



7.1: Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the institution for the promotion of Gender Equity during the year 2022-2023.

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

Description	Pages
1. Annual gender sensitization action plan(s)	3
Programs conducted by the institution for the promotion of gender equity	during the year:
2022-2023	
1) Awareness on Gender equity & Rights of men and women	4-12
2) Breast Cancer Awareness Program	13-21
3) Program on Gender Champions	22-30
4) Career Development Program	31-38
5) Cyber Crime and Social Media Awareness Program	39-52

File Description:

Avanthi Institute of Pharmaceutical Sciences has a strong 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 opinions held, national or social origin, property, birth or other status. Its unique work culture, healthy traditions and ethos have led to the enrolment of employees as per the roster. 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 embraced in the cultural ethos of the institute and its neighboring community, which is evident from the following facilities:

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Annual Gender Sensitization Action Plan:

Avanthi Institute of Engineering and Technology, through its proactive faculty, staff and student programs, takes up the following measures under the aegis of its Centre for Women Empowerment and Gender Equality:

- Promoting a dialogue between the concerned parties for human dignity and social responsibility.
- Holding regular meetings of Anti-ragging/Women Grievances Redressal
 Committees for monitoring and evaluation of Gender Equality in the institution.
- Organizing Public Awareness Campaigns about Human Values and Rights for All.
- Encouraging female students and faculty members to be Gender Champions.
- Promote communication that reflects unbiased representation of Gender.
- Providing sanitation services for good menstrual health.
- Providing safety and security for the girl students and female staff within the campus.
- Conducting regular awareness-raising activities among students and staff.
- Hold students' meets and have open and closed sessions on gender related scenarios and encourage students to take up leadership roles.
- Promoting leadership qualities among girl students by encouraging them to take an initiative in striving for the well-being of the adolescent girls.
- Educating the students about Cyber Crimes in today's world.
- Promoting team work among the students, building self-confidence and sportive nature through extra-curricular activities like sports and games for girl students and female faculty members.

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Programs Conducted By the Institution For The Promotion Of Gender Equity During The Year: 2022-2023

Gender sensitivity is a way of thinking that fosters respect and compassion for other genders. It helps in creating awareness regarding gender equality issues and modifying the behavior and views that people hold about themselves and other genders. Women across societies do not enjoy equal rights with men in many walks of life. To work towards the behavioral change of individuals, mainly the behavioral change of students and staff of AIPS, the institute has organized many awareness programs on Gender Equality issues, to create an open mind in the students and staff and to familiarize them with the constitutional rights and safeguards for women. In this regard, AIPS has organized the following programs to create awareness among female students and staff.

Several lectures and talks on the topics of Gender discrimination, violence against women, oppression and exploitation of women etc., are regularly organized to sensitize the students on these issues. Women have been waging a long battle for equality and fair treatment in a male dominated world. Though the lot of women has improved significantly from the past, there are still serious lapses by the society in guaranteeing a life of dignity and a level playing field for them.

Unless the society and men in particular empathize with the condition of women and volunteer to contribute their lot for the up-liftment of women, we cannot expect a drastic change in their condition. The college actively seeks the opinion and intervention of the male students and staff in promoting gender equity, sensitization and up-liftment of women. To this end, it organizes several events and programs like "International Women's Day, Women's Health and Sanitization, Breast Cancer Awareness, Career Opportunities, Gender Balance and Equity, Human Rights and Values etc" in which male students and faculty members take the initiative to help the female students and women in society fight for their equal rights and opportunities.

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CIRCULAR

This is to inform all the staff and students that the women's grievance cell of the institute is organizing a rally in the college premises to create Awareness on Gender equity & Rights of men and women at 10.00 AM on 07-02-2023. The members of the women empowerment cell Dr. Manjula and Dr. Rama Krishna will lead the rally. The aim of the rally is to create awareness about gender equity and related issues in our society.

All are requested to participate in the event.

