

## **Criterion VII – Institutional Values and Best Practices (100)**

### **7.1 Institutional Values and Social Responsibilities**

#### ***7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years.***

To promote the gender equity by virtue of the admission regulations stipulated by AP state government, 33.33% of the seats across all the programs are exclusively earmarked for the girl students. However, girl students will also have opportunity to compete in the open competition and the total percentage of the girl students across the campus is more than 25.5%. Further, the management promotes gender equity in giving equal opportunities for the recruitment of teaching and non-teaching staff at all levels. As on date 15% of the employees of the institution are women and contribute for the institution development. In view of this, institution ensures that several measures are taken to protect the gender equality in the following aspects apart from the audit courses introduced in the curriculum.

#### **Safety and Security:**

- Women empowerment cell is established to sensitize all the women faculty and girls students about various safety and security issue.
- HR policy document of the institution has well defined sexual harassment policy safeguarding the women at the workplace addressing the grievances.
- Institution organizes sensitization programs regularly to reinforce gender equity among all the stakeholders
- To avoid undue attention and protect the dignity of the women and girl students, formal dress code is place
- The entire campus including classrooms is on surveillance to reinforce the confidence levels in the minds of the girl students and women with regard to safety and security
- Not taking any chance all the girl students residing in the hostels have limited movement hours for the sake of security

### **Counseling and Mentoring:**

- To resolve both academic and personal issues, an exclusive committee takes care of the girl students and women staff
- One to one personnel counseling sessions are facilitated by a practicing psychologist
- Regular motivational sessions are conducted for both women faculty and girl students by inviting the successful and popular women in the society.

### **Common Rooms and Sports facilities:**

- To create adequate privacy separate common rooms are provided for the girl students in the academic blocks and library
- To promote and encourage the girl students in sports and games, a women physical director is provided to train them
- Separate timings for women and girl students are provided in the gym and sports arena to give equal opportunity

### **Support for working women and empowerment:**

- To support working women, the institution provides day care center (~~Crutch~~) taking care of the women employee kids for women working faculty children
- Leadership capacity building programs are regularly conducted to nurture the leadership qualities among the women
- International Women's Day celebrated on March 8th in every year

### Additional Information:

1. List of the committees and minutes of the meeting
2. List of the activities