

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the last five years

Sn. No.	Year	Title of the Program	Date
1.	2016-17	Think In	28-06-2016
2.	2016-17	MD on Indian Education System	29-08-2016
3.	2016-17	Dermatology and Cosmetology Camp	12-09-2016
4.	2016-17	MD on "Will You Marry Rape Victims"	11-11-2016
5.	2016-17	Guest Lecture by Dr. Padmini Swaminathan	24-11-2016
6.	2016-17	Guest Lecture by Prof. Shushila Kaushik	19-12-2016
7.	2016-17	Guest Lecture by DR. U. Vindhya	24-12-2016
8.	2017-18	Maruthi Girls Orphanage, Miyapur	01-09-2017
9.	2017-18	Women Conclave	15-09-2017
10.	2017-18	Medical Camp	15-09-2017
11.	2017-18	Managerial Discussion On "Will You Marry Rape Victims"	05-11-2017
12.	2017-18	AIDS Campaign and Human Rights Campaign	01-12-2017 to 10-12-2017
13.	2017-18	VIRAGO	01-12-2017 to 10-12-2017
14.	2018-19	Stop Sale Acid	15-06-2018
15.	2018-19	Health Check-Up Campaign	19-08-2018
16.	2018-19	CEO Women Conclave	15-09-2018
17.	2018-19	Jersey Knows No Gender Campaign	21-11-2018
18.	2018-19	Aashayein	06-12-2018 to 07-12-2018
19.	2018-19	Sanitation And Health Hygiene Workshop With Infosys Suvidha	11-05-2019
20.	2019-20	Anokha Utsav – Sankalp Foundation	28-07-2019
21.	2019-20	Smiles Foundation	01-09-2019
22.	2019-20	Medical Camp Swachata Pakhwada	15-09-2019
23.	2019-20	Rainbow Forum	18-09-2019
24.	2019-20	Care and Love Orphanage	29-12-2019
25.	2019-20	Prakriti Cleanliness Drive	01-12-2019
26.	2019-20	Women's Day Online Event	08-03-2020
27.	2020-21	Webinar on Gender Balance is not a Women Issue, it's an Economic Issue.	21-08-2020
28.	2020-21	Guest Lecture on Gender Sensitization	16-09-2020
29.	2020-21	Workshop on Prevention of Sexual Harassment 2020	05-12-2020
30.	2020-21	Women Conclave 2020	06-12-2020



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Event Description

1. Think In

Date of The Event: 28th June 2016

Time of The Event: 4:30pm

Event Description:

A guest lecture was conducted on 28th June 2016 where Dr. Jan Low was invited as the guest and she shared about her amazing journey with the audience. It was a 2-hour long workshop.

Dr. Jan Low, world food prize co-laureate, is an agricultural economist with over 25 years of experience working in sub-Saharan Africa. While undertaking her doctoral research, in Nairobi, Kenya, Dr. Jan Low, M.S. '85, Ph.D. '94 realized a switch in sweet potato varieties could make major difference in the health of those living in sub-Saharan Africa. She also has great experience and interest in agricultural policy, safety nets, poverty analysis etc. Dr. Low was awarded the World Food Prize in 2016.

2. MD on Indian Education System

Date of The Event: 29th August 2016

Time of The Event: 6:30 pm

Venue of The Event: LT-P

Event Description:

A Management Discussion was conducted on 29th August 2016 on the topic ECG OF EDUCATION SYSTEM where people were invited to be part and share their views on the Education System.

3. Dermatology and Cosmetology Camp

Date of The Event: 12th September 2016

Event Description:

A medical camp was organized in conjunction at the local hospital in the Shankarapally Village to provide free medical check up to those suffering from skin diseases.



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4. MD on "Will You Marry Rape Victims"

Date of The Event: 11th November 2016

Event Description:

A Management Discussion was held on 11th November on the topic Will you Marry Me?

5. Guest Lecture

Date of The Event: 24th November 2016

Event Description:

A guest lecture was held by DR. Padmini Swaminathan, professor and chairperson of Centre of Livelihoods, Tata institute of Social Sciences, Hyderabad on the topic Engendering of development and development policies in India.