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2. Principal

3. All HODs

4. Administrative Officer

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PROGRAM REPORT

Title of Event: Rally for Balance of Gender Equity

Venue: In Campus

Date: 07-02-2023

Time: 10.00 AM

Organized by: Management

No. of participants: 110 students

The Institute has organized a Rally on Balance of Gender Equity at 10.00 AM in the college premises on 07-02-2023. The main motto of this rally is to create awareness among the faculty and the students that both men and women have equal opportunities in all matters namely, religion, economy, education, culture, and polity.

Speaking on the occasion, Dr. K. Balaji, Principal emphasized that "Gender equality and the empowerment of all women and girls" is not only an explicit goal but also a driver of sustainable development in all its dimensions, from ending poverty and hunger. Promoting prosperity and inclusive growth and building peaceful, just and inclusive societies to securing the protection of the planet and its natural resources'.

As an institution working towards brighter futures for all individuals, Avanthi Institute of Pharmaceutical Sciences is committed to foster gender equity and has organized this rally to bring about a change in the mind-set of the students and staff. The rally had an everlasting imprint in the minds of all the stake-holders. By making education compulsory to both men and women, preventing violence against girls and women, giving proper value to women's work, getting women into power and to empower women in all forms, as inequality between genders doesn't only effect individuals it can change entire economies.

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All the students, including the faculty members, actively participated in the rally. Along with the faculty members, 50 female and 70 male students participated on the occasion.



Student's preparedness for the rally on Balance of Gender Equity at the college campus

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Date: 10.01.2023

CIRCULAR

This is to inform all the staff and students that the institute is organizing an Awareness Program on **Breast Cancer** scheduled on 12.01.2023 from 1.00 PM to in the college seminar hall. All the women faculty and female students are invited to participate in the program.



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





Report on Breast Cancer Awareness program

Title of Event: Breast Cancer Awareness Program

Venue: Seminar Hall

Date: 12.01.2023

Time: 10.00AM

No. of participants: 95

The Institute has organized an awareness program for Breast Cancer on 12-01-2023 in the college seminar hall. The speaker created awareness on Breast Cancer, its causes and preventive measures through her elaborate speech.

Brest Cancer is a group of diseases in which cells in breast tissues changes and divide in controlled, typically resulting in a lump or mass. Most breast Cancer begin in the lobules (milk glands) or in the ducts that connect the lobules to the nipples.

Breast Cancer typically has no symptoms when the tumor is small and most easily treated, that is why screening is important in early detection. The most common physical sign is a painless lump. Less common signs and symptoms include breast pain or heaviness; persistent changes, such as swelling, thickening, or redness of the skin: and nipples changes, such as spontaneous discharge, scaliness or retraction. Any persistent change in the breast should be evaluated by a physician. She rolled out the statistics to prove the alarming increase in breast cancer cases in the recent years.

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The speaker also explained how to carry out Self Breast Examination (SBE) and advised the girl students and women employees on the measures to be taken to protect themselves from the dreadful disease. The program was well received by all and was very useful.

- The speaker's elaborate presentation covered aspects like:
- Probable Symptoms that cause breast cancer, ovarian cancer, etc
- Ways to identify it in early stages to be cured off like Dimpling, Puckering. Stretching pain in the back, retracted nipple etc.,
- The factors causing cancer- genetic, physiological, dietary, environmental and life style.
- Precautionary measures like avoiding cholesterol rich fat diet, alcohol intake, reducing
 obesity, curtailing use of tobacco, being aware on aspects like endocrine disruption due to
 oral contraceptive use, physical inactivity, proper clothing, benefits of breast feeding etc.,

The speaker also briefed the participants on methods of carly detection and curative measures. Showing demonstrative clippings they explained about Self Breast Examination (SBE), clinical Tests, mammography and ultra sound scanning. The speaker also advised the girl-students to be conservative, follow healthy food containing fibroses rich foods with Vitamin A, E and C, Beta carotenes and selenium supplements The conclusion was a discussion of the painful treatment process like surgery which is often followed by radiation to melt the malignant lumps. Psychological rehabilitation of affected patients through chemotherapy and re-breast construction with silicon support was discussed with video clippings.

