

#71, SILVEPURA, CHIKKABANAVARA POST, BANGLORE - 560 090 (Recognized by AICTE, PCI, New Delhi, RGUHS Bangalore)

Web: www.mallige.ac.in, E - mail: mcpbangalore@ymail.com, Ph: 080-28446666, 9353729763

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc.

The Institution has been making considerable strides in the past 5 years in attaining its goal of gender equity taking into account the constitutional norms and human values. For the purpose of conducting various activities relating to gender equity and sensitization the Institution has constituted a Women Welfare Committee with the Principal as Chairperson and women faculty, staff and students representatives as members. The Committee plans the annual events to be conducted on the campus for students and off the campus for general public in the neibouring villages of the Institution. The participatory management principles are followed in the actual execution.

Various programmes like special lectures on the topics of Women dignity, laws relating to the women equality, decent respect to be shown to them in day to day life are conducted by inviting the dignitaries and activists in different walks of life. The students are guided and trained to conduct number of skits, presentation, cultural events, sports activities and community outreach programmes. The Institution, since is a co-education one, is having a best opportunity to educate and imbibe the cohesive and coexistive mode of living on the campus and in the community. For this purpose the Institution has been initiating several participatory programmes and activities where both boys and girls students together plan, conduct and take feedback on events that include academic activities like conduct of special lectures, seminars, group discussions, quiz programmes and sports and cultural activities. The Institution conducts the annual Sports and Cultural Fests where in it would be verified that whether the conduct of boys and girls is in accordance with the education given to them and awareness created is exhibited or not.

On the occasions of dedicated national and international days like International Womens' Day, the Institution conducts special lectures, seminars and group interaction like activities to



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create awareness about the Women's rights and the general duties of every citizen towards the respect and dignity to be shown towards. Women. In the past five years, on an average about 5-6 gender equity and gender sensitization programmes have been conducted in the Institution.

The Welfare committee conducts Gender Audit annually to ensure that what all activities work planned to conduct in the year with regard to gender equity and sensitization are satisfactorily executed or not. The report submitted by the committee would be discussed at the IQAC meetings to facilitate the further action taking with regards to further improvements. The Audit report includes the comments on the activities planned to be conducted, nature and mode of actual conduct, deficiencies if any and recommendations for the activities to be conducted in the next year.









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GENDER SENSITIZATION PROGRAMMES

Gender sensitization programmes 2017-18	Women's day celebration March 8th 2018	
Gender sensitization programmes 2018-19	Women's day celebration March 8th 2019	
Gender sensitization programmes 2019-20	Legal awareness programme 5-12-2019 Women's day celebration March 8 th 2020	
Gender sensitization programmes 2021-22	Women's day celebration March 8th 2022	
Gender sensitization programmes 2022-23	Awareness program on Sexual harassment on women at workplace (25 th and 26 th Nov 2022) Women's day celebration March 8 th 2023	





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Date: 07-03-2018

Circular

This is to inform to all the students that "Women's day" is celebrated in Mallige College of Pharmacy on 08-03-2018 at 12.00 PM.

This event is being organized for the benefit of students and faculties. All the students and faculty are cordially invited to attend.

Menake T Co-ordinator

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Principal
PRINCIPAL,
Mallige College of Pharmacy

Bangaiore-560 090



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WOMEN'S DAY

Date of event

8.3.2018

Time

12.00-1.00 pm

Venue

Indoor auditorium

Participants

Teaching, non-teaching staff and students of pharmacy

Co-ordinator

Menaka.T



Glimpse of Women's Day celebration by Mallige female Staffs







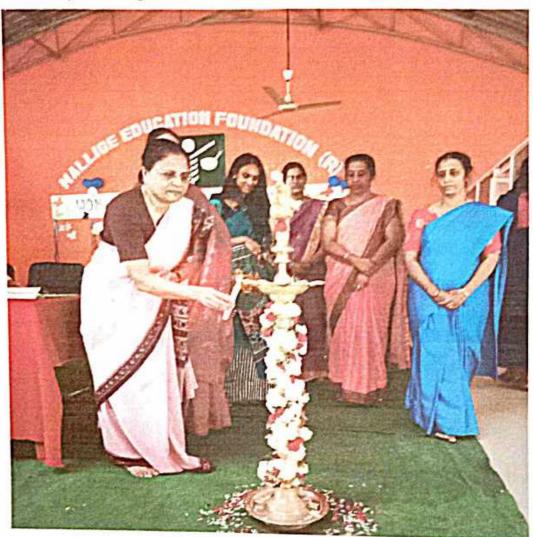


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Mallige College of Pharmacy has organized women's day on 8th March 2018. The chief guest was Mrs. Shashikala Hanumaiah, Chairman, Gram Panchayatsamiti, Huralichikkanahalli and Dr. Shivakumar Swamy, Principal, MCP, Bangalore along with all teaching, non-teaching staff and students. Mrs. Menaka T, Head, Women development cell has welcomed the gathering.

The staffs of Mallige College of Pharmacy and Mallige College of Nursing have participated actively in the Programme.



