

## Criterion VII - Institutional Values and Best Practices

### Key Indicator - 7.1 Institutional Values and Social Responsibilities

#### 7.1.1 Measures initiated by the Institution for the promotion of gender equity during the year

- Specific facilities provided for women in terms of:
  - a. Safety and security
  - b. Counseling
  - c. Common rooms
  - d. Daycare Centre
  - e. Any other relevant information

The institution promotes gender sensitization through co-curricular activities like workshops, seminars, guest lectures, poster exhibitions, counselling etc. The institution organized 'Self-defense training' for the girl students, both day scholars and hostel inmates of the institution initiated by the Thandrapadu Police Department. Awareness programs on importance of human rights, Rights of Women on Domestic issues, Cyber security awareness programs related to the safety and security of women employees and students are conducted periodically and regularly. Department of Management conducted 'Gender Equality Audit in 2018-19' to figure out the opinion of students on 15 set questions on gender equality and to come up with possible solutions if any rights have been violated. Based on the outcome of the survey conducted on campus, the institution with pride declares that 'We are gender neutral educational institute'.

The institution constituted the following committees as per norms laid by University/UGC: Institution Grievance Redressal Committee, Anti-Ragging, Sexual harassment prevention cell, Students' Disciplinary Committee, Women Protection Cell & SC /ST Students Welfare Committee, and Mentoring Programme and care for the well-being of students in the institution. The functions of these committees and information is being disseminated to the students through orientation and induction programs.

The institution provides safety and security facilities for the staffs and students such as CCTV Surveillance throughout the campus, particularly in the hostels as part of security arrangement. Students wear ID cards at all times and outsiders are checked by security staff before allotting visitor IDs. The institution has a dedicated Counselling Centre and good mentoring system for the students to take care of their academic, emotional, social and cognitive development. Personal Counselling is provided to the students at different levels. There are separate washroom facilities for girls and boys. Washrooms are provided with sanitary napkin vending and disposal machine for the safe and hygienic disposal of sanitary napkins.

(a) Safety and Security



(b)

- Well-trained and vigilant women security guards stationed at the hostel in the campus.
- Security checkpoints at all campus entries and exits.
- Extensive surveillance network with 24x7 monitored control rooms.
- Rotational duty by all faculty members for discipline and security.
- Night Patrols by local community including students and teachers.
- Strict implementation of Anti-Ragging, Anti-Smoking and Mobile Free Campus.
- Awareness campaigns on women safety and gender sensitivity through street plays, rallies and camps by NSS student volunteers.
- Separate hostels for men and women with dedicated wardens and supporting staff.
- Eco-friendly crèche for wards of institute staff with dedicated staff and faculty supervisors.



## CCTV COVERAGE

### (c) Counseling



- Formal and informal avenues for counseling male and female students and staff for academic and other issues/problems.
- Grievance Redressal Committees for staff and students
- Gender sensitization camps in slums and rural areas of Kurnool district that include the following aspects: • Women's rights • Human rights • Child rights • Gender justice • Gender equality • Gender sensitization workshops • Campaigns against female foeticide. • Student

Campus Placement Cell and Alumni Placement Assistance Cell • Others – Entrance Exam Counseling, Orientation Programmes for Students. • Moral Counseling, Career Counseling, Vocation Counseling .



**(c) Common Rooms:**

• In most of the Departments, common rooms have been allocated for men and women, which also facilitate meetings and discussions.

(d) Other Measures Other measures of Gender Sensitization include – • Curriculum and Coursework. • Co-curricular activities. • Enrolment of 75% women students and 40% women staff, RU has been successful in caring for its diverse students and staff population harmoniously in its efforts to steadily achieve its vision and mission. Other Initiatives Additional initiatives ensure active participation of students in co-curricular activities including sports and also at intra-faculty, interfaculty and inter-university levels. Community outreach The Life-Long Learning Education (LLLE) programme provides opportunity to women from all walks of life to get trained in entrepreneurship and self-employable skills. As part of NSS activities, free multi-specialty medical camps are organized fortnightly in neighbouring adapted villages, which help transform rural women in building awareness about health, hygiene, importance of child education and provide a launching pad to induct them into vocational skilling. RU has been successful in caring for its diverse students and staff population harmoniously in its efforts to steadily achieve its vision and mission. This is also evident from regular feedback from all its stakeholders.

(e) Day care Center

