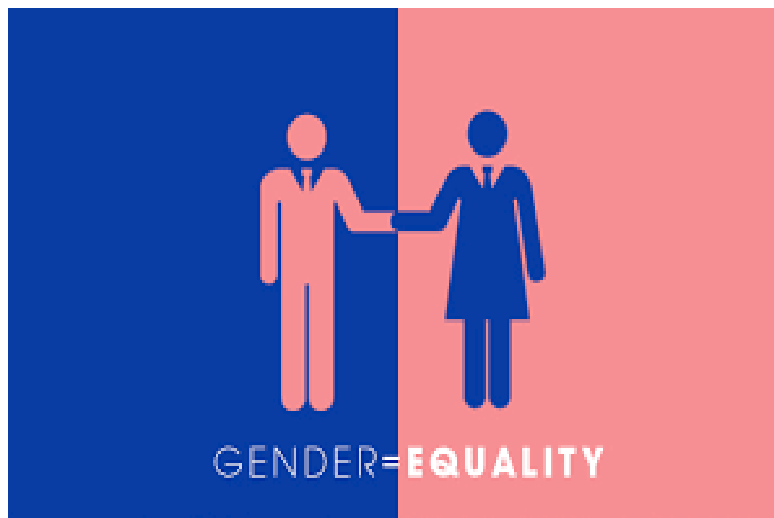


DR. VITHALRAO VIKHE PATIL FOUNDATION'S
COLLEGE OF PHARMACY
VILAD GHAT, PO. MIDC, AHMEDNAGAR (MS)



ANNUAL GENDER SENSITIZATION ACTION PLAN

7.1.1 Gender Sensitivity Policy

Dr. Vithalrao Vikhe Patil Foundation's College of Pharmacy aims to maintain a gender equity and Social equity in imparting education. The college is a co-education college and hence gender based issues are taken at priority. The college is committed to give quality education to develop women leaders and professionals to be academically and technically competent with strong professional ethics.

Following are the policies of the college with regard to gender sensitization:

- The college will take all measures to enlighten the students on Women Empowerment and Gender Sensitization.
- The college asks regularly the input on the needs of the Staff and students.
- Create awareness about the gender imbalance in science, technology and innovation.
- Illustrate the students on the gender imbalance that prevails worldwide for reasons of safety and security.
- The college will maintain a healthy environment and takes the necessary initiatives for the growth and nurture of its students. The mandatory compliance committees in the college will take care of peace and harmony among the students.
- Anti-Ragging Committee, Grievance Appeals and Redressal Committee and Sexual Harassment Control Cell etc. have been constituted as per norms laid by university/UGC/ Maharashtra Government. The functions of the committees will be displayed on the website of the college and information is to be disseminated to the students through orientation and induction programs like personality development programs for girl students, fearless girls campaign etc.
- Awareness programs like personality development programs for girl students, fearless girls campaign, importance of human rights, Rights of Women in Domestic problems to be organized periodically.
- The college NSS and Students Development unit organize Anti ragging programmes as well as various sensitization programmes ranging from women empowerment including gender discrimination to sexual harassment at work place, health issues etc.

- Along with the guidance and co-operation of nearby villages in our NSS camp we are planning to conduct research on gender equity and gender discrimination in the neighborhood.
- We also encourage our faculty to publish their Research articles in Journals which promotes and contribute to new initiatives and social development.
- Programs related to Cyber security awareness for safety and security of women employees and students to be conducted periodically.
- In personality development programs for girl students we address issues like Health awareness programs on the issues specifically related to women to be organized for faculty and students.
- We Celebrate International Women's Day every year with great enthusiasm.
- Throughout our curriculum we try to organize specific programs to keep this policy effective.

**Dr. Vithalrao Vikhe Patil Foundation's
College of Pharmacy, Ahmednagar**

**GUIDELINES
FOR
STUDENTS SAFETY AND SECURITY**



GUIDELINES ON SAFETY OF STUDENTS ON AND OFF THE CAMPUS

- Dr.Vithalrao Vikhe Patil Foundation's College of Pharmacy, Ahmednagar has a robust persuasion that a safe workplace is a women's legal as well as fundamental right.
- The college is known for its faithfulness to the society at large. The support and safety measures are outstretch to the students, teaching, non- teaching faculty and guests without any gender favoritism.
- The College strictly adheres to enactment as mandated by the statutory bodies and the same has been displayed on the institution website and within the campus.