6. Guest Lecture

Date of The Event: 19th December 2016

Event Description:

A guest lecture was conducted by Prof. Shushila Kaushik on the topic Gender Mainstreaming in Management Education.

7. Guest Lecture

Date of The Event: 24th December 2016

Event Description:

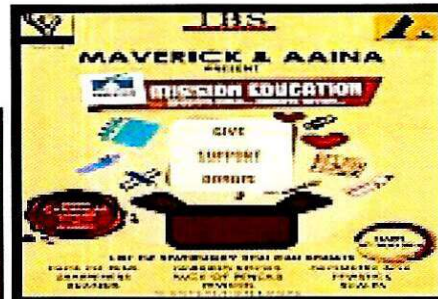
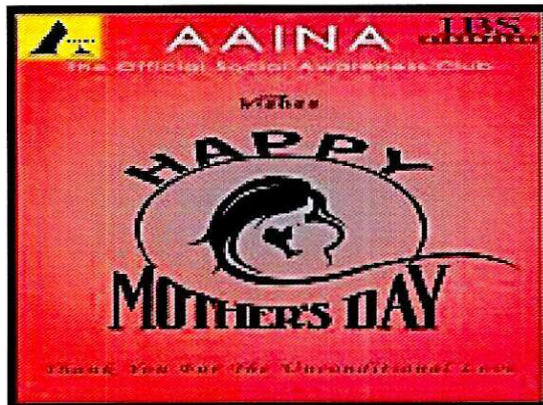
A guest lecture was conducted by DR. U. Vindhyu on the topic Sexual Harassment of Women in the Workplace.



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8. Maruthi Girls Orphanage, Miyapur:

Five students outside of IBS joined this occasion and shared their birthday celebrations with the residents of Maruthi Girls Orphanage. These people who joined us wanted to spend time with the girls. The birthday was celebrated with cutting cake and distributing chocolates, small notebooks with pencil to girls of age group 6 to 12, registers with pen to girls with age group 13 to 18. Also, biscuits and 27 sanitary napkins were given to the warden so that she would distribute them to girls whenever required. Girls from varying age groups starting from 6 to 18 took part in fun activities organized by members of the club like drawing, singing and dancing. Aaina members played with children and participated in drawing and providing them with colours.

9. Women Conclave:

Date of Event: 15 September 2018

CEO Women Conclave 2018 was conducted by CWD (Centre for Women Development) which is a part of ICFAI Foundation for Higher Education (IFHE), Hyderabad in association with club Aaina, held at Taj Banjara, Hyderabad on 15 September 2018

The panel discussion was started by

Dr. G. Geethanjali, Management Faculty at IBS Hyderabad who was also the moderator for the discussion.

Guests for Panel Discussion:

Ms. Anju Matta

Ms. Jyothi Reddy

Ms. Shukla Bose

Ms. Vijayalaxmi Devrajan

The post lunch session was a talk on "New Age Corporate Women". The guests were:

Ms. Ritu Grover

Ms. Suneepa Das

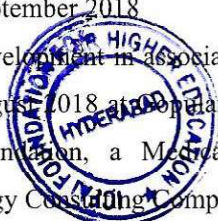
Ms. Tamanna Singh

Ms Uma Chilakamarri

10. Medical Camp

Date of Event: 15 September 2018

Centre for women development in association with Club Aaina, organized a Medical Camp on Saturday, 19th August 2018 at Peddapalam Village. The Medical camp was in association with SUKON Foundation, a Medical Fund Organization and Infosys Limited – Information Technology Consulting Company.



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free health check-up and free medication and to provide basic Menstrual Hygiene information to Women of Village

- It included a free health check-up of all residents with free-of-cost distribution of prescribed medicine by the doctors of SUKOON Foundation.
- The Medical camp organized also included a women-centric workshop on Menstrual Awareness named 'Suvidha – Hygiene is Comfort' by Infosys delegates.

11. Managerial Discussion On “Will You Marry Rape Victims”

Date of Event: 5th November 2017

CWD and Club Aaina took the opportunity to conduct a discussion on a topic as sensitive as this one with the greater interests of widening the thinking horizon of people and to build a society where everyone is welcomed with open arms looked at equally and not ridiculed for the malign situations they might have gone through.