Inauguration ceremony by the Chief guest







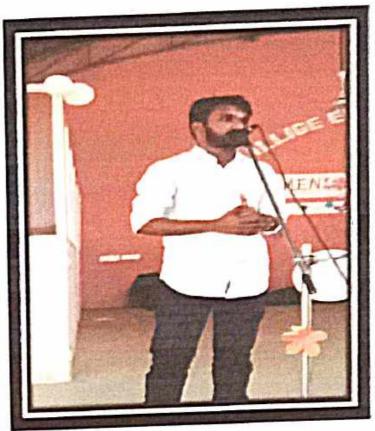


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Glimpse of Women's Day Celebration





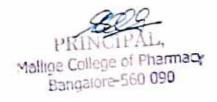
Mr. Shivalingaya (Left side) and Mr. Giridar (Right side) of 6th Pharm D were delivering a speech on Women Empowerment

Women's day was celebrated with great pomp and ceremony at our college. The women's staff rooms were decorated with floral rangoli and every women staff was felicitated with a rose and Cadbury chocolate slab.

During assembly, the students presented the women teacher with very emotional song. The ladies were then led in prayer by the male teachers who later presented a power—point highlighting the need to respect women and look into their every need and fulfill them on a priority basis.









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Date: 07-03-2019

Circular

This is to inform to all the students that "Women's day" is celebrated in Mallige College of Pharmacy on 08-03-2019 from 3.00 PM onwards.

This event is being organized for the benefit of students and faculties. All the students and faculty are cordially invited to attend.

Henales Co-ordinator

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Women's Day-2019

Date of event: 08.03.2019

Time: 3.00 pm -5.00 pm

Venue: Auditorium

Participants: Students, Teaching and non-teaching staffs of pharmacy

Co-ordinators: Women development cell



Mrs. Nagalakshimi addressed the gathering





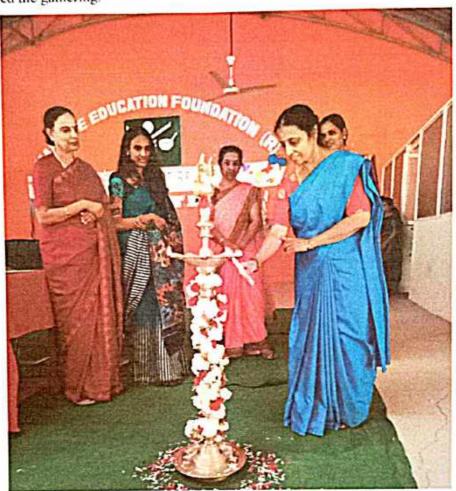




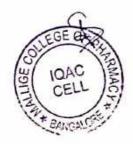
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Mallige College of Pharmacy has organised women's day on 8th March 2019. The chief guest was Mrs. ShashikalaHanumaiah, Chairman, Gram Panchayatsamiti, Huralichikkanahalli and Dr. Shivakumar Swamy, Principal, MCP, Bangalore along with all teaching, on-teaching staff and students.Mrs. Mamtha T Head Women development cell has welcomed the gathering.



Lighting lamp program during ceremony





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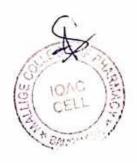


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Women's day was celebrated with great pomp and ceremony at our college. The women's staff rooms were decorated with floral rangoli and every women staff was felicitated with a rose and Cadbury chocolate slab. During assembly, the students presented the women teacher with very emotional song. The ladies were then led in prayer by the male teachers who later presented a power –point highlighting the need to respect women and look into their every need and fulfil them on a priority basis. Gender quality was highlighted under the theme "Be Bold for Change"

Mr. Keerthy, proposed vote of thanks. The celebration came to an end with sumptuous staff lunch and an appreciative women staff.





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Date: 04-12-2019

Circular

This is to inform to all the students that "Legal awareness programme" is celebrated in Mallige College of Pharmacy on 05-12-2019 at 2.00 PM.

This event is being organized for the benefit of students and faculties. All the students and faculty are cordially invited to attend.

Menake I Co-ordinator

Principal
PRINCIPAL,
Mellige College of Pharmacy
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LEGAL AWARENESS PROGRAM

Date of event

: 5/12/19

Time

: 2.00-4.00 pm

Venue

:

Indoor auditorium

Participants

:

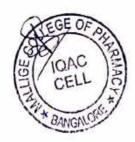
Teaching ,non-teaching staff and students of pharmacy

Co-ordinator

Menaka.T



ADVOCATE MR. RAGHAVENDRA ADDRESSED THE GATHERING





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MRS.MUNIRATNAMMA SENIOR ADVOCATE ADDRESSED THE SOLUTION FOR THE ALL STUDENT'S PROBLEMS LEGALLY

Mallige College of pharmacy organized a legal awareness program with the kind support by Authority of Karnataka State Legal Services and Soledevanahally police station. Dr. Shivakumarswamy, Principal Mallige college of pharmacy welcome all the dignitaries for programme followed by inaugurated the programme by lightening the lamp.





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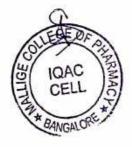
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POLICE JAYARAM GAVE AN INPUTS ON WOMAN SAFETY IN REMOTE CONTROL AREAS

All the students benefited by the informative legal steps for their problems. Police Jayaram gave an input on woman safety in remote control areas. Mrs. Muniratnamma, senior advocate addressing the solution for the all student's problems legally mean while sensitized the all students.