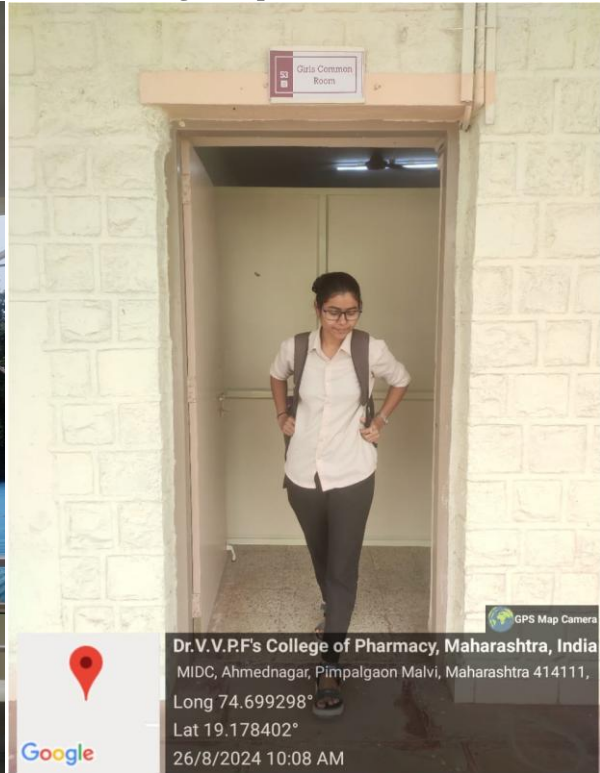
Safety and security of students while in campus:

- CCTV cameras are installed in the college campus to check the visitors to the college.
- Security doors with strong iron frame surmounted on top of the wall encompassing the campus which cannot be scaled easily.
- Security guards are deployed at the entrance to check and register unknown visitors with their Identity cards.
- Anti-ragging committee works vibrantly to ensure no unexpected incident takes place within the campus, especially safeguarding the first year students.
- Students entering in and leaving the campus are monitored using web cam and the records of the same are maintained.
- Fire extinguishers are affixed at important points within the campus to ensure safety during fire accidents.
- Students are provided with Identity cards to ensure safe entry into various organizations and the details on the identity card like blood group, phone numbers and address help them in crisis.
- In order to ensure that campus community receives timely, accurate, and useful information in the event of an emergency a SMS system through the ERP is in-place.
- The College has a Grievance Redressal Cell to attend the grievances of the students. Till date no security breaches or security threat has been reported.
- Hostel warden for each hostel safeguard the inmates by having a close watch and security checks within the hostel periodically. The hostel in time and out time is strictly followed. (Out time 7.00 am , In time 7.00pm)
- Faculty should coordinate with wardens of hostels whenever necessary to discuss the

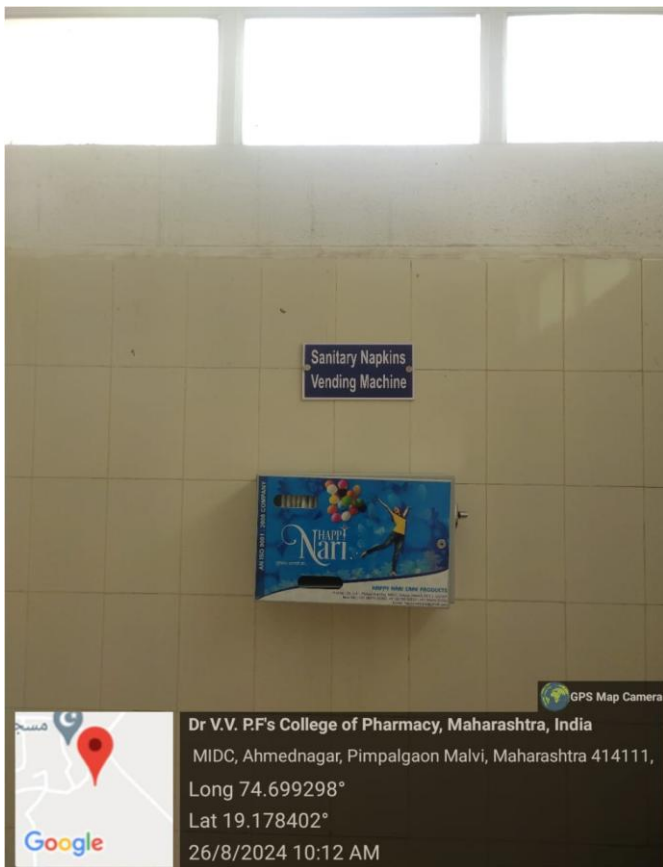
personal details of students, academic record and behavior patterns whenever an irregularity is noted in her behavior or academics.

