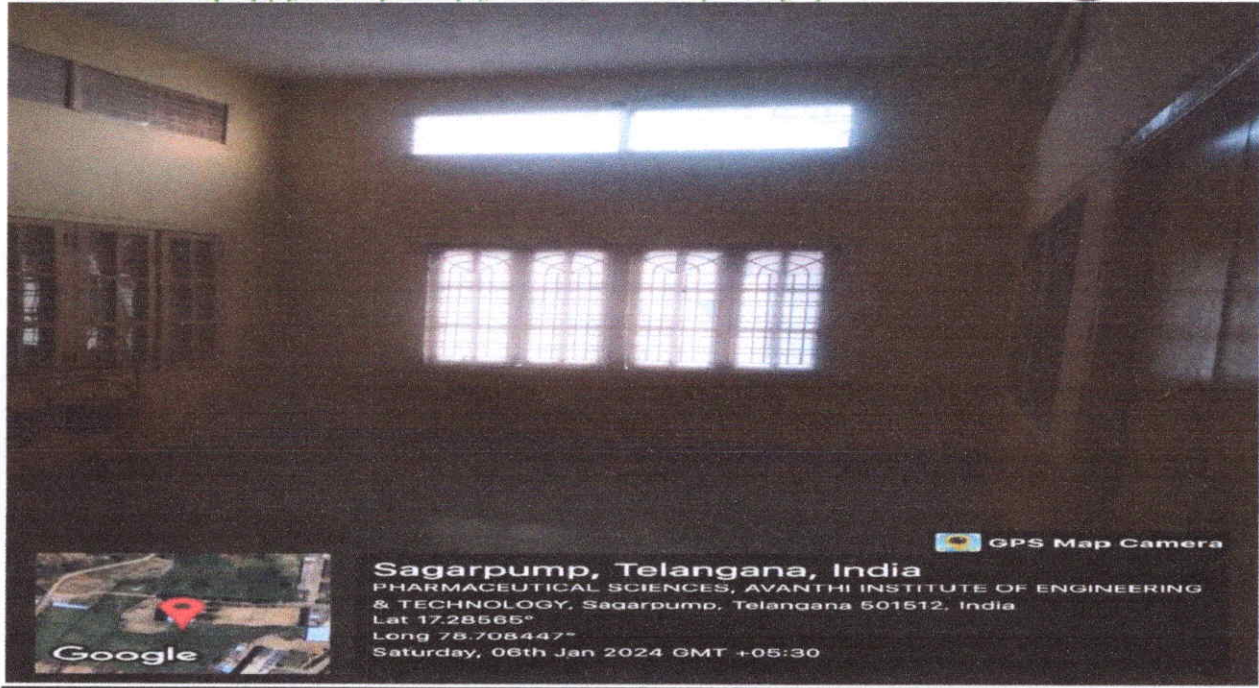
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Corridors with CCTV surveillance



