

7.1.1 Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years



Sahayog Sevabhavi Sanstha's

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7.1.1

GENDER EQUALITY AND EQUITY POLICY

Introduction

ICOP has always been sensitive towards gender issues. In order to deal with issues related to gender, the institute has a gender policy in place which conforms to the guidelines of the Supreme Court on the matter. The institution continues to facilitate a number of gender-responsive activities. These activities include, among others, gender has been initiated to curb the imbalances among students and staff in terms of student enrolment, employment, and retention. Procedures and policies have responded to gender sensitivity positively and the process is ongoing. The success of the gender policy is the responsibility of all people at the policy, decision making, and implementation levels of our institution. They include the academic leaders and policymakers working at various units of the institution. The gender policy of the institute supports the efforts by ensuring a gender-sensitive work culture for all the employees. Gender equality and equity aim at ensuring both women and men (Staff and Students) are considered equal and treated equally in terms of dignity and rights. All at ICOP are working towards non-discrimination of any kind and particularly those based on sex. The gender policy provides guidelines and frame works for promoting gender equality and goes hand in glove with other policies in the country.

Objective(s)

The policy aims at achieving the following objectives:

1. To create a gender-sensitive work Environment.
2. To promote and ensure equal access to the resources, responses, and services of the institute for both male and female students and employees.
3. To eliminate gender discrimination and harassment at the workplace and in program intervention are as well.
4. To ensure equity of treatment as a right for all equally.




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Major Elements of the Policy:

- Giving priority to recruiting and retaining adequate female members at all levels of the organization to maintain gender balance in staffing pattern.
- Ensuring equal opportunities in terms of working condition, growth and training to all the employees, irrespective of gender.
- Assuring equitable representation and participation of both the male and female members in the Executive Board, Senior Management Team, and various functional committees of the institution
- Promoting and facilitating gender sensitive capacity building trainings to enhance perspectives and conceptual clarity on gender issues.
- Ensuring participation of women employees in all the field level meetings and trainings.
- Providing a safe and secure campus to the female members with a Women Grievance Redressal Cell to deter and prevent any sexual harassment.
- Framing and disseminating information/rules to ensure safe and conducive environment for all the female members of the institution.
- Making Provisions for Maternity/Paternity leave benefits for the employees.
- Making all HR systems and policies gender-sensitive and responsive, and integrating gender indicators into staff performance appraisal systems.
- Ensuring the conceptual clarity and sensitivity on gender issues will be one of the important Selection criteria in recruitment processes and capacity-building efforts of staff.




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- Framing special admission policy for girl students and encouraging merit with scholarships.
- Encouraging the girl students to avail special employment program offered by various companies.
- Providing separate placement training to girl students to promote employment among the female students.
- Developing entrepreneurship spirit among girl students and facilitating and supporting any start-ups by the Entrepreneurship Development Cell.

Importance and Implementation:

With the good number of students and faculties available in all departments, the ICOP encourages students by providing scholarships for education, providing equal opportunity on the campus to participate and avail all facilities that are provided by the college. Non-statutory committees like Women Empowerment cell, Grievance Redressal Committee, Students' welfare committee, Equal opportunity Committee are formed in the college to enhance and implement the policy.

Women Empowerment (WE):

The ICOP has always strived towards the development and empowerment of women's fraternity through multiple ventures. Women Empowerment of ICOP always focuses on "for the women" and "by the women".

- WEC comprises of vibrant faculty members and committed students and is jointly headed by the principal to work towards the progress of women in terms of nation-building, physical, and emotional well being.




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Grievance Redressal Committee (GRC):

The ICOP has a mechanism to deal with grievances related to students, parents, faculty/staff members, and other stakeholders. Grievance Redressal Committee is formulated in ICOP to ensure an impartial mechanism for redressal of any grievance of Students/Parents/Faculty/Staff members and other stake holders and the grievances are resolved promptly, objectively, and with sensitivity in a completely confidential manner.

