



2020-21

GENDER EQUALITY ACTION PLAN



**R. C. Patel Institute of Pharmaceutical Education and
Research, Shirpur-425405**

Gender equality ACTION PLAN

RCPIPER believes in recognising and valuing the role of women in society. The Institute's performance in relation to gender equality in particular shows significant room for improvement. The benefits of providing an inclusive workplace have now been well documented. Inclusive workplace cultures, where all employees are valued and included, result in a more engaged, motivated and productive workforce. Diverse and inclusive teams are also more innovative, able to draw upon a wider set of experiences, approaches and resources to produce creative solutions. The research is also clear that when a workforce mirrors the diversity of its customers (such as students), it can more effectively understand and anticipate the needs of those customers. In addition to these arguments, rapidly changing workforce demographics mean that organisations will increasingly be challenged in the search for staff and will need to draw from and retain candidates from diverse backgrounds. Finally, diversity, particularly gender equality at all leadership levels, is subject to increasing scrutiny and an organisation's reputation and brand can be affected by its performance in this area.

The Action Plan identifies three broad areas for focused attention that will enable strategic, sustainable and meaningful change at institute. The Action Plan will help us, over the next year, to navigate and accelerate the gender equality journey of the institute must take to improve the engagement, retention and advancement of women. As a participant in the pilot program will analyse its data, develop and implement an action plan, monitor progress and submit an application

The institute commits to embedding this Plan, devoting appropriate resources to its implementation, monitoring, reporting, and evaluation, and supporting leaders to develop and implement operational plans. We will continue to pursue and report on statistics of the participation and experience of our staff. In adopting and implementing this Gender Equality Action Plan, demonstrates how it values the richness of diversity amongst its staff, and recognises its responsibilities to take University-wide transformative actions to enhance inclusion for all.

Key focus Area

	Leadership and governance	Women career advancement	Women safety
	Leadership commitment to Gender Equality	Increase women's application and success rates in academic and professional	Aware the women about hazards and risk on social media sites
	Women forum consultation and communication	Provide enabling opportunities and forums for women	To train girls for self defence
	Progress Gender Equality targets in Executive and Senior roles	Review and maintain Leadership programs for gender inclusivity and participation	To aware women about their legal rights
	Workshop arrangements for personality development		Maintain a workplace free from discrimination, sexual harassment and bullying
			Develop an action against domestic and family violence program and campaign

Timeline

Jun- Aug.

Organise the Induction programme for freshly admitted students.

Sept- Nov.

Organise the personality development programme for girls.

Dec- Feb

Organise self defence workshop for women.

March- May

Organise the programme on the occasion of women's day.



Dr. A. A. Shirkhedkar
Vice-Principal



Dr. S. J. Surana
Principal

SHIRPUR EDUCATION SOCIETY

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Institution shows gender sensitivity in providing facilities such as:

