

AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

GUNTHAPALLY, NEAR RAMOJI FILM CITY, HYDERABAD-501512

Measures initiated by the Institution for the promotion of gender equity

Gender Equality

The concept of gender equity refers to “fairness of treatment for both women and men, according to their respective needs.

This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities”.

Education deals with formation of habits of human beings. If so, we need education seriously to focus on promoting the equal participation of women and men in making decisions; reducing enrolment gap between women’s and men’s access; giving equality in learning process, educational outcomes and external results; and providing equal benefits for both sexes.

Gender equity in education means that males and females have equal opportunities in terms of economic, social, cultural, and political developments. If gender equity is exactly achieved this will contribute to future of girls and boys more than approaches men-centered, and girls will get benefits from public and domestic life as much as boy.

AIPS shows gender sensitivity through various initiatives and actions for creating safe, Secure and healthy atmosphere in the campus.

Sensitization of the students is done through special lectures and functions. Specific initiatives with respect to key areas are as follows:

1. Safety and security

Safety of girls is a top priority at every college campus. Nowadays, safe and supportive campus community is both an obligation and a challenge for college administrators and students. Institute should provide a comprehensive range of security amenities especially for girls within the premises, through a dedicated team of security personnel. It is a common phenomenon that most of the outstation students enrolling for different courses come out of their homes and cities for the first time in their life.

It is therefore of utmost importance for institutions to provide them a comfortable and safe ambience of 'feel at home' within the campus.

Women safety at any college campus is a serious concern now.

According to a poll, 86% of parents believe that the safety of the campus is one of the most important factors in choosing one institution over the other.

This problem can only be solved through awareness and prevention programs, dialogue and action.

Students should be given regular lessons about sexual assault and its prevention from the school level itself so that they become more aware and alert and do not hesitate in taking preventive and safety actions in case such disdainful circumstances are encountered in future. So, following actions have been taken to ensure safety of the girl students

CCTV Camera

24 hour CCTV surveillance is maintained in the college. It helps to keep a check on

antisocial 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 the 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.

Counselling

Faculty Advisor

Faculty advisors are assigned the responsibility of mentoring and counseling of the students boys and girls both. Each faculty advisor looks after the matters of a group of 10 to 15 students. If any problem is there both boys and girls are being counseled as per their requirements individually also.

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.

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.

Any other relevant information

Open and transparent system

Open and transparent system of recruitment and promotion of faculty and staff which is purely based on merit. We currently have 38% of female faculty members in our institution. Female faculty members hold some of the higher administrative and academic positions in the institute.

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