This was a commendable initiative thought about by CWD and Club Aaina to erase few misconceptions from the minds of people.

12. AIDS Campaign and Human Rights Campaign

Date of Event: 1st and 10th December, 2017

These are certain burning topics brought forward by the members of CWD and Club Aaina to cleanse the preconceived notions that people breed in consonance to topics such as these.

13. VIRAGO (5th September, 2017)

Date of Event: 1st and 10th December, 2017

"The idea of a perfect womanhood is perfect independence" A woman is a full circle, within her is the power to create, nurture and transform. Through the Event Virago, CWD in association with Aaina salute women for their strength, resilience and sacrifice. The team were participating in a number of 2. Round 1 was called “Juggle Around” where the team will be the clues and they have to join the clues to find the answer. Next round was called Social Santranj where the team has to take up a chess character among themselves and they will be asked question by the Panel Simultaneously. This was elimination round which was followed by Round Re-Innovate Yourself. In this round each team has to choose a topic related to women development and make a campaign on it. The Event was a great success.



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14. Stop Sale Acid (15th June)

"He threw acid on my face, not on my dreams. He changed my face, not my dreams," as said by Laxmi Agarwal, an acid attack survivor.

A movement against acid violence is necessary to curb this crime. Many lives are burning. Club Aaina organized "Stop Sale Acid" campaign to support Laxmi Agarwal in her battle against this heinous crime.

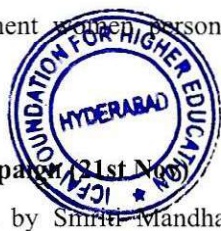
15. Health Check-Up Campaign (Visiting Doctor: Dr. Fernandez)

Dr. Evita Fernandez (FRCOG) is the Managing Director of Fernandez Hospital and Senior Consultant Obstetrician at Stork Home with more than three decades of experience. Dr. Evita strongly believes in empowering women to make choices, especially with regard to issues surrounding birth.

On 19th of August 2018 medical camp is organised in collaboration with Robbin hood army. The objective of this medical camp is to provide free health check up to the villagers of Gopularam. Doctors from Robbin hood army provided free health check up and required medicines to the needy. An awareness programme is also conducted regarding menstrual hygiene to the women and teenage girls. Sanitary napkins are provided to them by the Robbin hood army.

16. CEO Women Conclave (15th September)

On 15th of September, CEO women conclave was conducted by the club members of CWD in association with Aaina. The event was divided into 2 Panel where topic of the first Panel was "women are the largest untapped reservoir of talent in the world" where Keynote Addresses were given by Anju Matta - Director in a Fortune 100 Company, Jyothi Reddy - Director at Keys Software Solutions in Phoenix, Shukla Bose - Founder, CEO at Parikrma Humanity Foundation and Vijayalakshmi Devarajan - Director at United Techno. This was followed by second Panel Discussion on Topic "New Age Corporate Women" where speaker where Ritu Grover - CEO at Global Helpdesk, Suneepa Das - AVP at RBS Global Finance Services, Tamanna Singh - MD at Uberlux India and Uma Chilakamarri - Managing Partner at Design-ism. Total of eight eminent women personalities from all over the country participated in the event.



17. Jersey Knows No Gender Campaign (21st Nov)

In support of the campaign started by Smriti Mandhana, Indian Women's Cricket team Captain, to support the women's cricket team in the "Women's Cricket World Cup 2018", Club Aaina organized a campaign in support of "Jersey Knows No Gender" campaign.

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In this campaign, pictures of students and staffs holding props supporting the campaign were clicked by members of Team Nazaria. The whole campaign was performed by Aaina members Infront of Mess-1 and Mess-2. Later the photos were posted in the club website under the name “#jerseyknowsnogender”.

18. Aashayein (6th and 7th Dec)- (Self Defence Training)

There were a set of different activities and events have been performed during these 2 days, which includes a panel discussion on 6th December morning.

The first topic for the day was: Panel Discussion on “Can women break glass ceiling?” Since women have faced ceilings of a certain degree at various personal and professional fronts of life, this topic drew a lot of attention on the problems faced by women. Speaker of event were Mr. Damodar Danait, CEO of My Home India and Ms. Anusha Bharadwaj, Director of Voice for Girls.

