



SANTHIRAM COLLEGE OF PHARMACY

Approved by AICTE & PCI, New Delhi - Affiliated to JNTUA, Anantapur
NH - 18, Nandyal, Kurnool District, Andhra Pradesh - 518501.

7.1.1. Measures Initiated by the Institute for the promotion of Gender Equity & Institutional Initiatives to celebrate/organize National & International Commemorative Days, events and festivals during the last Five years



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Objectives:

Santhiram College of Pharmacy nurtures students to be technically competent and ensures students are aware of social and civil responsibilities. The institute is perceptive to gender issues and with regard to sexual harassment, it has zero-tolerance. Women's safety and security is one of the priority areas for the institute. Women empowerment is an integral culture that is visibly seen in the number of women in leadership roles. The gender equity program will make the women aware of their rights, opportunities and making them strong both mentally and physically.

At SRCP students of both the gender have equal opportunities to develop to their optimum potential. Some of the efforts made by the institute to promote women empowerment are highlighted below:

The **annual gender equity and sensitization action plan** is prepared in advance that includes the curricular and extra-curricular initiatives which are planned and executed. The institute arranges special programs, especially during **International Women's Day**, wherein female students and staff take part in large numbers. During these programs experts are invited to sensitize female students and staff about various relevant issues concerning women.

Institution had given equal importance in recruitment process and in conducting events and activities, with equity concept. Female staff are actively involved in coordinating the woman cultural activities, provide counseling to the girls through effective mentor mentee system and built up confidence among the students, motivate them in participating sports, cultural events and other activities. The institute had given an equal importance in selection of class representatives from boys and girls of each class and sections. Awareness programmes on women empowerment-Disha app awareness entrepreneurship and safety aspects are conducted as a routine practice to give a note and role in the society.

Sessions on 'Personal Hygiene & Cleanliness among female students', 'Education about Cervical Cancer & Breast Cancer' etc. were organized in recent past. Also, during COVID Lockdown, our Counseling Cell, organized online program "Women's Health & Well-being" exclusively for the female faculty members and Students.



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The counselling cell of the institute has recently initiated an awareness campaign for all female hostellers in the campus. The primary aim of these awareness campaigns is to promote overall wellbeing of female students residing in the hostel. These campaigns focus on both physical and mental well-being of students.

The institute encourages female students to actively participate in all the co-curricular and extracurricular activities arranged within and outside the campus. Every year large number of female students take part in college Cultural Fest. Also, female students actively participate in inter-department /& inter-collegiate sports competitions arranged by the institute / University.

Action plan:

1. Amendment of Disha App and create awareness about the App
2. To elevate the confidence levels in the girl's, institution has a routine schedule every year in conducting the event on important international days celebration with respect to gender.
3. Women's day celebrations,
4. AIDS day
5. Breast Cancer awareness Programmes.
6. Practical demo on how to protect themselves (women) in hostile conditions.
7. Co curricular activities

Girls are encouraged to involve in the co-curricular activities to boost up the physical and mental ability among the girls and motivate them for their active participations.

I. Infrastructure & Facilities for women on campus:

Safety & Security: Safety and security of students, particularly female students, are of prime importance at SCOP. The institute has adequate security personnel who are vigilant 24x7 in the campus. Identity cards are mandated for everyone on campus. Security is provided at the entrance to ensure all the visitors adhere to the entry procedure. The entire campus is under the surveillance of CCTV camera which records the movements of everyone and thus ensures safety of girl students within the campus. Adequate provision is made with first aid box for the employees. As a policy female faculty members accompany girl students when they participate after college hours in outdoor or indoor activities. There is Female guard at campus and girls hostel. Fire-fighting system is established as a safety measure.



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Common Rooms: Institution has ladies common rooms with facilities like cot, bed, table, chair etc. Every floor has the provisions of common rooms for girls and women to rest in privacy.

Counselling: SRCP has faculty mentoring system, through which students are mentored periodically by their respective faculty mentors. Personalized/Carrier counseling is also provided to students through centralized counseling cell in the campus.

Redressal of grievance related to sexual harassment: The institute has anti-sexual harassment committee which resolves any issues related to sexual harassment within the campus. Suggestion boxes are also placed and grievances, if any, are addressed.

II. Women Cell activities:

- Makara Sankranti Celebration for women on 14th January of each year.
- Organizing Women Health programs regularly for women staff and girls students.
- Celebration of International Women's Day with zeal and enthusiasm.
- Guest lectures to empower women.
- Various women- related themes and topics taken up for discussion and debates during cultural events

III. Administrative structure for Women safety at SRCP:

Institute has formalized committees as per the guidelines of UGC/AICTE/State Government to ensure safety and security of female employee and students on campus. Some of these committee are:

- Discipline committee in campus to ensure campus discipline with Girl representative from each class and section
- Women Grievance and empowerment cell to resolve the personnel problems facing if any
- College rules and regulations
- Internal Complaint Committee & Grievance cell
- Grievance committee for prevention of atrocities act (SC & ST)
- Students Redressal Committee.
- Teacher guardian / Faculty advisor system
- Special care for final year students to counsel them in chosen of their right paths for job application, selections and to continue higher education and its benefits to the students in their future.