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Women's Day

Date of event : 8.3.2020

Time : 1.00-4.00 pm

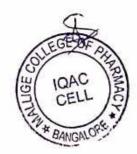
Venue : Indoor auditorium

Participants : Teaching, non-teaching staff and students of pharmacy

Co-ordinator : Menaka.T



GLIMPSE OF WOMEN'S DAY CELEBRATION WITH SECRETARY OF MCP









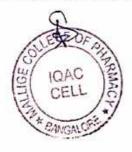
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DR. SHIVAKUMAR SWAMY, PRINCIPAL, MCP HONORED NON-TEACHING STAFF

Mallige College of Pharmacy has organized women's day on 8th March 2020. The chief guest was Ramesh, Secretary MEF and Dr. Shivakumar Swamy, Principal, MCP, Bangalore along with all teaching, on-teaching staff and students. Mr. Keerthy has welcomed the gathering. The staffs of Mallige College of Pharmacy and Mallige College of Nursing have participated actively in the Programme. Women's day was celebrated with great pomp and ceremony at our college. The women's staff rooms were decorated with floral rangoli and every women staff was felicitated with a rose and Cadbury chocolate slab. During assembly, the students presented the women teacher with very emotional song. The ladies were then led in prayer by the male teachers who later presented a power –point highlighting the need to respect women and look into their every need and fulfill them on a priority basis. Mrs. Jamuna, proposed vote of thanks. The celebration came to an end with sumptuous staff lunch and an appreciative women staff.





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Date: 07-03-2022

Circular

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Menake? Co-ordinator

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Bangaiore-560 090







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Women's day

Date of event

: 8.3.2022

Time

: 12.00-2.00 pm

Venue

Indoor auditorium :

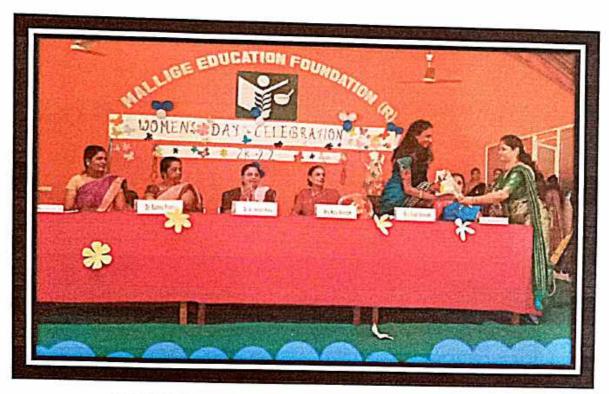
Participants

Teaching, non-teaching staff and students of pharmacy :

Co-ordinator

Menaka.T

:



HONORING THE CHIEF GUESTS IN THE FUNCTION



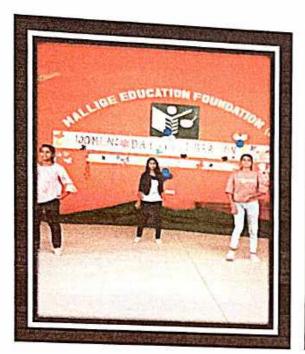


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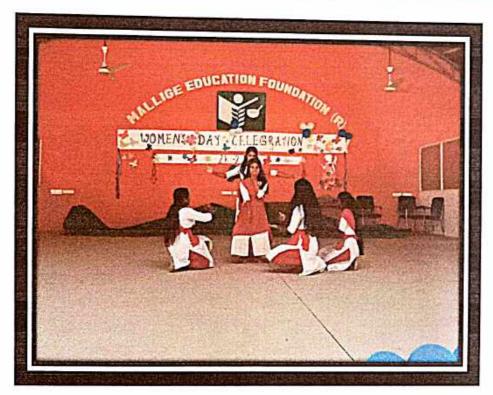


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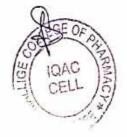
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DANCE AND SINGING PERFORMANCE BY STUDENTS









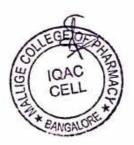
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Mallige College of Pharmacy has organized women's day on 8th March 2022. The chief guests was Mrs. Swati Sreeram, member, Governing council, MCP, Mrs Kala Sreeram Trustee, MCP and Dr. Shivakumar Swamy, Principal, MCP, Bangalore along with all teaching, onteaching staff and students. Mr. Keerthy has welcomed the gathering. The staffs of Mallige College of Pharmacy and Mallige College of Nursing have participated actively in the Programme.

Women's day was celebrated with great pomp and ceremony at our college. The women's staff rooms were decorated with floral rangoli and every women staff was felicitated with a rose and Cadbury chocolate slab. During assembly, the students presented the women teacher with very emotional song. The ladies were then led in prayer by the male teachers who later presented a power -point highlighting the need to respect women and look into their every need and fulfil them on a priority basis. Gender quality was highlighted.

Dr. Shivanadhmutta, Vice Principal, proposed vote of thanks. The celebration came to an end with sumptuous staff lunch and an appreciative women staff.