- GRC upholds the dignity of the college by promoting cordial student-student, student-teacher, and teacher-teacher relationships and advises the stakeholders to respect the right and dignity of one another and motto behave in a vindictive manner towards any of them for any reason.
- Any stakeholder with a genuine grievance may approach the Grievance Redressed Committee to submit his/her grievance in writing or email to **EMAIL ID** or drop a letter with proper address in the grievance redressed box kept in the administrative block.
- Grievances submitted by the stakeholders are investigated and settled regularly with the cooperation of the respective Department / Office, maintaining confidentiality in managing.
- The process, as the specific problem may require. The Grievance Redressal Committee at the ICOP has emerged as the right to provide advocacy to all the stakeholders to express their grievances freely. It endeavors to ensure a responsive attitude among the stakeholders.

Student Welfare Committee:

- The student welfare committee helps students in their careers and life. An individual faculty mentor is assigned to every student to help them during their life at the ICOP. The objectives of the student welfare committee include:
 - To satisfy the learning needs of the students at all levels
 - To achieve effective discipline and behavior inside the college premises
 - To monitor the happy quotient of the students and strategies for improving it.
 - To make a student to render useful contribution fort self-growth, department, and college




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- To make the students derive enjoyment from their learning.
- To promote maintenance of cordial relationships with his/her fellow students and with the faculty members to create a conducive learning environment.
- To create a platform for all students without any discrimination through one-to-one mentoring support.

Equal Opportunity Committee:

The main objective of the Equal Opportunity Committee is to help and empower persons with disabilities, students to participate fully in the academic, intellectual, social, and cultural life of the institute on an equal basis. The Equal Opportunity Committee is established in the institution to address the issues related to all stakeholders belonging to Schedule Caste/Schedule Tribe, Other Backward Caste, Minorities, Persons with Disabilities (PWDs) & Women on a continual basis.

The mission of the EOC cell includes

- To ensure that an equal opportunity is provided for participating in the programs organized by the College.
- To provide counseling for psychological support in meeting the needs of the students. To examine, help minority groups and girl students.
- To ensure a barrier free access to all buildings on the campus including Departments, Libraries, Hostels, offices and playground.



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MAIN ENTRANCE TO COLLEGE CAMPUS




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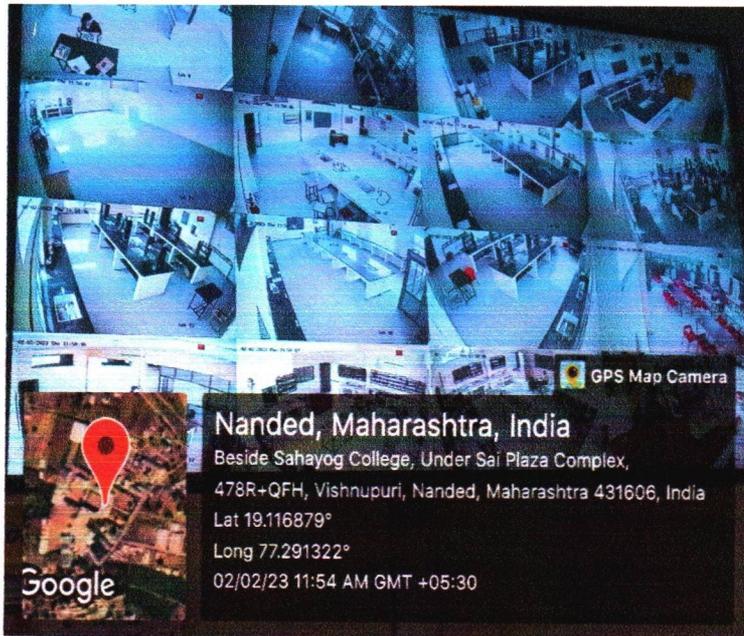