Classrooms with CCTV surveillance

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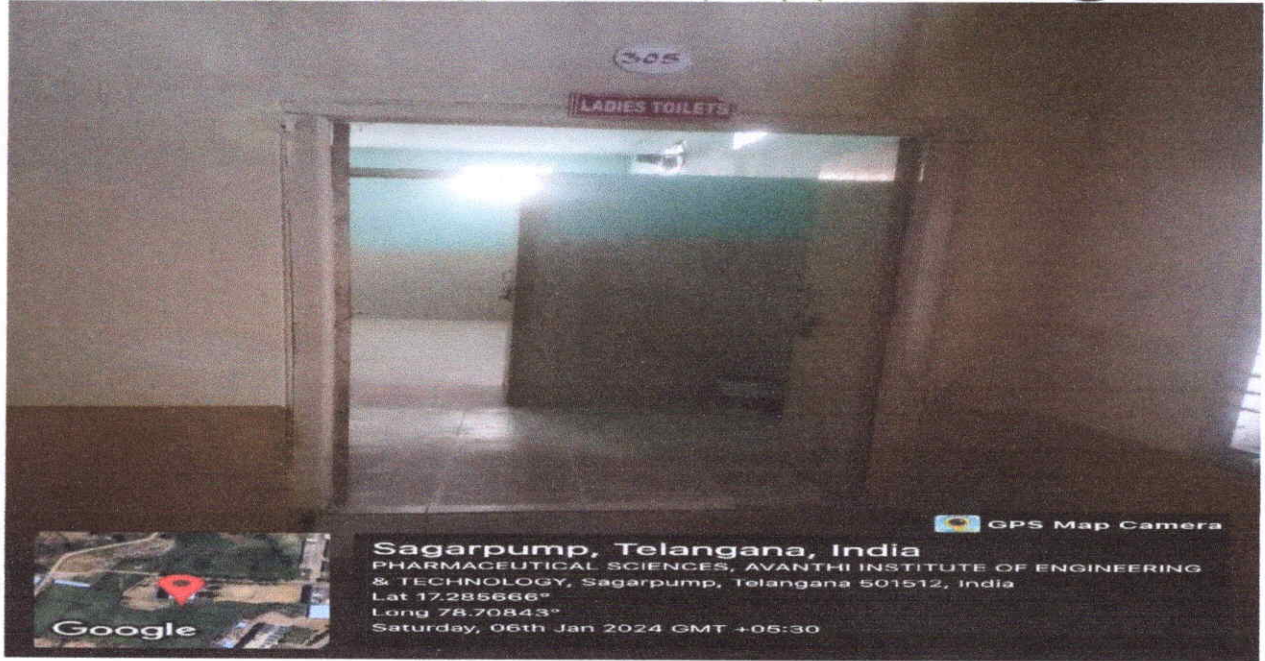
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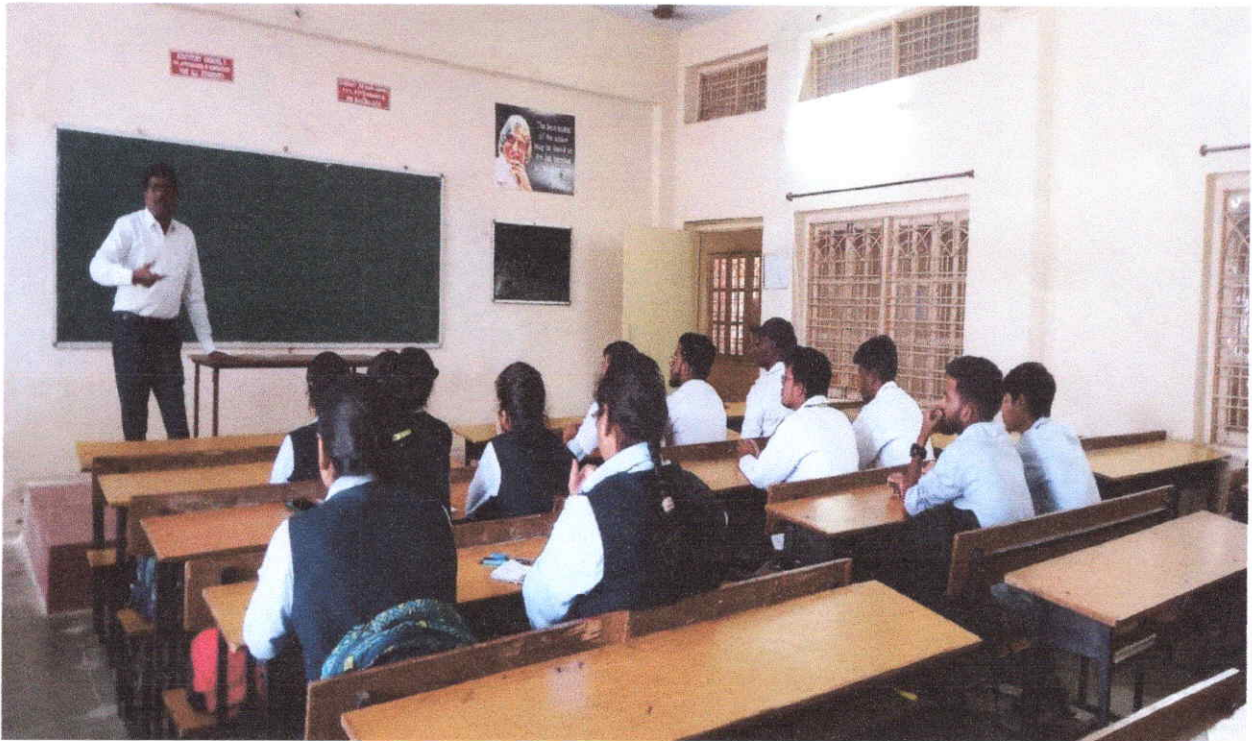
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Separate wash room facility for females