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Date: 23-11-2022

Circular

This is to inform to all the students that "Awareness program on Sexual harassment on women at workplace" is celebrated in Mallige College of Pharmacy on 25th and 26th Nov 2022 at 1.00 PM.

This event is being organized for the benefit of students and faculties. All the students and faculty are cordially invited to attend.

Henale ?. Co-ordinator

Principal
PRINCIPAL,
Tellige College of Pharmacy
Bangaiore-560 090







प्रो. राजीव कुमार सदस्य सचिव Prof. Rajive Kumar Member Secretary



अखिल भारतीय तकनीकी शिक्षा परिषद

(भारत सरकार का एक साविधिक निकाय) शिक्षा मंत्रालय, भारत सरकार नेत्सन मंडेला मार्ग, वसंत कुंज, नई दिल्ली -110070 दूरभाष 011-29581399 ई मेत : ms@aicte-india org

ALL INDIA COUNCIL FOR TECHNICAL EDUCATI

(A Statutory Body of the Govt. of India)
Ministry of Education, Govt. of India
Nelson Mandela Marg, Vasant Kunj, New Delhi-11007t
Phone: 011-29581399
E-mail: ms@aicte-india org

F.No. AICTE/Fin/WH/2015-16

Dated 03.11.2022

To

All Directors/Principals of AICTE Approved Institutions

Subject: Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Sir/Madam,

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CELL

As you are aware that the Government of India is committed to promote gender equality and women empowerment across every sector and preventing all forms of violence against women that negatively impact gender equality and human dignity. The Sexual Harassment of Women at Workplace ((Prevention, Prohibition and Redressal) Act, 2013 upholds women's fundamental right to equality as guaranteed under Articles 14 to 15 of the Indian Constitution, the right to live with dignity under Article 21 and the right to practice any profession or to carry on any occupation, trade or business which includes right to a safe and secure working environment free from all forms of violence and harassment, as provided under Article 19 (1) (g) of the Constitution of India.

With improved access to education, skilling, and employment opportunities, millions of Indian women are entering the country's workforce. It is crucial that as a country we provide all women with a safe and secure work environment. It is the responsibility of every employer, whether in public or private and in organized or unorganized sectors to ensure compliance with the provisions of the Act. The employers are also mandated to conduct sensitization workshops for their employees periodically to make them aware about the provisions of the Act and towards the need for upholding the dignity of women and end gender stereotypes so as to encourage more and more women to participate in economic activities. This will contribute to the realisation of gender equality and result in inclusive growth for the benefit of individuals, the family and nation as a whole.

In view of the above, the following activities are to be conducted in all the AICTE approved institutions from 25.11.2022 to 10.12.2022.

 To conduct sensitization workshops for their employees to make them aware about the provisions of the Act.

 To observe the 25th of November as the International Day for the Elimination of Violence against Women.

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- To observe Discrimination against Women Pakhwada from 25.11,2022 to 10.12,2022.
- Internal Complaints Committees to conduct a special drive to review the pending cases and take appropriate action before 9th December 2022.

Accordingly, the Action Taken Report in the matter may kindly be made available to the AICTE Headquarter latest by 13th of December 2022 positively so that the same could be submitted to the ministry.

This may be treated Most-Urgent

With regards,

Prof. Rajive Kumar

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MALLIGE EDUCATION FOUNDATION(R)

#31/32, Crescent Road, Bengaluru-560001

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Inaugural programe on Implementation of sexual harassment of women at work place(prevention, prohibition and Redressal) act, 2013

As per AICTE directive, the women development cell of Mallige College of Pharmacy, Bangalore has organized awareness Programme on sexual harassment of women at work place on 25st November 2022.

The main agenda of the Programme was to create awareness on harassment of womenat work place.

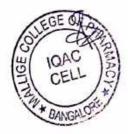
Mrs. Menaka T Head Women development cell has welcomed the gathering. Dr. Shivakumar Swamy, Director and Principal Mallige College of Pharmacy and Mrs. Rajeshwari G, Principal Mallige College of Nursing were the guest speakers of the Programme and they have assured at most safety for all the employees of the institute. The staffs of Mallige College of Pharmacy and Mallige College of Nursing have participated actively in the Programme.





Welcome speech by Mrs. Menaka T

Guest speech by Pharmacy Principal





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MALLIGE EDUCATION FOUNDATION(R)

#31/32, Crescent Road, Bengaluru-560001

web:www.mallige.ac.in Email: mcpbangalore@ymail.com Phone: 080 28446703

WORKSHOP ON SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

Date of event : 26.11.2022 (Day -2)

Time : 10.30 am -12.00 noon

Venue : LH-2

Participats : Teaching and non teaching staffs of pharmacy and nursing

Co-ordinators : Women development cell

Speakers:

1.Sparsha B Junna B.B.A- L.L.B, L.L.M

2.Dr.Shivakumar swamy(Director)

3.Dr Rajeswari (Principal-Mallige college of nursing)

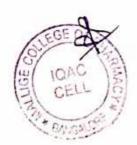
Dr.Rajendra .S(vice principal-Mallige college of pharmacy).

Objectives:

To create awareness on preventing and redressing complaints of sexual harassment.

