



### 7.1: Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the institution for the promotion of Gender Equity during the year.

The activities/ programs taken up by the institute to promote gender equity and sensitization:

Description	Pages			
1. Annual gender sensitization action plan(s)	2			
Programs conducted by the institution for the promotion of gender equity during the year 2019-2020				
Poster Presentation Competition on Gender Issues	4-9			
2) Sports and Games competitions to students	10-21			
3) Awareness program on Women Rights	22-29			
4) Career Development Program	30-36			
5) Program on International Women's day	37-46			

### File 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, colour, 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 Pharmaceutical Sciences. Gender sensitivity is an inherent value in the cultural ethics of the institute and its neighboring community, as is evident by the following facilities.

### Annual gender sensitization action plan:

Avanthi Institute of Pharmaceutical Sciences, through its proactive faculty, staff and student programs, will annually look into the following for creating a centre for women's empowerment and gender equality:

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- Promoting communication with respect for human dignity and social responsibility.
- Allow the recognition of multidimensional representations of women and men.
- Promote communications that represent unbiased representations of gender equity.
- Conduct workshops that promote diversity and gender-sensitive communication for members and employees.
- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- Conducting regular awareness-raising activities among students and staff
- In classes, faculty members promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counselling during class hours.
- A network of gender equality advisers facilitated for Women Empowerment and Gender Equality. Our student code of conduct promotes gender parity at the governance level.

Programs conducted by the institution for the promotion of gender equity during the year 2019-2020

Avanthi institute of Pharmaceutical Sciences not only caters to the moral values and ethics of the institution but also caters to the equality of both men and women employees & students in the institute In order to promote equality & justice, the institute organized various awareness programs such as Women Rights, Women protection & importance of disha act. Women empowerment program as well as women health issues, Career guidance for women All above programs have been organized in the college premises for the academic year 2019-2020

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Date: 14-06-2019

### Circular

This is to inform all the staff and students that the institute will organize "A Poster Presentation Competition on Gender Issues" at 10:00AM on 15-06-2019 in seminar hall. The posters are supposed to have themes like Gender Violence, oppression of women, Gender discrimination etc.

All are requested to participate in the event.



- 1. Director-HR
- 2. Principal
- 3. All HODs
- 4. Administrative Officer
- 5. File



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### Report on Poster Presentation Competition on Gender Issues

Title of Event

: "Poster Presentation Competition on Gender Issues"

Venue

Seminar hall

Date

15-06-2019

Time

10.00 AM

Organized by

Management, AIPS

No. of students

40 Students

The Institute has organized 'Posters Presentation Competition on Gender Issues" for the students in the seminar hall on 15-06-2019. The main Motto for organizing this competition is to create awareness among the students that women are no less than men. Gender Equality is when people of all genders have equal rights, responsibilities and opportunities. Everyone is affected by gender inequality- women, then, transgender, gender diverse people, children and families. Societies that value women and men as equal are safer and healthier. Gender equality is a human rights issue.

Women have been continuously denied of basic human rights such as education and equality. Through this competition, the management wanted to convey a message that women are no less than men. They have equal opportunities in all matters namely-religion, economy, education, culture, and polity. This competition does not only talk about the rights of women but also talks about how the women have been discriminated at home, in education and workplace. Women have also been discriminated in opting for arts such as dance, music as well HARMA

as in sports.

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### AIMS:

- To raise the awareness about gender equality among students and staff of the institutions.
- Boys and girls must feel at home in a safe and secure learning environment.
- Teachers and students all have a part to play in ensuring that college is free of violence and discrimination and which provides gender-sensitive and good equality education.
- Students leave to be sensitized about genetic equity and outlier issues isolated to wincey iii order to build a more empathetic society for women
- To revisit patriarchal and male chauvinistic views of men on women and influence their attitude for better.
- To improve the chances of women by providing them equal opportunities.

Many students, including both male and female students, took part in this competition and expressed their views on the issue. The students have formed themselves into a group of five and brought out the poster.

The poster making was thoroughly scrutinized by the HOD H&S Department. At the end of the program, Prizes were distributed among the winners of the competition.

15 female and 25 male students participated in the competition. Gender Equality program was organized by our institute to raise awareness among the students and staff members. The Program was very informative and well appreciated by the participants.