All the audience thanked the management for their initiative to create awareness among women regarding this deadly disease. Everyone appreciated the program and opined that these kinds of programs are very useful and may be conducted frequently.

All the lady faculty members and 95 female students participated in the awareness program.

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Addressing the gathering about Brest Cancer Program

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Date: 01-08-2022

CIRCULAR

This is to inform all the staff and students that, the institute will organize **Gender Champions** Program on 03-08-2022 from 01.00 PM to 04.00 PM in the college seminar hall. The program is being organized by the Management to encourage gender champions who are at the fore-front of promoting gender justice and parity. All the boys, girls and faculty members are requested to attend the program without fail.



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

Report on Gender Champions Program

Title of Event: Program on Gender Champions

Venue: Seminar Hall

Date: 03-8-2022

Time: 01.00 PM to 04.00 PM

Organized by Management -AIPS

No. of participants: 120 students

In order to move towards a gender just society that treats women equally, the Ministry of Women and Child Development (MWCD) in collaboration with Ministry of Education initiated Gender Champions as responsible leaders who will facilitate an enabling environment within their schools/colleges/academic institution where girls are treated with dignity and respect. Gender Champions can be both boys and girls above 16 years of age enrolled in educational institutions.

The Institute has organized a program on Gender Champions on 03-08-2022 at 10.00 AM in the college Seminar Hall. The focus of the program is to strengthen the potential of young girls and boys to advocate for gender equality and monitor progress towards gender justice.

The program began with a welcome note by the faculty. Dr.Nihar Ranjan Das, Associate Professor, AIPS, graced as the speaker for the session. The speaker, in his speech, spoke at length and said that the Government of India has given utmost priority to improve gender sensitivity among youth, reducing disparity between men and women in various sectors such as health, education, socio-economic aspects, etc He opined that the college educates both girls and boys regarding gender equality and leaves no stone unturned to solve the problems faced by female students and women staff members.

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He also listed some of the major initiatives taken by Government of India for removing the gender gap in all aspects:

- Beti Bachao Beti Padhao ensures the protection, survival and education of the girl child.
- Scheme for Adolescent Girls aims to empower girls in the age group 11-18 and to improve their social status through nutrition, life skills, home skills and vocational training.
- Working Women Hostel ensures the safety and security for working women.
- Samagra Shiksha Abhiyan (SSA) is an overarching program for improving school effectiveness measured in terms of equal opportunities for schooling and equitable learning outcomes and implementation of Right to Education Act

The broad mandate of the Gender mandate is to provide an integrated and inter-disciplinary approach and to understand the social and cultural constructions of gender that shape the experience of men and women in the society. The director said that the aim in organizing this program is to make the young boys and girls gender sensitive and create positive social norms that value the girls and their rights in the campus.

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

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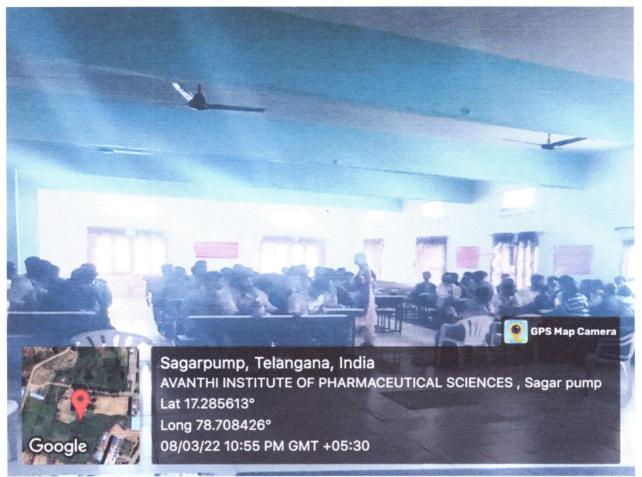


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Program coordinators conducting quiz regarding gender champion

Students participating gender champion at AIPS

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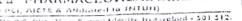


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Date: 26-08-2023

Circular

This is to inform all the staff and students that the institute will organize a **Career Development Program** on 28-08-2023 from 10.00 AM in the college seminar hall. All the final year Bpharmacy and PHARM D students and staff members are requested to participate in the program.