Summary

Work shop on Sexual Harassment Of Women At Workplace, was conducted on 26thNovember at Mallige college of pharmacy in LH-2 at 10.30 PM to create awareness on preventing and redressing complaints of sexual harassment(prevention, prohibition and redressal) ACT, 2013.





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Teaching and non teaching faculties were assembled in LH-2 .Coordinator greated all ,followed by a welcome speech by Principal Dr Shivakumar' swamy .Sparsha B Junna B.B.A- L.L.B, L.L.M,continued her workshop ,given introduction on the importance of the POSCH act and Vishaka guidelines she emphasized on the following topics

- Definition- sexual harassment at the work place and creates a mechanism for redressal of complaints. It also provides safeguards against false or malicious charges.
- concepts of 'quid pro quo harassment' and 'hostile work environment' as forms of sexual harassment if it occurs in connection with an act or behaviour of sexual harassment.
- Definition of "aggrieved woman", who will get protection under the Act is extremely
 wide to cover all women, irrespective of her age or employment status, whether in the
 organised or unorganised sectors, public or private and covers clients, customers and
 domestic workers as well.
- Definition of an employer- as any person who is responsible for management, supervision, and control of the workplace and includes persons who formulate and administer policies of such an organisation under Section 2(g).
- Vishakha Guidelines -confined to the traditional office set-up where there is a clear employer-employee relationship, the Act goes much further to include organisations, department, office, branch unit etc. in the public and private sector, organized and unorganized, hospitals, nursing homes, educational institutions, sports institutes, stadiums, sports complex and any place visited by the employee during the course of employment including the transportation. Even non-traditional workplaces which involve tele-commuting will get covered under this law.
- The committee required to complete the inquiry within a time period of 90 days. On completion of the inquiry, the report will be sent to the employer or the District Officer, as the case may be, they are mandated to take action on the report within 60 days.
- Internal Complaints Committee -Every employer is required to constitute an Internal Complaints Committee at each office or branch with 10 or more employees. The District

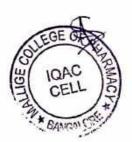




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Officer is required to constitute a Local Complaints Committee at each district, and if required at the block level.

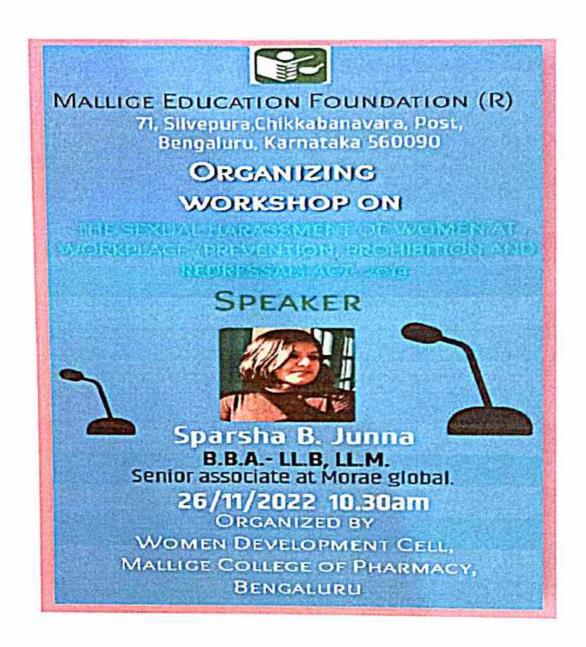
- The inquiry process- under the Act should be confidential and the Act lays down a
 penalty of Rs 5000 on the person who has breached confidentiality.
- Sensitization programs -The Act requires employers to conduct education and sensitizationprograms and develop policies against sexual harassment, among other obligations. The objective of Awareness Building can be achieved through Banners and Poster displayed in the premises, eLearning courses for the employees, managers and Internal Committee members, Classroom training sessions, Communication of Organizational Sexual Harassment Policy through emails, eLearning or Classroom Training. It is recommended that the eLearning or Classroom Training be delivered in the primary communication language of the employee.
- Filing of an annual report -Every organization must file an Annual Report to the District Officer every calendar year as prescribed in the Rule 14 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.
- Penalties- have been prescribed for employers. Non-compliance with the provisions of the Act shall be punishable with a fine of up to ₹ 50,000. Repeated violations may lead to higher penalties and cancellation of licence or deregistration to conduct business.
- Inspection-Government can order an officer to inspect workplace and records related to sexual harassment in any organization.
- Punishment -Under the Act, which also covers students in schools and colleges as well
 as patients in hospitals, employers and local authorities will have to set up grievance
 committees to investigate all complaints. Employers who fail to comply will be punished
 with a fine of up to 50,000 rupees.

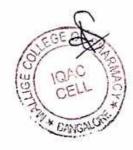




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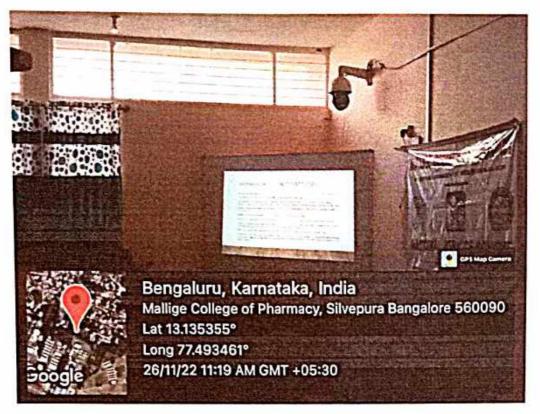
Dr Rajeswari principal Mallige college of nursing felicitated Sparsha B. Junna. Dr.Rajendra vice principal proposed vote of thanks with a oath that the they will protect their employees and any redressal will be seriously taken.