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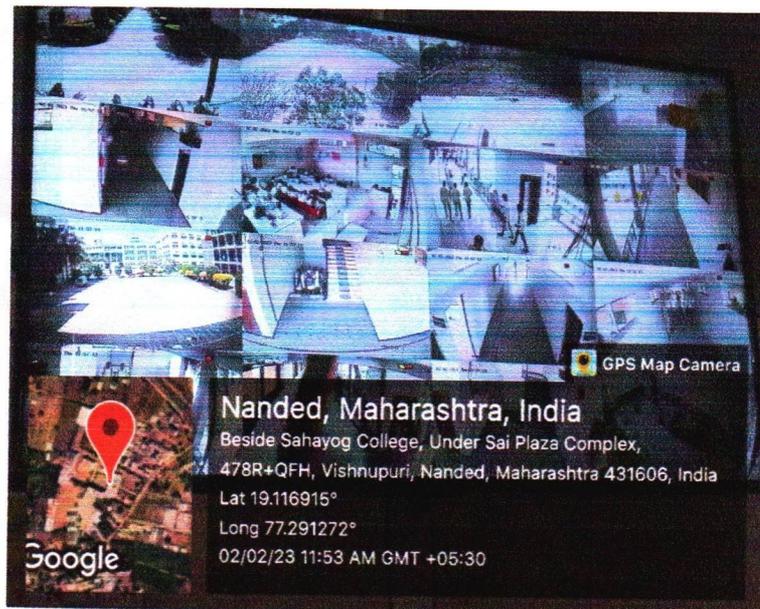
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CCTV CAMERA SLIDES AT PRINCIPAL'S CABIN





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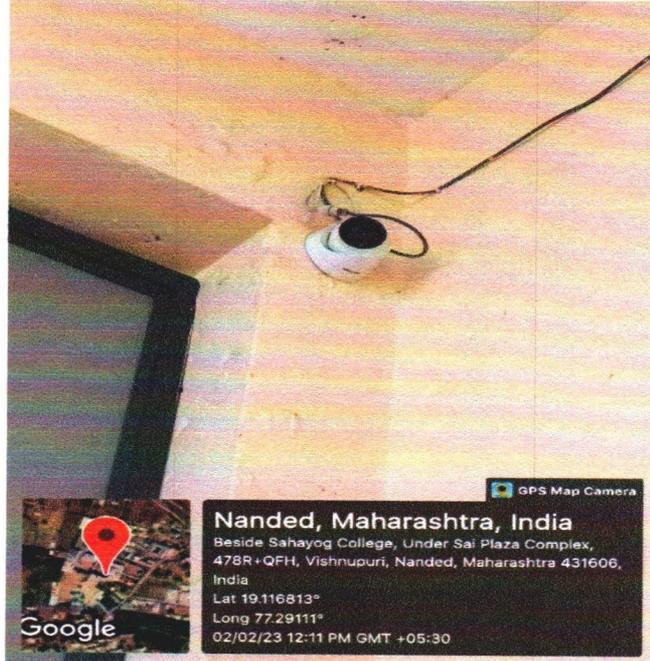


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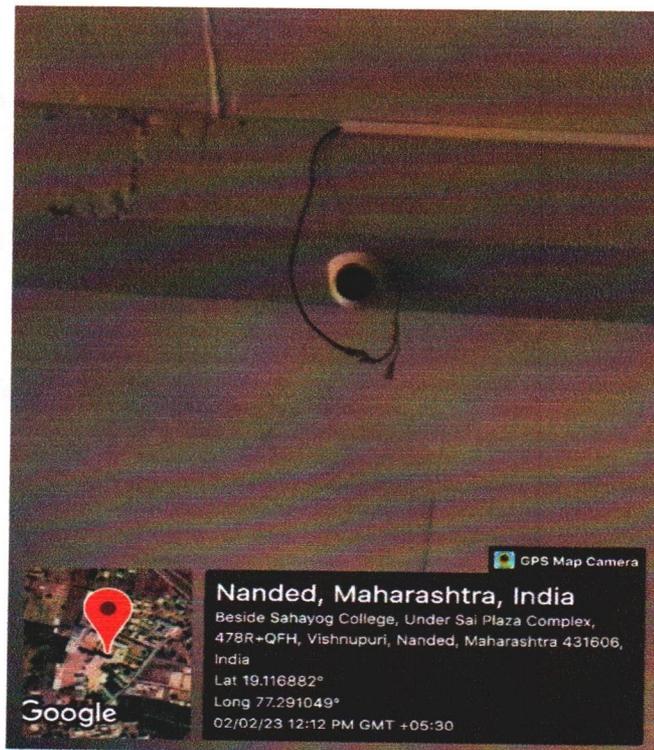
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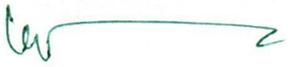
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CCTV CAMERAS