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- 4. Administrative Officer
- 5. File

Report on Career Development Program

Title of Event: Career Development Program

Venue: Seminar Hall

Date 28-08-2023

Time 10.00 AM to 1.00 PM

No. of participants: Final year students and faculty

Career Development Program is an initiative by colleges and organizations to unearth the latent talents of their staff and students. It also makes them more productive and guides them in choosing a proper career path. Experts from industry and academia help the students and professionals clear their clutter and make them right career choices. A lack of proper career path results in wastage of talents, time and resources. Hence, the wise counsel of experts helps in avoiding the trap of poor career paths and unrealized potential.

The Institute has organized "Career Development Program" in the college seminar hall on 12-12-2022. It is a way to set your employees up for success and long-term progression". Usually Career Development Program spans the entire work life of an individual and is an on-the-job opportunity. This Program was organized to allow individuals discover who they are, what they like to do and what they do best. The guest expert said that, many students are frustrated because they do not see the link between their coursework and goals for the future. He added saying that one must be confident about their own inner abilities and where they want to see themselves in their future. He stated, one must always be ready to re-evaluate themselves and their achievements.

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The guest briefed that in order to reach the ultimate goal; one must create short-term goals and try to achieve it on time. The guest speaker cited examples of organizations and said that any organizations have realized that to stay ahead of the competition, they need to invest in the skills and talents of their workforce. They are now fully committed to employee development as a way of achieving organization goals. Below are some benefits of having career development programs in place as mentioned by Guest speaker:

- Employee retention.
- Up skilling and re-skilling employees.
- Leader ship development.

The lecture given was so engaging that students and staff were spell bound to his lecture. He has demonstrated through a PPT for a better understanding of the concept. He concluded saying that, apart from the subject knowledge and computer skills one must plan SMART goals accompanied with good communication skills to excel in their professional life. Along with the faculty members, 35 female and 45 male students participated in the event.

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Speaker giving a power point presentation on carrier development concepts

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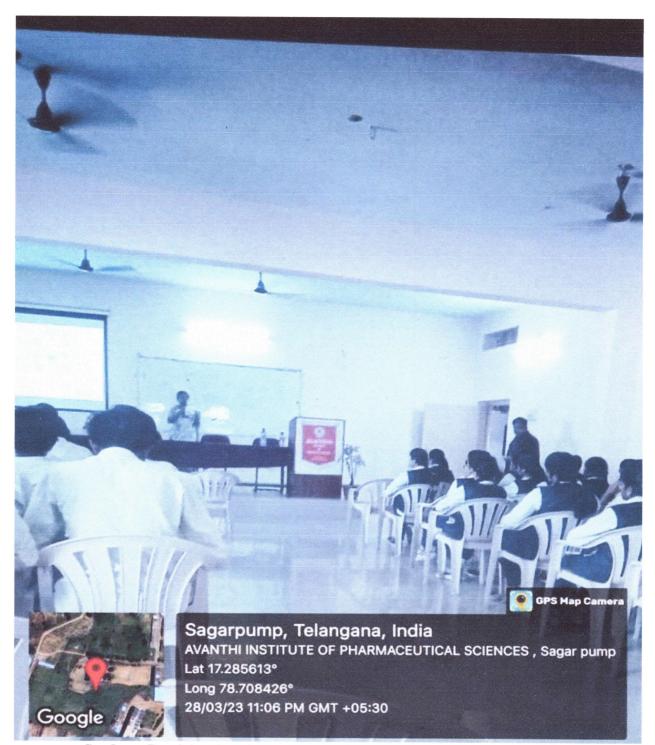
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Students Participating the carrier development awareness programme

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Date: 08-09-2022

Circular

This is to inform all the staff and students that the institute will organize an **Awareness program** on **Cyber Crime and Social media** on 10-09-2022 from 10.00 AM to 1.00 PM in the college auditorium. The program is intended to raise awareness about the abuse and misuse of social media by unscrupulous and irresponsible users for undesirable and criminal purposes. All the students and staff are requested to participate in the event.