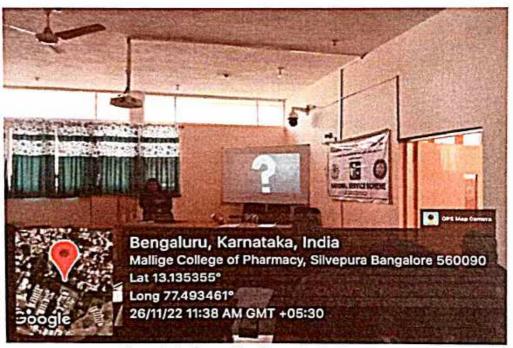




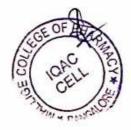




2nd Day workshop on Sexual harassment on women at work place



Speech delivered by Sparsha B. Junna





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Speech delivered by Sparsha B. Junna

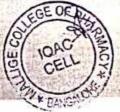
Women development cell Menaka.T Munaka. Dr. Ashwini Herimatha

Signature of the Principal PRINCIPAL, Virilige College of Pharmacy Bangaiore-560 090





Sl.No.	Name of the Staff	Signature Day 2	
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3.	Dr. Shivanand M Kalyanappa	Shir	32
4.	Dr. Rashmi, P	R	1
5.	Mr. KeerthyH.S	AUS_	12
6.	Mrs. Nagalakshmi N.C	No	91
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Email id: mcpbangalore@ymail.com, Web: www.mallige.ac.in, Phone: 9353729763

Date: 07-03-2023

Circular

This is to inform to all the students that "Women's day" is celebrated in Mallige College of Pharmacy on 08-03-2023 at 12.00 PM.

This event is being organized for the benefit of students and faculties. All the students and faculty are cordially invited to attend.

Llenalca !!.
Co-ordinator

Principal





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MALLIGE EDUCATION FOUNDATION(R)

#31/32, Crescent Road, Bengaluru-560001

web:www.mallige.ac.in Email: mcpbangalore@ymail.com Phone: 080 28446703

Teaching ,non teaching staff and students of pharmacy

WOMENS DAY CELEBRATION 2023

Date of event

8.3.2023

Time

: 12.00-1.00 pm

Venue

Indoor auditorium

Participants

Co-ordinator

Menaka.T

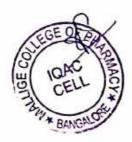
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Summary

Women's day was celebrated on 08/03/2023 at Mallige college of pharmacy in indoor auditoriumat 12.00-1.00 PM focusing on the theme Embrace Equity.

Students of Mallige college of nursing and pharmacy, Teaching and Non teaching faculties were assembled in indoor auditorium at 12.00pm .Master of ceremony Ms. Boomika from 2nd Year M. Pharm greeted all, followed by an invocation song sung by Pooja & Co. Chief guest, guest of honor, president of the function, principal and vice principal and invited guests lighted the lamp. Mrs. Menaka gave a welcome speech.





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Welcome note delivered by M.Pharm student

Chief Guest Dr. Meera N.K., Professor and HOD, VIPS & BOS chairperson, RGUHS, Bengaluru gave advice to both the genders regarding their roles and responsibilities towards their rights and society. Guest of honor Mrs. Swathi, Governing council, Mallige college of pharmacy has adviced students of both gender to give equal importance. As a part of women's day celebration, it was followed as a custom to felicitate senior staff in every cadre, this time Mrs. Rajeswari (Principal -Nursing), Mrs. Sheeba (Associate professor-Pharmacy), Mrs. Sowmya (librarian), Mrs. Rajamma (House keeper). Mr. Hiremath, Pharm D student recited a poem on the importance of womenhood. Presidential remarks given by Mrs. Sandhya governing council, Mallige college of Nursing, wished the students.





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Dr Rajeswari, Principal Mallige college of nursing, proposed a vote of thanks and felicitation to chief guest and other guests were done during the vote of thanks. Master of ceremony concluded the session.

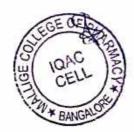


Inauguration by Chief Guest

Speech delivered by Chief Guest



Pharmacy principal and staff with Chief guest



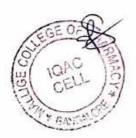








Special Award ceremony to the Pharmacy female staff





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MALLIGE COLLEGE OF PHARMACY

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Web: www.mallige.ac.in, E - mail: mcpbangalore@ymail.com, Ph: 080-28446666, 9353729763

Facilities for women on campus

"To create ethical, knowledgeable and Professional Manpower"

"Empowering students with unquenchable knowledge of Professional skills & ethical values to serve the health needs of the society"



Mallige College of Pharmac Bangalore - 5 090.