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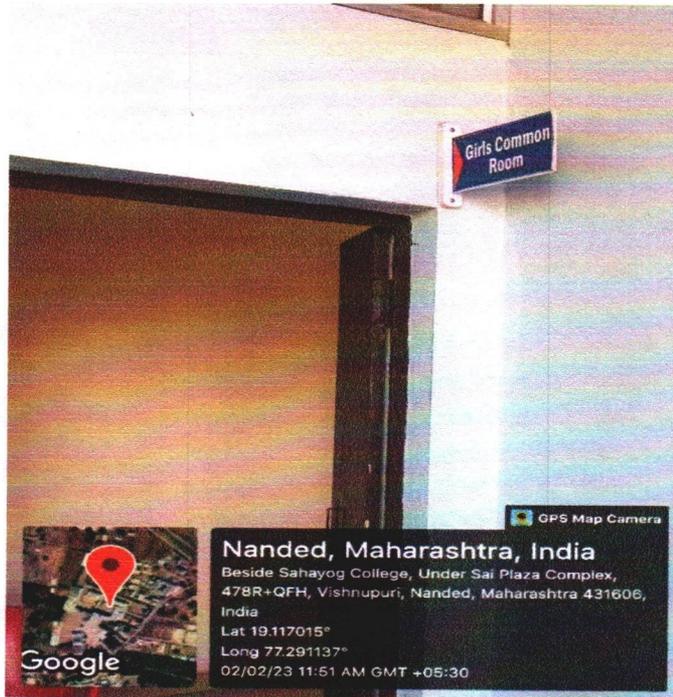


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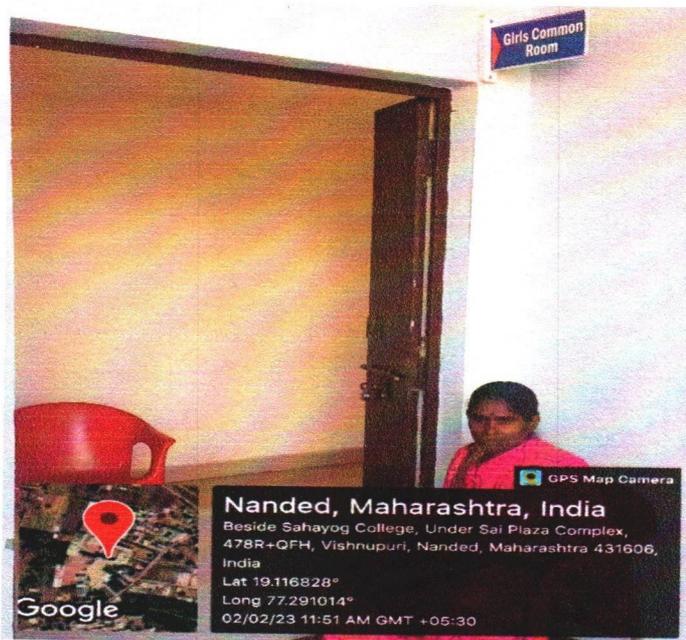
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GIRLS COMMON ROOM




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Beside Sahayog College, Under Sai Plaza Complex,
478R+QFH, Vishnupuri, Nanded, Maharashtra 431606,
India
Lat 19.116804°
Long 77.291139°
02/02/23 12:16 PM GMT +05:30