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- Antirragging Committee.

All the above committee have representation from students. Notice is also put up on the notice board about the committee and their members. It is our endeavor to make the SRCP campus a gender neutral campus wherein everyone enjoys equal opportunities, resources, services, benefits, decision-making power and influence.

Outcomes

Women and girl student will be aware of

- Gender equity
- Women harassment
- Laws enforced to protect women

National commemorative days:

Every year institute celebrates National and International commemorative days, important festivals on the campus which promotes desired harmony amongst students and staff.

The following days are celebrated every year in our institution

1. **National youth day on occasion of Swami Vivekananda Jayanthi (12th Jan):**
Student recollects the message put forth by Swami Vivekananda and the role of the youth in the development of the Nation and the Society.
2. **Republic Day (26th Jan):** Students, Staff and Management hoist the National Flag and recollect the importance of protecting the constitution and contribution made by Dr. B. R. Ambedkar in framing the constitution. Principal, HODs, teaching & non-teaching staff & students of the institute participated in 75th Republic Day Celebrations arranged on the campus.
3. **International Women's Day (8th March):** Reputed Women personalities are invited for the motivational talks. The women achievers are awarded on this occasion.
4. **International Yoga Day – (21st June):** Due to the COVID-19 pandemic, this event was organized through online mode and a good number of students actively took part in this event. The faculty members of SRCP participated in 'International Yoga Day' celebrations. In this offline event, few important yoga postures were demonstrated and yoga dance was presented during this event.
5. **Independence Day (15th August):** The institution celebrates every year independence day. Management, Principal, Staff, NSS Volunteers and Students of the institution participate in flag hoisting. Students speak about the sacrifices made by our freedom fighters.



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6. **Teachers Day (5th Sept):** Students take lead in organizing the celebrations by showering love and affection towards the staff members for their service and sacrifice. Principal address all the staff members and speak about the achievements and qualities of Sri. Sarvepalli Radhakrishnan. Students distribute sweets to all the teaching and non-teaching staff.
7. **World Pharmacist Day (25th Sept):** It is celebrated every year and technical talks are delivered by reputed Pharmacy professionals from the society. This program is organized by the departments to recollect the Pharmacist's contributions.
8. **Gandhi Jayanthi & Lal Bahadur Shastri Birth Anniversary (2nd Oct):** Students and staff members recollect the contributions made by father of the nation Mahatma Gandhi and Lal Bahadur Shastri w.r.t. importance of peace, non-violence and hygiene. Swatchh Bharath program is conducted by cleaning the campus and surrounding places.
9. **World Aids Day (1st Dec):** NSS Volunteers take a lead role in spreading the awareness on prevention of AIDS at the nearby villages. All the staff members wear the Red Ribbon on that day to empathize with patients, and recognize the contribution made by the district administration.
10. **Orientation day:** SRCP conducts orientation day for newly joined students. On this day students and parents are invited. Our Principal addresses on career guidance, course curriculum and other activities conducting in the institution.
11. **Fresher's Day:** SRCP conduct Fresher's day to first year students of B.Pharm and Pharm.D to create interaction and friendly environment among the co-students and seniors.
12. **Farewell Day:** As a part of course completion SRCP conduct farewell day to recollect the past memories of their curriculum and college environment. It creates strong bond between the college and students. It gives motivation to the outgoing students to cherish their lives in their career.
13. **Graduation Day:** To honor the students for their course completion, our institute conducts graduation day celebrations to passed out batches of that year. We invite students and parents to address at institution chief guests are invited and distribute completion certificates to the respective students.
14. **EKTA DIVAS DAY:** To recognize the birth anniversary of Sadder Vallabhai Patel who put his efforts to bring all states under one Nation Unity Day (EKTA DIVAS



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DAY). SRCP conducts Unity Day to take up his motive spirit to all the students. On this Day all our students take pledge, conducts rally to create awareness and to spread the concept of Unity. The spirit of 'Unity in Diversity' is clearly evident during this day

15. **National sports Day:** On the occasion of Birthday Anniversary of Major Dhyan Chand, the legendary famous hockey player. SRCP conduct national sports day. As a part of it we conduct shot put,volleyball,Tennicoit,shuttle,cricket etc to all the students

16. **Yuva Kranthi Celebrations:** SRCP conducts Yuvakranthi celebrations on 12th January to memorize the birth anniversary of Swamy Vivekannada .On this day motivational speeches of Swamy Vivekannada and his inspirational quotes will be recollected. In addition to this activit, on the same day Sankranthi Celebrations will be conducted to reflect the both the traditional values and educational spirit among the students