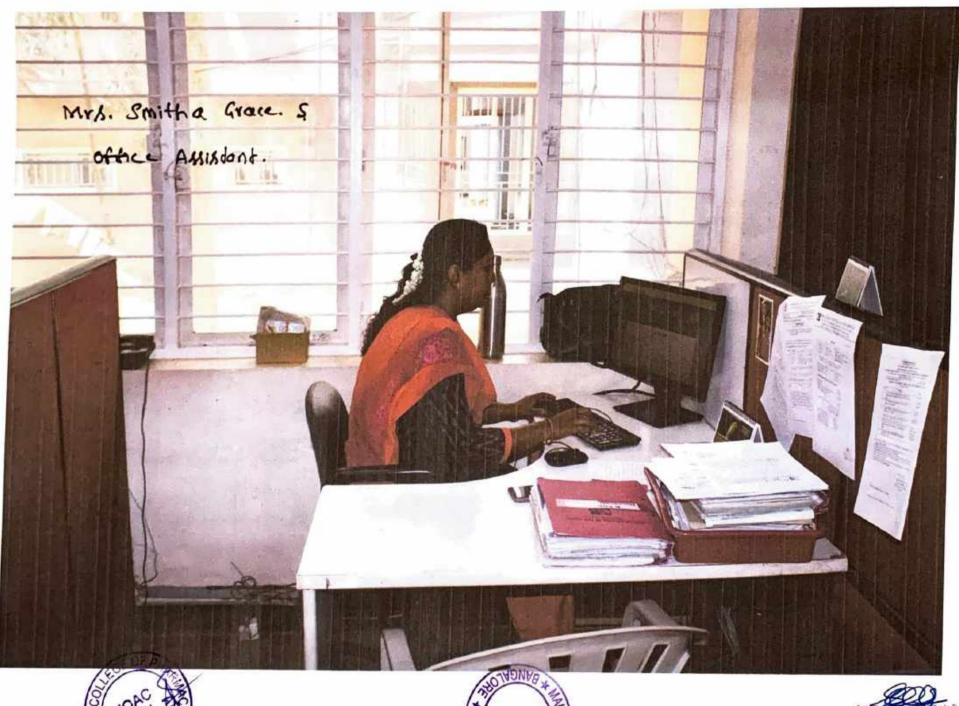
Mrs. Rukmini . S Office Superintendent

Mrs. Smitha Grace. S office Assistant.





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"Nothing great was ever achieved by only sitting still. Every mistake is an opportunity to learn something new. Avoid misunderstanding by being open and honest with others about how you feel. Your mind is like a garden.

Tend it well by filling it with positive, encouraging and faith-building thoughts throughout the day.

Mallige College of Pharmacy
Bangalore 0 090.

Mrs. Sowmya K - Librarian

Ms. Sushma M. Admin. Assistant

Mrs Suvarna G.

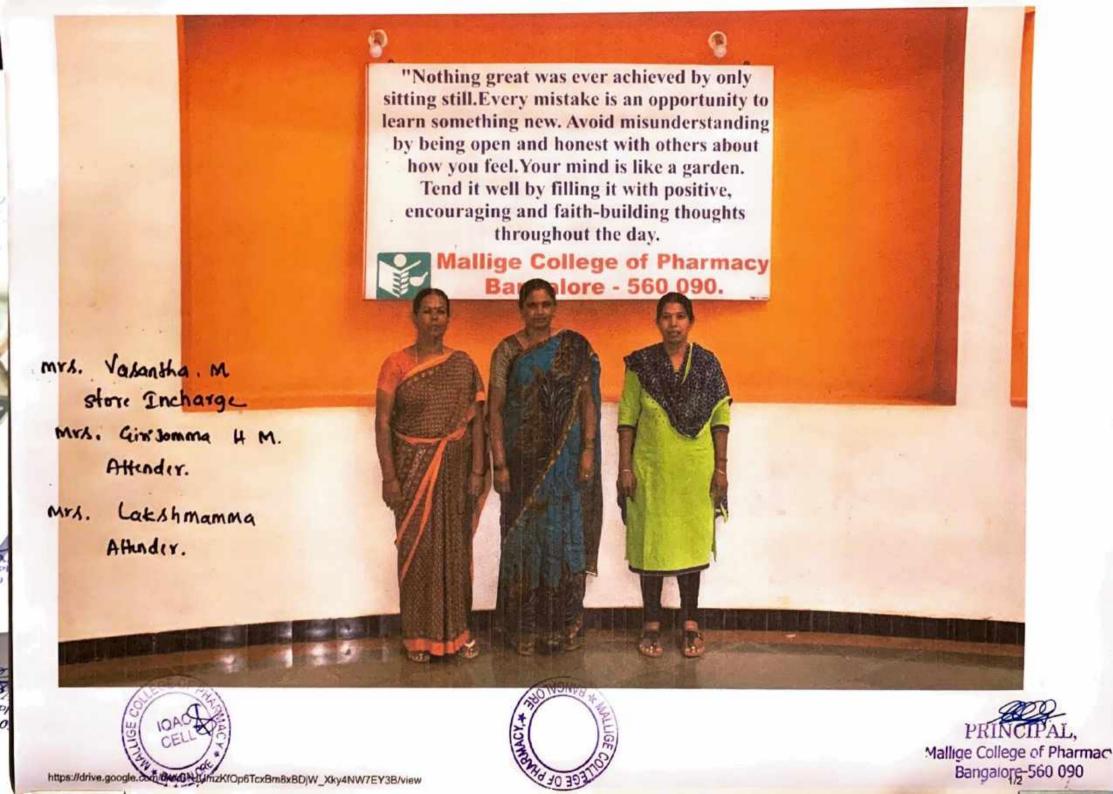
Assistant librarian.