1.Safety and Security

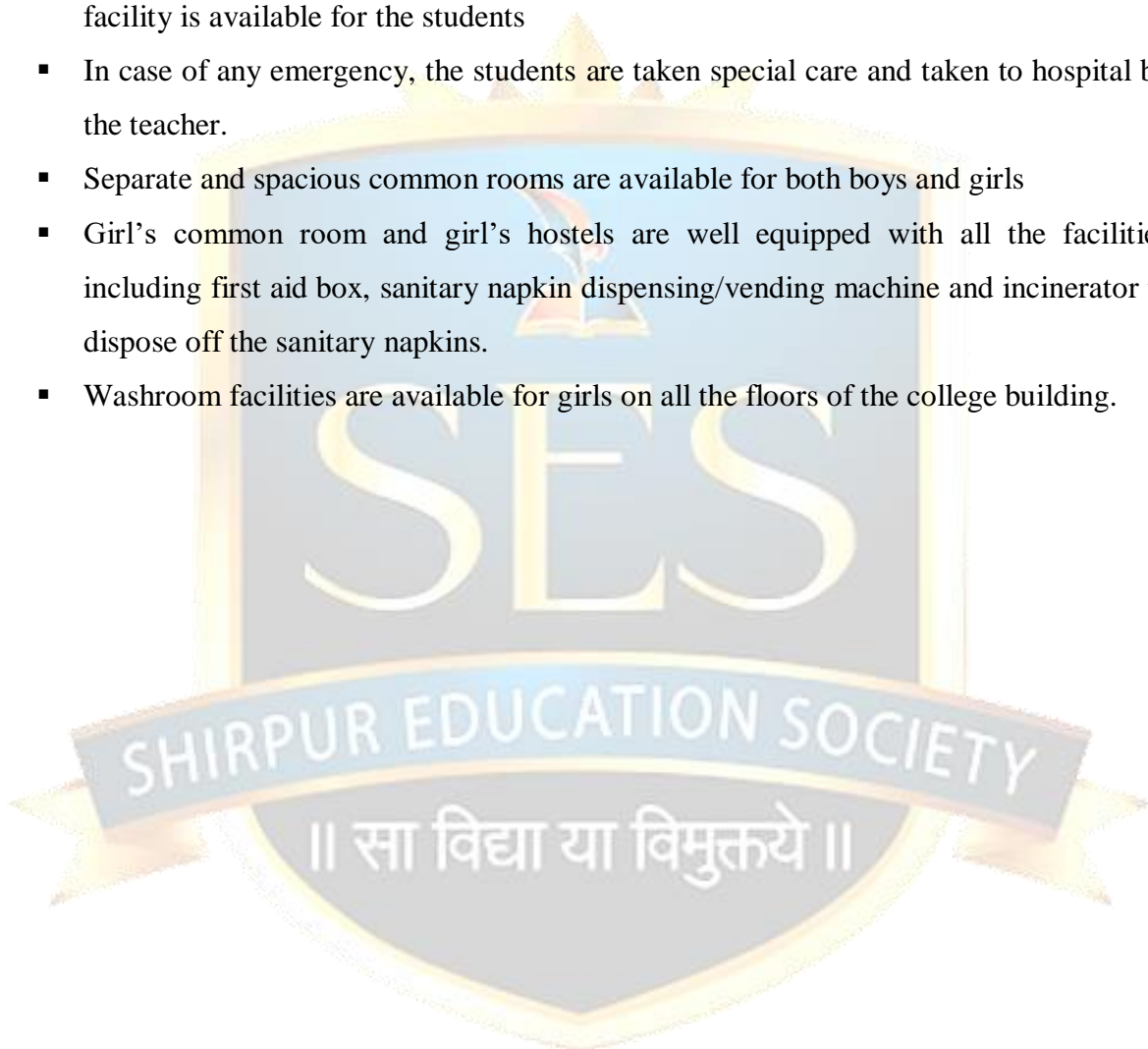
2.Counselling


3.Common Room

Response:

- The campus is very secure due to its well-maintained security system.
- Discipline is a way of life at RCPIPER, Shirpur and thus a close monitoring is done to ensure the safety and security of its students and staff.
- CCTV cameras are installed throughout the campus i.e.in the girls and boys hostels, corridors, parking area, entry gates, canteen as well as the buses. These are connected to Principal's mobile as well as various teacher in-charges' mobiles for 24 x7 monitoring.
- The campus is fortified by high compound walls and the entry gates are guarded by security guards.
- The arrival and exit of everyone is done under proper supervision.
- The college buses have GPRS system as well as CCTV cameras.
- College campus has ample lighting for safety at night.
- Girls/ Boys Hostel of the college has a full-time appointed warden for maintaining discipline and safety of the students.
- The College organizes special programmes for gender sensitization as well as self-defence.
- The institution has an active Internal Complaint Committee which looks after the issues pertaining to women in particular.
- Regular girls meetings are held wherein the issues are discussed and solution sort out.
- The cell also conducts different activities to encourage women to fight against any kind of injustice resulting from gender bias.
- Internal Complaint Committee (ICC) has been constituted as per the norms of UGC and Mahila Aayog to deal with cases of sexual harassment if any.
- Mobile numbers of the ICC members are shared with all the students and displayed in college for emergency and complains if any.
- It can be stated with due pride that in the institution not a single incident of sexual harassment of women students has been reported till date.
- We organize workshops, seminars and conferences for stress free life by the selected resource persons.

- Faculty members are always available to counsel the girl students.
- Any student can call girl teacher in charge any time.
- What's app group has been formed specifically for girls for issues if any and suggestions.
- Special specific mentors and guardian teachers are assigned to a group of students who take care of all aspects of growth and safety of their students.
- Special sick room for girl students with required facilities is available. First Aid facility is available for the students
- In case of any emergency, the students are taken special care and taken to hospital by the teacher.
- Separate and spacious common rooms are available for both boys and girls
- Girl's common room and girl's hostels are well equipped with all the facilities including first aid box, sanitary napkin dispensing/vending machine and incinerator to dispose off the sanitary napkins.
- Washroom facilities are available for girls on all the floors of the college building.




Vice- Principal


PRINCIPAL
R.C. Patel Instt. of Pharmaceutical
Education & Research
Shirpur, Dist. Dhule 425 405