



RATNAM INSTITUTE OF PHARMACY

(Approved by A.I.C.T.E. & P.C.I., New Delhi, Govt. of A.P., Affiliated to J.N.T. University, Anantapur.

Recognized u/s 2(f) of the UGC Act 1956, New Delhi)

An ISO 9001:2015 certified Institution

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

The institution Ratnam Institute of Pharmacy, Pidathapolur, Nellore is committed to create a safe, secure, harmonious learning and working environment for the students and staff. The college provides opportunities for staff members and students to participate in learning opportunities that enable them to embrace good practices to achieve gender equality. The college provides an inclusive learning environment for both the genders. Gender equity refers to equal justice and fairness in the distribution of benefits and responsibilities between both men and women. The college practices fair and transparent procedures in student assessments, progression, attainment of awards and involvement in research and other social activities. We recognize that women and men have different needs and that these differences should be identified and addressed the issues in a manner that resolves the imbalance between both the gender. The college provides fair and accessible opportunity for training and promotion of staff without gender discrimination. The work place and educational gender equality and diversity policy applies in the selection, recruitment, promotion, management and safe working environment of our institution was established with the following objectives.

SCOPE OF THE POLICY

1. Safe and Secured working environment in the campus.
2. Women Empowerment and Grievance Redressal Cell (**WEGRC**) for disciplinary action.
3. To develop and promotes the leadership skills and organisational capabilities of female students.
4. Organising awareness and motivation programs towards gender equality in different sections of the society by organising seminars, workshops and special guest lectures.
5. To ensure equal opportunity to all women without any discrimination.

Ratnam Institute of Pharmacy conducts various programs to encourage and empower the girl students and women faculty with cultural, moral, healthcare and developmental skills.

The College Management encourages and provides facilities and approvals to



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celebrate/organize such events in the college for the betterment of women faculty and girl students.

Safety and Security: Ratnam Institute of Pharmacy is well secured and surrounded with a strong boundary wall and well protected from outsiders entering into the college premises without prior appointments & authorization and Security guards were appointed by the college management and they works in three shift and available 24x7 days. Continuous monitoring of the campus is done through CC cameras for maintaining safety and security to prevent any unappealing situation.

The institute has active committees for the promotion of gender equity, like Women Empowerment and Grievance Redressal Cell (**WEGRC**), Anti-Ragging Committees are accessible for the students to sustain their safety and security.

International Women's Day: Every year international women's day is celebrated on **8th March** to create awareness and to promote the gender equity. Eminent women personalities from government sector and from social organizations are invited and seminars are arranged for enlightening their achievements, which helps to bringing motivation and create awareness among the women community.

International Yoga Day: Yoga day is celebrated in the campus on **21st June** of every year to impart the importance of ancient yoga and to teach various yogasanas and yoga practice exercises to improve the life style of students and staff and also to strengthening the students and helps to build up a good character in them.

Ratnam Institute of Pharmacy is strictly against to gender inequality and strongly supports women in each and every aspect that makes them to progress in various fields of educational, social and cultural development.


PRINCIPAL

RATNAM INSTITUTE OF PHARMACY
Pidathapolur (V & P), Muthukur (M),
SPSR Nellore Dist - 524 346. (A.P.)