Panel Discussion was followed by Self Defence Program on the eve of 6th by Kalinga National Arts Academy. On 7th December, Talk Show on inspirational stories by inspirational women of this country followed by an inter-club competition “Fortitude 4.0” on 7th evening. It also included performances by members of Samavesh and Xpressionz.



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Sanitation And Health Hygiene Workshop With Infosys Suvidha

CWD & Club Aaina organized a Sanitation and Hygiene workshop for housekeeping staff of ICFAI group at Hyderabad Campus. The event was conducted on 11th May, 2019. It was a 3-hour event that was from 10 Am to 1 PM. Many people actively participated in the workshop. Lot of women participated and there was a great discussion with the women housekeeping staff of IBS, ITS and ILS. It aimed to create awareness about basic hygiene and sanitation which is to be taken care of at homes and surroundings.

19. SSR Activity – Anokha Utsav – Sankalp Foundation

CWD & Club Aaina visited Sankalp foundation for Anokha Utsav in the month of July. It was conducted on 28th July 2019. All the club members visited the Sankalp foundation along with many participants from other clubs and celebrated International Justice Week. Each and every one shared their views on laws for children, women and girls with the residents. A good and healthy discussion took place with the members of the foundation. Students also distributed food items to the children of Sankalp Foundation. There were activities conducted for the children who participated eagerly and enjoyed every bit of it.

20. SSR Activity – In Collaboration With Samavesh – Smiles Foundation

CWD & Club Aaina organized an SSR activity in collaboration with Club Samavesh at Smiles Foundation on 1st September 2019. Both the Club members visited old age home facility at Smiles. Various performances as Dancing, Singing was conducted for the residents. The residents interacted, shared their stories with the students. At lunch time, IBS students served food to the residents of Old age home facility at smiles. It was a day well spent.

21. SSR Activity - Medical Camp – Swachata Pakhwada

Club Aaina and CWD organised a medical camp on 15th September 2019, with the support of an Organisation Sukhoon medical during Swachhata Pakhwada week at ICFAI. The medical camp was conducted in Poddatur village, Shankarapally. The cam was conducted from 10 AM to 2 PM. The Sarpanch of the village has given approval for the same. The Doctors did a basic health check-up for the villagers ranging from kids, to senior citizens and prescribed and provided them general medicines to them. A bulk of basic medications were taken with us to the village. The camp saw an active participation from the villagers.



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22. Rainbow Forum (Gender Sensitization Forum)

Club Aaina and Centre for Women Development initiated a launch of "Rainbow- A Forum on Gender Sensitization", where the students of MBA participated in a Pride Parade within the campus along with a Guest lecture about the LGBTQ+ community. An open forum discussion was conducted by Patruny Sastry, an Expressionist Dancer followed by a short performance. The event took place in the seminar hall on 18th September, 2019 from 4PM onwards. It was an initiative to support and become a platform for LGBTQ+ community to raise their voice. This platform is always available to extend their help for the community.

23. SSR Activity – ADmire – Care and Love Orphanage

CWD & Club Aaina organized an SSR activity with club ADmire at Care and Love Orphanage on 29th December 2019 to empower girls and sensitize them on importance of studying and becoming multi-tasker. Students of both the clubs performed activities for the girls of the orphanage. Various activities were carried out which involved both the members of the club and the orphanage. A discussion on importance of studying and becoming a multi tasker took place and children also shared their views regarding the same.

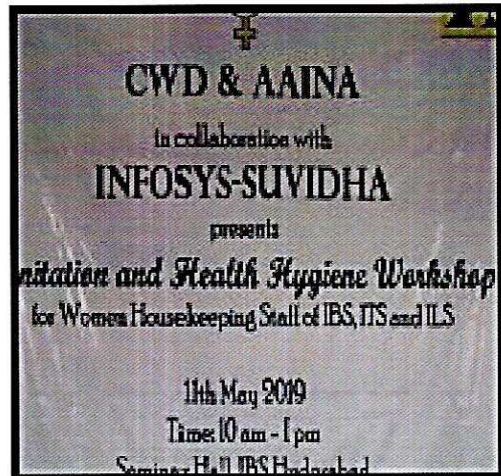
24. SSR Activity – Prakriti Cleanliness Drive

CWD & Club Aaina organized an SSR activity with club Prakriti in Mokila village on 1st December 2019. Both the club members visited the village and cleaned the entire area. The students also spread awareness on importance of cleanliness and segregation of waste products.