GIRLS COMMON ROOM




Principal
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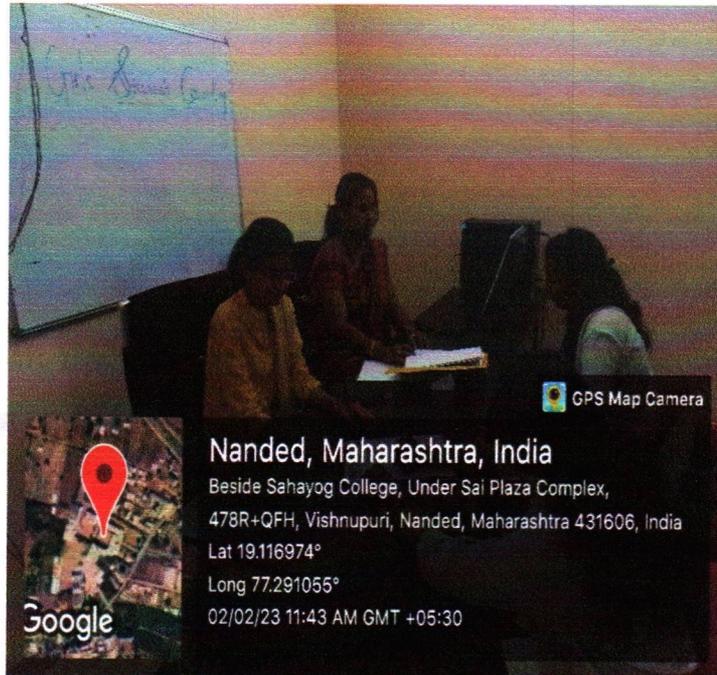


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COUNSELLING SESSIONS FOR GIRLS




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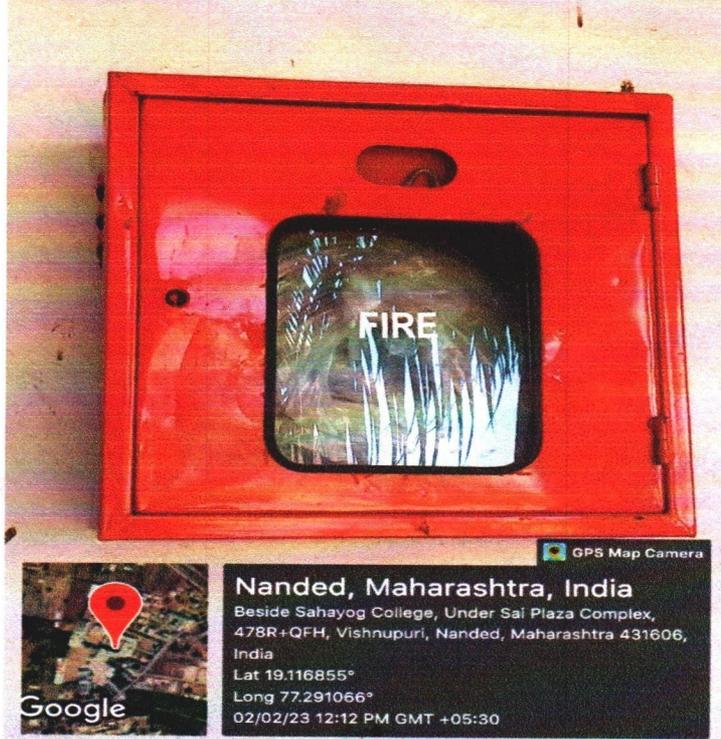
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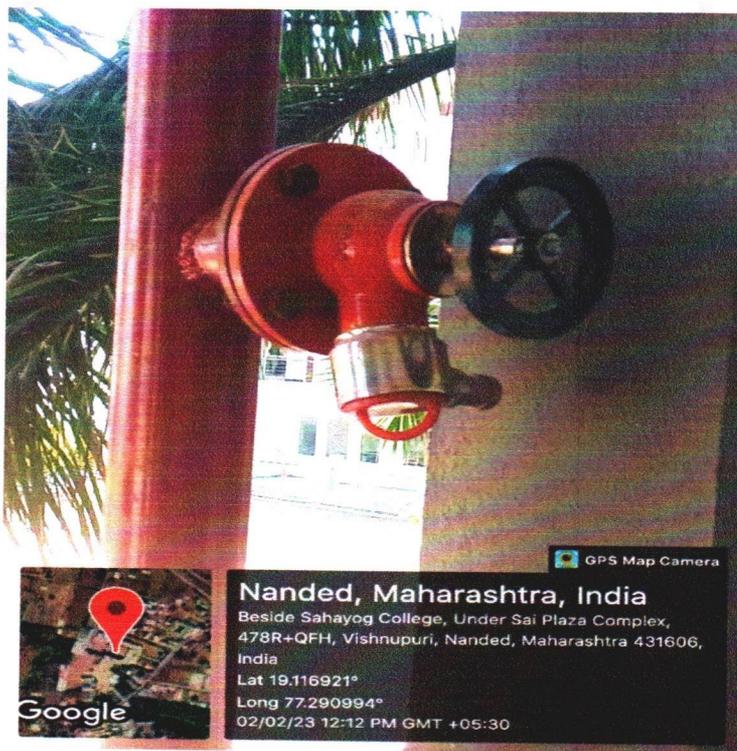