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Date: 19-07-2019

### Circular

This is to inform all the staff and students that the institute will **organize Sports and games competition** to the students on 20-07-2019 from 10.00AM - 4.00PM in the college premises. The competition is aimed at encouraging the students to make time for sport and cultivate a sporting spirit in life. All are requested to participate in the event.

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- 1. Director-HR
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- 3. All HODs
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Title of Event: Sports and Games competition

Venue: College ground

Date: 20-07-2019

Time: 10.00 AM to 4.00PM

No. of participants: 225 students

The Institute has organized Sports and Games competition to students on 20-07-2019 in the college ground. The competition took place under the guidance of Mr. A. Raja Shekhar, Assistant professor, and AIPS. The competition was conducted to build sportive nature among the students. Sports help them learn life skills such as teamwork, leadership, accountability, patience, self-confidence and prepares them to face life challenges. Games explore and test students' skills, efforts and teach them to develop new ways of managing the obstacles. Games and Sports give us encouragement to face all the hard challenges of life. They improve our physical stamina and mental strength which make us more productive and agile. Those who do not take up sports and games in their daily life end up as dull, boring, and pessimistic individuals.

Students have enthusiastically participated in a variety of sports and games such as Kabaddi, Basketball, Volleyball and Chess. Outdoor games help students build a strong and healthy physique; In-door games help build their mental agility and discipline. The qualities and skills which sports teach are useful to us to face life's challenges and problems.

Along with the faculty members, 55 female and 50 male students participated in the event.

Prizes were distributed to the winners of various competitions at the end of the program.

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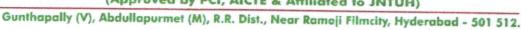
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CONDUCTING VARIOUS OUT-DOOR GAMES TO THE STUDENTS



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Date: 12-09-2019

### Circular

This is to inform all the staff and students that the institute will organize an **Awareness program on Women Rights** on 12-09-2019 from 10.00 AM in the college Seminar hall. The senior faculty of the college from PharmD Department Mrs. Manjula will address on the occasion. All are requested to participate in the event.

### Circulated To:

- 1. Director-HR
- 2. Principal
- 3. All HODs
- 4. Administrative Officer
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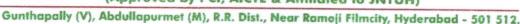
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# AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

(Approved by PCI, AICTE & Affiliated to JNTUH)







### Report on Women Rights

Title of Event: Seminar on Women Rights

Venue: College Seminar hall

Date: 12-09-2019

Time: 10.00 AM

Speaker: Mrs. Manjula, HOD PHARMD Department-AIPS

No. of participants: 100 students

The Institute has organized a Seminar on Women's Rights to the students on 11-09-2019 in the college seminar hall. The program began with a welcome note by the faculty members. Mrs. Manjula, HOD PHARMD Department-AIPS was the resource person. She said that, Gender equality is at the very heart of human rights. She has also enlightened the audience about different rights Indian Constitution provides to its citizens. Mrs. Manjula, added stating that many of them are unaware of their rights and emphasizes the need for everyone to know their rights. She quoted many incidents to exemplify the rights of women. She concluded by saying that right to education is a recognized right under human rights law. Mrs. Manjula, urged all the students to opt for higher education as education reduces inequality in society and helps them to build a better future for themselves and for their families. She has enlightened the women staff and students and guided them to concentrate on areas which are most crucial to their well being.

The rights of women are not automatically guaranteed as they have to be fought for and attained in a discriminatory society. Women should have an agency to achieve their due share in a male-dominated world. It is the responsibility of the governments, institutions and society to ensure that women have the right platform for voicing their concerns and fighting for their rights. Though some organizations like NCW, other such bodies at the state level, activists, and voluntary organizations for women provide agency to women, we need more platforms for championing the rights of women. Along with the faculty members, 50 female and 50 male students participated in the event.

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Dr. Jayaprada speech about the program Women Rights



Students are participating in the program of Women's Rights

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Date: 27-12-2020

### Circular

This is to inform all the staff and students that the institute is organizing a **Career Development Program for Women** from 10 am to 1 pm on 28-12-2020 in the college seminar hall. All are requested to attend the program without fail.