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25. Women's Day Online Event (8th March 2020)

CWD and Club Aaina conducted an online event in order to celebrate women's day and to pay tributes to women to balance their work and personal life efficiently. In this event clubs were invited to provide us with their understanding on the image provided on social media handle.

26. Webinar on Gender Balance is not a Women Issue, it's an Economic Issue. (21st Aug 2020)

CWD and Club Aaina conducted a webinar wherein the following points were covered:

- Start looking at your mothers and female members from a greater respect and new lens
- Visible gender challenges
- Pay Gap
- Hiring Gap
- Leadership Gap

As leaders you will have complexities on how do you attract, retain and engage talent

The key is to start looking at challenges from a talent less and not from a gender less

- Each drop matters.
- Each one can make a difference if we choose to.

27. Gender Sensitization (16th Sep 2020)

A Guest Lecture on Gender Sensitization by Sonal Giani where she addressed the issues faced by the LGBTQ Community. It was an open discussion wherein students interacted directly to Sonal Giani Ma'am.

28. Workshop on Prevention of Sexual Harassment 2020

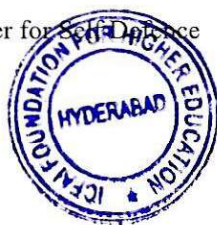
CWD and Club Aaina - The Official Social Awareness and Women Development club of IBS Hyderabad is conducting Talk Show on Prevention of Sexual Harassment and Self-defence Training Program on December 5, 2020. The first half of the event will be the talk show followed by a self-defence training program in the second half.

Guests speaker for the Talk Show is:

MADHUJIT SINGH: CEO, Founder – Ananya Foundation

Trainer for the self-defence training program is:

ANIL KUMAR MAJJI: Trainer for Self-Defence



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29. Women Conclave 2020

CWD in association with Club Aaina has organised a Panel Discussion on the theme . This event was conducted into two parts.

In the first part, Panel Discussion was conducted on the topic 'New Age Business Women' was conducted and Guest Speaker for the Panel Discussion were:

- SHALINI SINGH: Chief Corporate Communications at TATA Power
- ANKITA TANDON: VP at Unacademy
- SHEELA M BAJAJ: CEO at Rising Phoenix
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In the second part, Panel Discussion was conducted on the topic '**Women Are The Largest Untapped Reservoir Of Talent In The World**' was conducted and Guest Speaker for the Panel Discussion were:

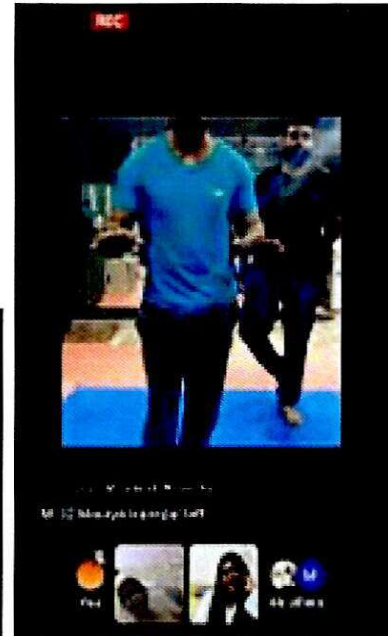
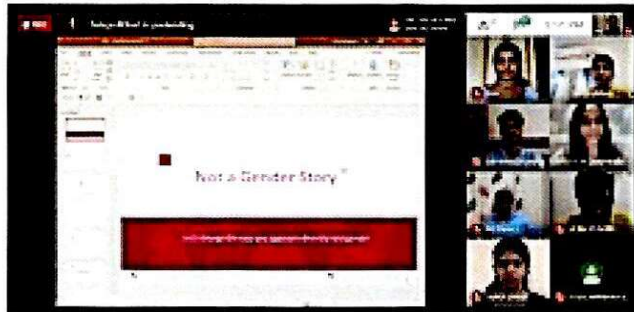
- DR. NISHA KHANNA: Mental Health practitioner at Bye-tense
- MS ANUBHA MANESHWAR: Founder of Girl Script