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FIRE SAFETY




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7. Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Measures Initiated by The Institute for the Promotion of Gender Equity and Institutional Initiatives to celebrate or organize National/International Commemorative Days, Events, and Festives during Last 05 years.

ACADEMIC YEAR 2021-22

SR.NO	NAME OF THE EVENT	DATE
1	REPUBLIC DAY	26-01-2022
2	INDEPENDENCE DAY	15-08-2021
3	INTERNATIONAL YOGA DAY	21-06-2021
4	NATIONAL LIBRARY DAY	12-08-2021
5	TREE PLANTATION DAY	29 -07-2021
6	WORLD AIDS DAY	01-12-2021
7	SELF DEFENCE FOR GIRLS	10-11-2021
8	PERSONALITY DEVLOPMENT	18-10-2021




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ACADEMIC YEAR 2019-20

SR.NO	EVENTS	DATE
1	REPUBLIC DAY	26-01-2020
2	INDEPENDENCE DAY	15-08-2019
3	INTERNATIONAL YOGA DAY	21-06-2019
4	NATIONAL LIBRARY DAY	12-08-2019
5	TREE PLANTATION DAY	29-07-2019
6	WORLD AIDS DAY	01-12-2019
7	SAFETY AND SECURITY FOR WOMENS	25-11-2019
8	PERSONALITY DEVELOPMENT	20-12-2019



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ACADEMIC YEAR 2018-19

SR.NO	NAME OF EVENT	DATE
1	REPUBLIC DAY	26-01-2019
2	INDEPENDENCE DAY	15-08-2018
3	INTERNATIONAL YOGA DAY	21-06-2018
4	NATIONAL LIBRARY DAY	12-08-2018
5	TREE PLANTATION DAY	29-07-2018
6	WORLD AIDS DAY	01-12-2018
7	SELF DEFENCE FOR GIRLS	26-11-2018
8	WORLD WOMENS DAY	08-03-2019




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ACADEMIC YEAR 2017-18

SR.NO	EVENTS	DATE
1	REPUBLIC DAY	26-01-2018
2	INDEPENDENCE DAY	15-08-2017
3	INTERNATIONAL YOGA DAY	21-06-2017
4	NATIONAL LIBRARY DAY	12-08-2017
5	TREE PLANTATION DAY	29-07-2017
6	WORLD AIDS DAY	21-12-2017
7	WOMEN EMPOWERMENT	08-03-2018
8	PERSONALITY DEVELOPMENT	20-12-2017




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DATE: 24/01/2022

CIRCULAR

All the students and Staff Members are hereby inform that the “**REPUBLIC DAY**” celebration will be there in college campus on 26-01-2022 At 8:00 a.m.,hence all attend the same without fail and make it grand success.

