



INSTITUTE OF PHARMACY & TECHNOLOGY, SALIPUR

AT / P.O. SALIPUR, DIST. CUTTACK, ODISHA, PIN-754202.

(Regd. No.5226/371/1987-88 of Societies Act. XXI of 1860)

(ISO 9001:2015 Certified)

B.Pharm Course Accredited By NBA

Estd.:1982 Approved by All India Council for Technical Education, Pharmacy Council of India, & Govt. of Odisha.

Affiliated to Biju Patnaik University of Technology & Odisha State Board of Pharmacy, Odisha

7.1.1: Measures initiated by the Institution for the promotion of gender equity

Action Area 1: Employment Conditions

Action	Responsibility	Target	Timeline
Boost attraction and recruitment of women	Principal	Institute decided to enhance female number as employee by 2022	October 2019-2022
Maintain a workplace free from inequality, sexual harassment and hectoring	Women Sexual Harassment Committee	There should not be any such incident occurred in future	January 2021-22
Architecture and launch an action against domestic and family violence program and campaign	Women's Protection committee	Including initiating IPT measures against family and family violence, including access to leave entitlement, counseling, flexible working and work safety plans	June 2020-21

Action Area2:

Action	Responsibility	Target	Timeline
Increase women's operation and success rates in academic and professional promotion	Principal	Analysis of academic promotion applications and success rates by university and university by gender and level	July 2020-2022
		Organize information workshops for women only twice a year with a group of women who have successfully promoted IPT.	December 2020-2022

Action Area3:

Action	Responsibility	Target	Timeline
Inclusion of both gender sports program	Sports in charge	To sensitize Gender equity and team spirit	January 2021-2022

Principal

Institute of Pharmacy & Technology
Salipur, Dist. Cuttack-754 202, Odisha