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Criteria – 7

7.1.1 Specific facilities provided for women in terms of:

- a. Safety and security
- b. Counselling
- c. Common Rooms
- d. Day care center for young children

a) Safety and Security:

IFHE campus is well protected and secured by deploying 150 security Guards round the clock (male and female guards). Perimeter patrolling is carried out by these guards on regular intervals. The security agency which has provided the security cover to IFHE has been instructed to avoid hiring of local guards to ensure least familiarity with students/locals and strict vigilance. All these guards are being provided with the accommodation within the campus and are also being provided with subsidized mess facilities. All the boys and girls hostels are being provided with male guards and female guards respectively.

Entire IFHE Campus is effectively covered with CCTV surveillance with 150 CCTVs, in the areas not covered by the guards. These CCTV cameras have the recording facility up to thirty days data and two engineers are employed for monitoring. The CCTV footage is daily monitored by the CSO (Chief Security Officer).



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At main entrance of the Campus additional security guards are deployed for checking and frisking of individuals entering/leaving the campus. Vehicles are thoroughly checked before they are allowed to enter the campus. Senior Administration officials including Chief Security Officer are made to stay inside the campus to monitor and avoid any indiscipline or untoward incidents. Separate hostel facilities are available for boys and girls with sick rooms for students who are not well.



b) Counseling:

IFHE has employed a senior psychologist for providing counseling services. Students are free to approach the counselor for consultation. The information of the students is kept confidential by the counselor, where intervention of parents is desired the same will be shared with the parents. IFHE has an excellent environment for studies and recreation, hence psychologist intervention is rarely required. Each faculty member is allocated 11-15 students to counsel them on academic and non-academic issues. Further, as a step towards career counseling each Alumni is allocated 10-12 students.

Student Service Department(SSD) performs similar duties, as being performed by psychologist but it is directed towards academic counseling. An elaborate procedure is followed by which the student's performance is analyzed with the help of student mentor/faculty member/Dean Academics to suggest corrective actions for performance improvement :



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c) Common Room:

The common room provides facilities for indoor games (carom, chess), newspapers, drinking water and rest rooms. Common rooms are the integral part of both girls as well as boys hostels for relaxation and recreational purposes. Televisions are provided in the common rooms for viewing and table tennis/ limited Gym facilities are also provided on each floor of the Hostel. These common rooms are also being used for club activities and conduct discussions.



d) Day Care Centre for Young Children

The university supports and provides safe and impeccable care for children of faculty, staff and students imparting education and playtime of highest quality. The day care center is committed to provide a supportive, challenging, and holistic environment for the kids. Close supervision with help of structured and safe environment nourishes the children behaviorally and cognitively.



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Details

Safety and Security

GeoTagged Photo



GPS Location

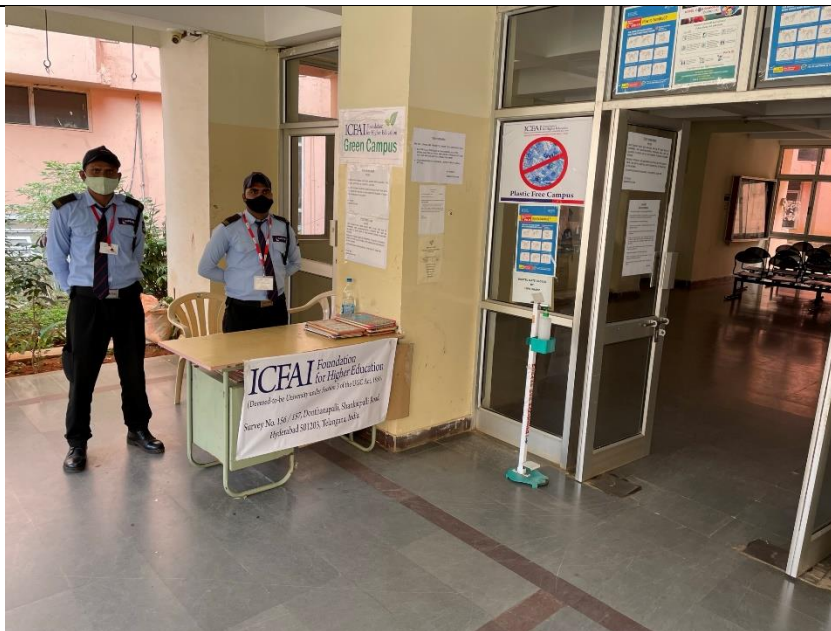
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[Remove Properties and Personal Information](#)