Dr.Prakash Katakam

Principal

**Indira College of Pharmacy
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Activity Report

Name of the activity	REPUBLIC DAY	
Date and time of Activity	26-01-2022	8:00 A.M
Co-ordinator	Mr.Jameel Ahmed	
Organizing Department	All departments	
In Collaboration with	Seminar Hall	
Description	Republic Day celebrations were conducted on 26th January 2022. After the flag hoisting, Principal enlightened the students on 73 rd Republic Day, learning from the great old freedom fighters. He encouraged the students to strive for a cleaner and healthier mind. Program continued with staff participating in various competitions such as singing, poster making and painting.	
Photo		




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DATE: 11/08/2021

CIRCULAR

All the students and Staff Members are hereby inform that the“**INDEPENDENCE DAY**” celebration will be there in college campus on 15-08-2021 At 8:00 a.m. ,hence all attend the same without fail and make it grand success.

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Dr.Prakash Katakam

Principal
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Activity Report

Name of the activity		INDEPENDENCE DAY	
Date and time of Activity		15-08-2021	8:00 A.M
Co-ordinator		Mr. Jameel Ahmed	
Organizing Department		All departments	
In Collaboration with		Seminar Hall	
Description		<p>This 15th of August, India will celebrate 75 years of Independence. We as Indians pay respect to all the leaders who fought bravely for our nation's freedom in the past. On Independence Day 2022, the Prime Minister of India will hoist our tricolor flag at the Red Fort, Old Delhi. He will also deliver a speech to the nation as well. Independence Day celebrations were conducted on 15th August 2022. After the flag hoisting Principal enlightened the student on the Contribution of freedom Fighters in Independence of India.</p>	
Photo			



Car →



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DATE: 15/06/2021

CIRCULAR

All the students and Staff Members are hereby inform that the “INTERNATIONAL YOGA DAY” celebration will be there in college campus on 21-06-2021 At 7:00 a.m. ,hence all attend the same without fail and make it grand success.

Dr.Prakash Katakam

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Activity Report

Name of the activity	INTERNATIONAL YOGA DAY	
Date and time of Activity	21-06-2021	7:00 A.M
Co-ordinator	Mr.Pravin N.Muli	
Organizing Department	All departments	
In Collaboration with	Seminar Hall	
Description	<p>The idea of International Yoga Day was first proposed by Prime Minister Narendra Modi on September 27, 2014, during his speech at the UN General Assembly, where a resolution to establish June 21 as International Yoga Day was introduced by India's Ambassador, Asoke Kumar Mukerji.</p> <p>The date of June 21 was chosen as it is the Summer Solstice, the day where there is the most sun out of every other day of the year. Overall, it received support from 177 nations, the highest number of co-sponsors for any UN resolution, proclaiming June 21 as the International Yoga Day.</p> <p>On June 21, 2015, nearly 36,000 people, including Prime Minister Modi, and many other high-profile political figures from all around the world, performed 21 asanas (yoga postures) for 35 minutes in New Delhi in what was the first International Yoga Day, and the day has been celebrated around the globe ever since.</p>	
Photo		



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DATE: 08/08/2021

CIRCULAR

All the students and Staff Members are hereby inform that the “**NATIONAL LIBRARY DAY**” celebration will be there in college Library on 12-08-2021 At 11:00 a.m.,hence all attend the same without fail and make it grand success.

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Activity Report

Name of the activity		NATIONAL LIBRARY DAY	
Date and time of Activity		12-08-2021	11:00 A.M
Co-ordinator		Mr. Sapure K.L.	
Organizing Department		All departments	
In Collaboration with		Library	
Description		National Library Day is celebrated in India on 12 th of August Every year in memory of birthday of Padamshri S.R. Ranganathan, the man who gave a lot in Library and information science field. All participants from ICOP were present for this event; Effective Utilization of Library Resources for gaining knowledge was delivered by Speakers to Pharma Students.	
Photo			




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DATE: 24/07/2021

CIRCULAR

All the students and Staff Members are hereby inform that the “**TREE PLANTATION DAY**” celebration will be there in college campus on 29 -07-2021 At 12:00 p.m. ,hence all attend the same without fail and make it grand success.