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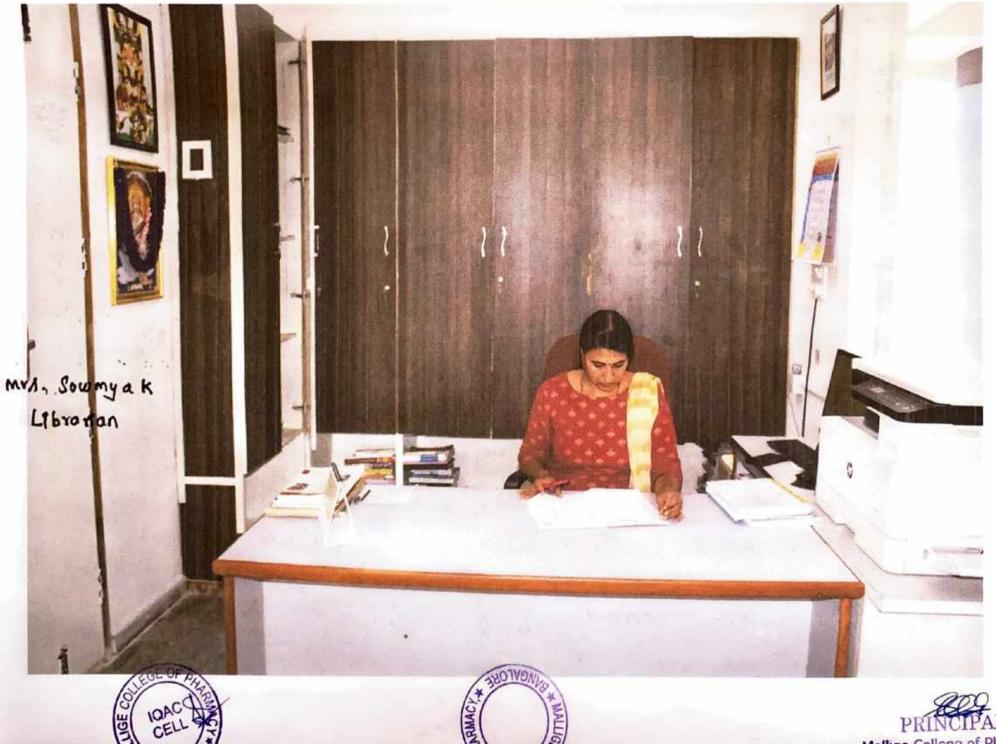
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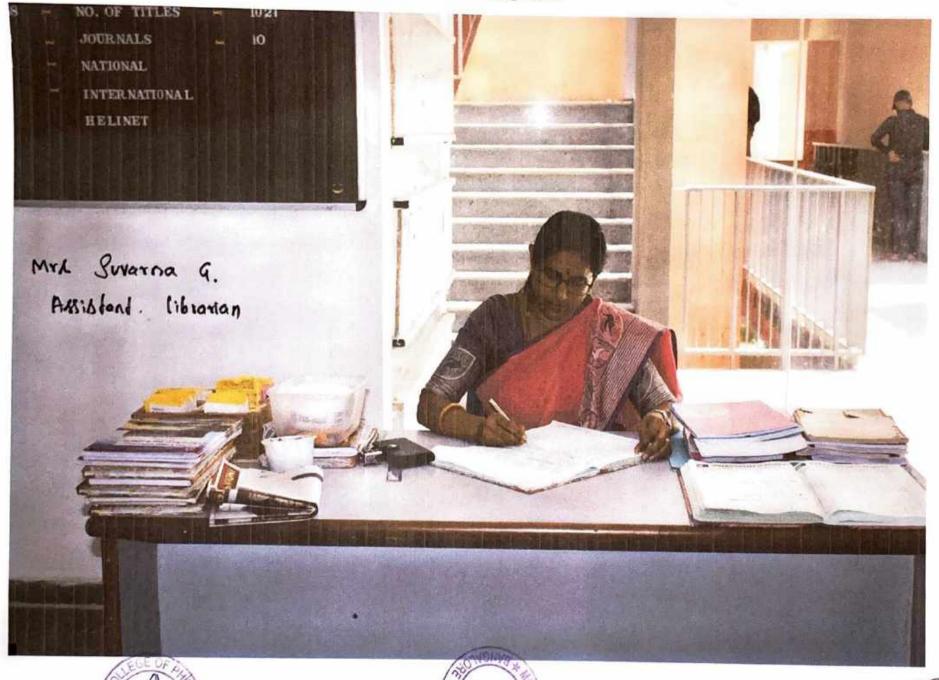








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