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EF Hostel Properties

General Security Details Previous Versions

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OK Cancel Apply



Maingate-1 Properties

General Security Details Previous Versions

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OK Cancel Apply



FST Block Properties

General Security Details Previous Versions

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Maingate-2 Properties

General Security Details Previous Versions

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Longitude	78; 13; 7.030000000002798942
Altitude	573.444244604316509
File	
Name	Maingate-2.jpeg
Item type	JPEG File
Folder path	C:\Users\acshe\Downloads\S...
Date created	20-03-2022 14:47
Date modified	17-01-2022 15:52
Size	1.23 MB
Attributes	A
Availability	

[Remove Properties and Personal Information](#)

OK Cancel Apply



QRS Hostel Properties

General Security Details Previous Versions

Property	Value
Photometric interpretation	
Digital zoom	
EXIF version	0232
GPS	
Latitude	17; 25; 20.8199999999996521
Longitude	78; 13; 7.770000000001866198
Altitude	573.676086188626
File	
Name	QRS Hostel.jpeg
Item type	JPEG File
Folder path	C:\Users\acshe\Downloads\S...
Date created	20-03-2022 14:47
Date modified	17-01-2022 15:53
Size	794 KB
Attributes	A
Availability	
Offline status	
Shared with	
Owner	NAA\acshe

[Remove Properties and Personal Information](#)

OK Cancel Apply

Play area for children



Play area for children



Play area-1 Properties

GeneralSecurityDetailsPrevious Versions

Property	Value
Exposure program	Normal
Saturation	
Sharpness	
White balance	Auto
Photometric interpretation	
Digital zoom	1.45244956772334288
EXIF version	0232
GPS	
Latitude	17; 25; 29.62999999999973096
Longitude	78; 13; 12.1400000000013984
Altitude	571.861541919532442
File	
Name	Play area-1.jpeg
Item type	JPEG File
Folder path	C:\Users\acshe\Downloads\S...
Date created	20-03-2022 14:47
Date modified	17-01-2022 15:54
Size	1.40 MB
Attributes	A

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OK

Cancel

Apply

Play AREa-2 Properties

GeneralSecurityDetailsPrevious Versions

Property	Value
White balance	Auto
Photometric interpretation	
Digital zoom	1.03490759753593431
EXIF version	0232
GPS	
Latitude	17; 25; 29.91000000000034072
Longitude	78; 13; 11.89000000000139983
Altitude	571.809330628803195
File	
Name	Play AREa-2.jpeg
Item type	JPEG File
Folder path	C:\Users\acshe\Downloads\S...
Date created	20-03-2022 14:47
Date modified	17-01-2022 15:54
Size	1.50 MB
Attributes	A
Availability	
Offline status	
Shared with	

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OK

Cancel

Apply

Day care center
for young
children



Child care center4 Properties

GeneralSecurityDetailsPrevious Versions

Property	Value
Photometric interpretation	
Digital zoom	
EXIF version	0232
GPS	
Latitude	17; 25; 30.199999999997047
Longitude	78; 13; 11.8699999999953221
Altitude	571.773605150214621
File	
Name	Child care center4.jpeg
Item type	JPEG File
Folder path	C:\Users\acshe\Downloads\S...
Date created	20-03-2022 15:08
Date modified	20-03-2022 15:08
Size	746 KB
Attributes	A
Availability	
Offline status	
Shared with	
Owner	NAA\acshe

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OK

Cancel

Apply