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Activity Report	
Name of the activity	TREE PLANTATION DAY
Date and time of Activity	29 -07-2021 12:00 P M.
Co-ordinator	Mr. Jameel Ahmed
Organizing Department	All departments
In Collaboration with	Seminar Hall
Description	Tree plantation day is celebrated on 29 July 2021 i.e world environment day in Indira college of pharmacy. This day is celebrated keep our environment clean and green and with fresh air. All participants from ICOP were present for this event, Effective Utilization of Pollution control and water management for gaining knowledge was delivered by Speakers to Pharma Students.
Photo	




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DATE: 29/11/2021

CIRCULAR

All the students and Staff Members are hereby inform that the “**WORLD AIDS DAY**” will be there in college campus on 01-12-2021 at 2:00 p.m., Hence all attend the same without fail and make it grand success.

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Activity Report	
Name of the activity	WORLD AIDS DAY
Date and time of Activity	01-12-2021 02:00 P.M
Co-ordinator	Mr. Jameel Ahmed
Organizing Department	All departments
In Collaboration with	Seminar Hall
Description	World AIDS Day is celebrated in Indira College of pharmacy on 1 th of December. World AIDS Day brings together people from around the world to raise awareness about HIV/AIDS and demonstrate international solidarity in the face of the pandemic. All participants from ICOP were present for this event, Effective Utilization of Disease privation for gaining knowledge was delivered by Speakers to Pharmacy Students.
Photo	




Principal
Indira College of Pharmacy
Vishnupuri, Nanded-06.



Sahayog Sevabhavi Sanstha's

INDIRA COLLEGE OF PHARMACY

Sahayog Educational Campus, Vishnupuri, Nanded-431606

(Approved by PCI, New Delhi, Recognized by Govt. of Maharashtra & Affiliated to SRTMU, Nanded.)



DATE: 05/11/2021

CIRCULAR

All the students and Staff Members are hereby inform that the “**SELF DEFENCE FOR GIRLS**” celebration will be there in college campus on 10-11-2021 at 12:00 p.m. Hence all attend the same without fail and make it grand success.


Dr. Prakash Katakam
Principal
Indira College of Pharmacy
Vishnupuri, Nanded-06.

Copy to;

1. All HODs
2. All Notice Board
3. Information to Transport In-Charge, Security & Canteen.
4. All Facilities.
5. Library
6. A.O. for filing.





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Activity Report

Name of the activity	SELF DEFENCE FOR GIRLS	
Date and time of Activity	10-11-2021	12:00 P.M
Co-ordinator	Mr. Jameel Ahmed	
Organizing Department	All departments	
In Collaboration with	Seminar Hall	
Description	Self defense for girls program is celebrated in Indira college of pharmacy on 10-11-2021. speaker to counseling for students Self-defense in set of awareness, assertiveness, verbal confrontation skills, safety strategies, and physical techniques that enable someone to successfully escape, resist, and survive violent attacks. All girls participants from ICOP were present for this event.	
Photo		




Principal
Indira College of Pharmacy
Vishnupuri, Nanded-06.



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DATE: 14/10/2021

CIRCULAR

All the students and Staff Members are hereby inform that the “**PERSONALITY DEVELOPMENT**” Program will be there in college campus on 18-10-2021 At 12:00 p.m.hence all attend the same without fail and make it grand success.

Dr.Prakash Katakam

Principal

**Indira College of Pharmacy
Vishnupuri, Nanded-06.**

Copy to;

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2. All Notice Board
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Sahayog Sevabhavi Sanstha's

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Activity Report

Name of the activity	PERSONALITY DEVELOPMENT	
Date and time of Activity	18-10-2021	12:00 P.M
Co-ordinator	Mr. Jameel Ahmed	
Organizing Department	All departments	
In Collaboration with	Seminar Hall	
Description	<p>Personality Development program is Conducted in Indira College of pharmacy on 18-10-2021. Personality Development Programme (PDP) is aimed at increasing Employability of the Students. Some of the salient features of the program include: Functional grammar in Standard English. Speaking skills. Reasoning. All participants from ICOP were present for this event; Effective Utilization of Personality Development for gaining knowledge was delivered by Speakers to Pharma Students.</p>	
Photo		



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Principal
Indira College of Pharmacy
Vishnupuri, Nanded-06.