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Report on Awareness program on Social Media

Title of Event: Awareness program on Social media

Venue: Auditorium

Date: 10-09-2022

Time: 10:00 AM

No. of participants: 200 students

The Institute has organized an awareness program on Cyber crime and social media on 10-09-2022 in the college auditorium. The Cyber security Awareness Program is a national public awareness effort aimed at increasing the understanding of cyber threats and empowering the public to be safer and more secure online. Cybercrime varies from computer, unauthorized hacking, forgery, infringements of privacy, online gambling, propagation of harmful content, phishing, computer viruses, falsification of prostitution, theft, espionage, copyright infringement, financial crimes, sale of illegal articles, pornography, intellectual property crime, e-mail spoofing, cyber defamation and cyber stalking.

The college took the initiative to organize this awareness program to inform and to caution regarding various Cyber crimes that takes place via social media. The most commonly reported and seen crimes that occur on social media involve people making threats, bullying, harassing, and stalking others online. One of the main ways that cyber crimes on social media can impact digital marketing is by undermining trust in the platform. If users feel that their personal information is at risk of that they are being targeted by scams. They may be less likely to engage with brands and businesses on the platform.

The program began with a welcome note by the faculty. He said that cyber awareness program is to educate people about possible cyber threats and avoid a data breach. He added that there is no

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method which can guarantee complete security from the attacks but can help reduce their occurrence and equip end-users and professionals with practical knowledge to mitigate such risks. He added that every individual, students, parents and enterprises must be aware of the cyber security force to keep oneself away from cyber-attacks and their prevention. He concluded that in this internet era, dependency on digital technologies will increase in the coming years. So, being aware of several cyber threats and their prevention is the only solution to safeguard our self from the malicious activities of hackers.

He further elaborated on the security risks and privacy issues of an online presence. In the age of e- commerce and internet banking, our sensitive information is no longer secure. We need to take adequate security measures and raise protective walls to safeguard our accounts and information. We need to rely on standard service providers to provide online security for us.

We are vulnerable to identity theft, cyber-bullying, trolling, abuse and threats due to our online lives. To save ourselves from such nuisance and harassment, we need to adopt proper security features and report any abuse immediately to the concerned platforms and authorities. We may fall prey to propaganda and fake information if we let our guard down. Such misleading information and propaganda could result in personal strife and social unrest, the resource person opined.

All the students, including the faculty members, benefited a lot from the session. Along with the faculty members,95 girls and 105 boys participated in the event.

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Gunthapally (V), Abdullapurmet (M).







Students and staff members participate in the awareness program on a social media

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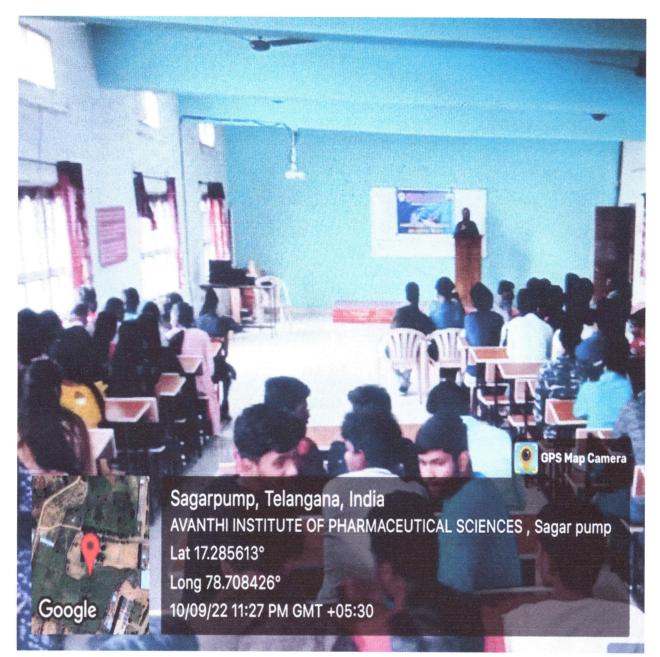


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