- Mock drills, workshops and awareness programs are to be conducted for Disaster Management for all students by the NSS and Student Development wing of the college.
- Students are advised periodically to keep their ATM cards, cash and Laptops safely.
- Faculty to talk to the students about healthy relationships and behavioral etiquettes, emphasizing the importance of communication and respecting personal boundaries.
- Talks by officials of police and other officials with informative audio-video lectures be arranged once in a semester covering issues related to the safety of personal belongings, vehicles, personal information, ATM, special event safety, defensive sprays and soon.
- Canteen and College mess offers food of standard quality in a hygienic way through a mechanized cooking range within the hostel.
- Purified drinking water is made available to all students.
- Sanitary Napkin Vending Machines are available in Ladies Toilet. Incinerators are available to dispose the sanitary napkins.
- Code of conduct for the students is provided to the students in the handbook.
- Students should use helmets while driving two wheelers.
- Students are permitted to use two wheelers only if they possess valid license.
- Separate sports ground facility is available for girls in hostel.
- Students should cross the roads only along the Zebra lines.
- Students participate in Gender sensitivity programmes conducted within and off campus for an awareness regarding the gender sensitivity issues.
- Our campus hospital facility is available on call in case any emergency arise.

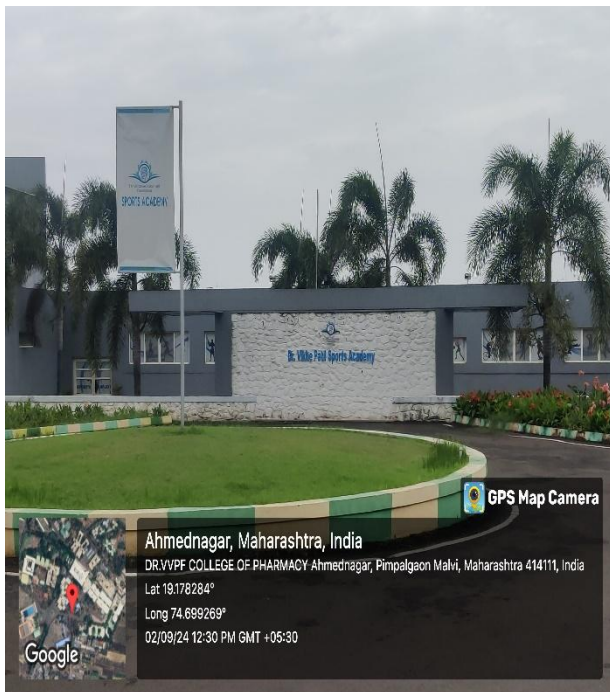
CCTV cameras are installed in the college campus



Security guard at the entrance of the college and girls hostel



Sanitary napkin vending machine Girls common room



Sports ground facility for girls.