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### Circulated To:

- 1. Director-HR
- 2. Principal
- 3. All HODs
- 4. Administrative Officer
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### Report on Career Development for Women

Title of Event: Career Development Program for Women

Venue: College Seminar Hall

Date: 28-12-2020

Time: 10.00 am to 1.00 pm

Guest: Mrs. Jayaprada

No of participants: 64 students

The institute has organized a Career Development Program for Women on 28-12-2020 in the college seminar hall. The institute has invited Mrs. Jayaprada to be the Guest for the occasion. The guest was welcomed by the Mrs. Manjula, HOD and Training and Placement officer, Mr. Swami rao. The guest spoke women were said to have progressed on hierarchal level leaving behind their male peers in age and experience about the job. Opportunities that are available for Women in all fields. She also advised women to opt for higher education in which ever field they are interested and to update their skills as per industry requirements. She also revealed that the patterns of women's career development are frequently by family as well as workplace commitments and responsibilities unlike those of men.

She added saying that, one's career is one of the most important decisions of life, since it determines the kind of path we will take in life. One should choose their career based on their fields of interest and what they love, and not simply because of monetary benefits. She urged the students to have a proper plan regarding their career and work hard in improving their hard skills and soft skills. She has concluded the program by advising the students to be confident while making a career choice and go for the option that will best for them. The program helped the students to have a better understanding about the opportunities that could be offered by enhancing the skills, by internships and higher education.

64 female students and faculty members have attended the event.

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Participation of students in the Career Development Program for Women

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### INSTITUTE OF PHARMACEUTICAL SCIENCES (Approved by PCI, AICTE & Affiliated to INTUH) Gunthapaliy (V), Abdollopurmet (M), R.R. Dist., Near Rumoji Filmcity, Hyderobad - 501 512.





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# AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

(Approved by PCI, AICTE & Affiliated to JNTUH)

Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 512.





Date: 06-3-2020

### **CIRCULAR**

This is to inform all the staff and students that the institute is going to celebrate International Women's Day to acknowledge the contributions made by Women. The day celebrates women power and their contribution in multiple roles to our world. The celebrations will be held at the Seminar Hall on 08-03-2020. All are requested to attend the celebrations without fail.

### Circulated To:

- 1. Director-HR
- 2. Principal
- 3. All HODs
- 4. Administrative Officer
- 5. File



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R.R. Dist. Telangana.



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Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 512.

### Report on International Women's Day

Title of Event: International Women's Day Celebration

Venue: Seminar hall

Date: 08-03-2020

Time: 10.00 AM

Guest: Dr. Y. Jayaprada, Director

No. of participants: 100 students

The Institute organized International Women's Day celebration in the college seminar hall on 8-03-2020. Dr. Y. Jayaprada, Senior lecturer, AIPS was the Chief Guest. She said that, it is a great responsibility to empower women as it is necessary for gender equality. She added that, in the past, women were restricted to homes and were not permitted to step out of their home for work. But now, women are given an equal opportunity to work and are allowed to stand among, and, at times, ahead of men in many fields.

Dr. Y. Jayaprada, feels that gender justices and fair representation is still a distant dream in a male dominated world. Though women are increasingly storming the male bastions, there are still many barriers for women to draw level with men. Women are still under represented, under paid, exploited and discriminated against in various walks of life.

A male chauvinistic attitude and a patriarchal mind-set is not helping address the long pending the grievances and demands of women. Unless there is a transformation in the mind-set and attitudes of the society in general, we cannot ensure a level playing field and fair treatment of the fair sex.

Women should have the freedom of choice to make their own choices. As it is the case freedom is rarely given to the oppressed by the oppressors, it has to be fought for and attained after a long and hard fought battle. For this to happen, women should have the agency and support to get their rightful share. Awareness, agitation, agency and legislation will go a long way in alleviating the subordinate condition of women across the world.

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She concluded her speech by saying that women can be independent and self-reliant in a man dominated world through self-determination and effort. Women deserve the dignity as equal human beings and not as a weaker gender. It is high time that our world a knowledge the equal contribution of women to the betterment of humankind. The speech resonated well with the audience. Everybody lauded the guest for an exceptional speech.

The institute conducted Miss Avanthi, a beauty pageant competition, in the college serninar hall on the occasion. Dr. Y. Jayaprada,, handed over the medals to the winners of beauty pageant competition. Later, Mr. Rama Krishna, HOD BPharmacy Department felicitated the guest with a shawl and honored her with an memento as a token of gratitude.

Along with the faculty members, 60 female students and 40 male students participated in the program.

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The Felicitation to Dr. Jayaprada for International Women's Day

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The students and staff members are participating the International Women's Day

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