Common class room facility for girls&boys

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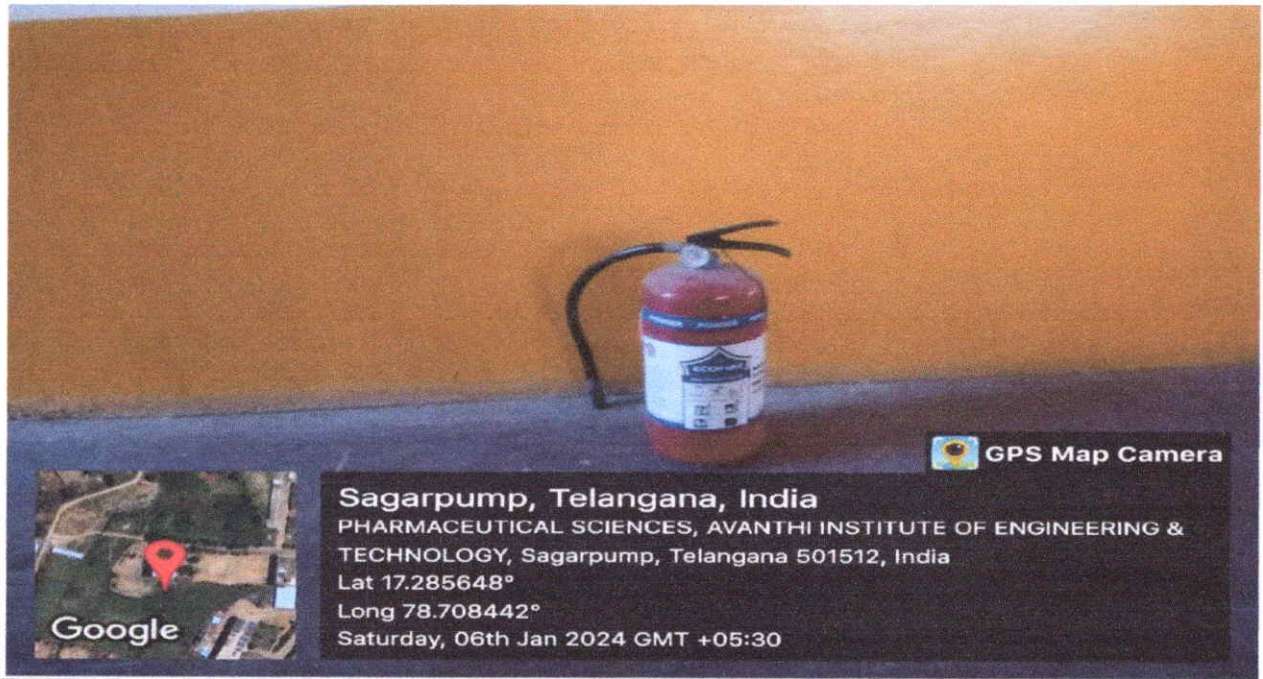
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Fire extinguishers for safety



COMMON ROOM FACILITY FOR GIRLS

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COMMON ROOM FACILITY FOR BOYS

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Annual day celebrations

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Fresher's day celebrations



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Bathukamma Celebrations

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B pharmacy farewell celebrations

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Pharm D Farewell celebrations

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Pharm D Farewell celebrations

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