Fire extinguisher

Safety and security of the students while off the campus for study tour/industrial visits:

- Faculty accompany the students when they are deputed to attend off campus programmes like competitions, cultural activities etc.
- It is mandatory that few staff members to accompany the students on their industrial visit as per the directives of the office of Collegiate Education. List of the students and faculty with the details of visit are approved before leaving the campus.
- The NSS officers take great care in providing safety and security for the students while in the week long camps.
- An adequate supply of medicines and first aid kit is always carried by the faculty accompanying the students in case of any emergency arise.
- Department concerned should work out the itinerary and travel plan well in advance and obtain the permission of the parents before embarking on the trip.
- The faculty in charge ensures that each student is medically fit to be a part of the excursion tour.
- Students are allowed to carry mobile phones and are instructed to remain in constant touch with their parents / guardians to facilitate casualty handling and communication in the event of an emergency.
- The accompanying faculty should communicate the proceedings of the trip in regular intervals of time.

Counseling

Dr. Vithalrao Vikhe Patil Foundation's College of Pharmacy, Ahmednagar has strong mentor system for the students to take care of the academic, emotional, social and cognitive development of the students.

Personal Counseling is provided to the students at different levels

- Mentor in-charge
- Head of the Department
- Principal
- Grievance Redressal Cell
- In-campus hospital Doctors
- Wardens for hostel students

to address their academic and personal issues.

Personal counseling plays a significant role in the personal and social well-being of the students. The distinct feature of Dr. Vithalrao Vikhe Patil Foundation's College of Pharmacy is the mentor system which was introduced from the inception of autonomy. This is one of the most effective systems functioning in the institution that bridges the gap between the students and teaching community. Each faculty (tutor) member is assigned a group of 20 students as their wards. The interactions between them help the wards to improve the record of their activities, both in academic and personal fronts.

The mentor system in the college has been functioning effectively with the allotment of wards to every faculty. The activities are monitored by the Head of the Department and the Principal.

Functioning of Mentor System

The mentor system for the wards provides confidentiality and space for the students to reveal their problems, academic and personal - physical, mental, financial, situational, social etc.

- The Mentor and ward allotment is done according to the staff –student ratio.
- The teacher collects personal information from his/her ward. The teacher meets wards informally during class hours, practical's conducted and whenever students are free to interact.
- The rules and regulations, welfare measures and various scholarships available and the ways to go about them are explained to the wards

- The Mentor meets their wards in a time bound manner, analyses their academic, personal issues and addresses to their problems
- The students address their difficulties to their faculty in-charge or mentor and the required solution is sought in the form of counseling, remedial classes, Meditation and Yoga, Financial aid etc.,
- In specific cases the parents are called and counseling is provided to them also.
- The academic performance is monitored and remedial coaching is provided for the slow learners.
- In certain cases apart from the mentor and the Head of the Department, the Principal also provides counseling.
- A record of the counseling given to the students is maintained by all the mentors.
- Hostel wardens are trained and advised to take care of the needs of the students so as to keep them at ease. Wardens update the principal, frequently, regarding the activities of the students in the hostel.

Faculty:

Counseling is also provided to the needy faculty and non-teaching faculty to keep them comfortable in the workplace and at home.

Common Room:

A common room is provided for students to relax during the break hours. This room contains all the facilities for taking rest when the Students are sick. These rooms are also used to refresh during cultural events or other occasions.



Gender equality programs organized during 2023-2024

| SR. NO. | NAME OF ACTIVITY | NAME OF SPEAKER / ORGANISATION IF ANY | DATE OF ACTIVITY | PLACE OF THE ACTIVITY | NO. OF STUDENTS / STAFF PARTICIPATED |
|----------------|--|--|-------------------------|------------------------------|---|
| 1. | Women Empowerments. | Smt. Vidya Tanwar (Chavan) | 10/01/2024 | Akolner Village | 125 |
| 2. | Beti bachav Beti Padhav | College NSS Unit | 14/01/2024 | Akolner Village | 125 |
| 3. | Avoid Child marriage | College NSS Unit | 10/01/2024 | Akolner Village | 125 |
| 4. | Self Defense Technique For Girls Training Workshop | N.S.S Unit | 22/02/2024 | College Campus | 92 |
| 5. | Women's day, Awareness "PCOS and PCOD" and Cervical Cancer Vaccine Awareness | Dr. Kalyni Chaudhari MD | 07/03/2024 | College Campus | 110 |