



7.1.1 Institutional Values and Social Responsibilities

Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

IIMHRD (W) is a Women management B-School with a difference management training institution that believes in working 24x7x365 to procreate dynamic student managers. We IIMHRD firmly believe in making a student fathom the granularities of the corporate world. We are located at stone's throw distance from the Rajiv Gandhi InfoTech Park, Pune. Our institute provides a perfect ambience for management education amidst industrial needs of creativity and innovations. We are blessed with timely guidance from a wide spectrum of industry associations. "True character has the delicate fragrance of a just blossomed flower, it emanates from within the person by the propulsion of his own self chosen ideas of life".

Vision and Mission Statement

VISION

To empower aspiring female management students to become physically fit, mentally robust, and professionally competent individuals. We aim to equip them with the skills and knowledge necessary to assume leadership positions in the industry and society of tomorrow..

MISSION

To provide holistic and industry-oriented management training to our students. We are committed to their overall development, ensuring that they evolve into highly skilled professionals by the end of their chosen management program. Through a comprehensive curriculum, practical exposure, and personalized guidance, we strive to foster a transformative educational experience for our students.

Gender Audit

IIMHRD is a women management Institute. All enrolled students are girls. 95% staff are women. IIMHRD is committed for developing the women workforce capable of competing with the other gender colleagues. The Institute has formed Anti-sexual harassment committee, Internal Complaint committee for supporting the women staff and students.

Objectives of Gender Audit

1. To find out the areas where gender balance exists and the factors behind the gender balance.
2. To find out Steps to establish good gender balance in decision -making process in all areas of the college activities
3. To examine the policies of the college rules /actions towards the needs and interest of both males and females
4. To suggest measures for bridging the gender gap
5. To foster Gender equality in all aspects of college life and throughout the college community
6. To see the work and capacity for prevention of sexual harassment at the college.

IIMHRD has maintained a comprehensive DEI (Diversity, Equity and Inclusiveness) approach that addresses various aspects of organizational culture, policies, practices, and community engagement. The breakdown of key areas to focus on are as detailed below:

1. **Leadership Commitment:** IIMHRD ensures that leadership is fully committed to DEI efforts and communicates this commitment consistently. IIMHRD's Director and executive Directors and HODs are dynamic women Leaders who all are committed towards Institutional growths.
2. **Develop DEI Policies and Procedures:** IIMHRD has established clear DEI policies and procedures that outline the school's commitment to diversity, equity, and inclusion. These policies include and covers recruitment, hiring, promotion, curriculum development, student support services, and disciplinary actions.
3. **Recruitment and Hiring Practices:** IIMHRD has Implemented strategies to attract and retain a diverse faculty, staff, and student body. This includes using diverse recruitment channels, implementing blind hiring practices, providing DEI training for hiring committees, and creating mentorship programs for underrepresented groups.
4. **Curriculum and Pedagogy:** IIMHRD has ensured that the curriculum reflects diverse perspectives, experiences, and voices. It encourages faculty to incorporate diverse readings, case studies, and examples into their teaching materials and provide support and resources for faculty to develop inclusive teaching practices.
5. **Student Support Services:** IIMHRD Offer support services and resources to address the needs of a diverse student population. This includes mentorship programs, counselling services, and accommodations for students(female).
6. **Community Engagement and Partnerships:** IIMHRD has built relationships with diverse Stakeholders for effective participation.
7. **Data Collection and Analysis:** IIMHRD Collect and analyze data on diversity, equity, and inclusion metrics to track progress and identify areas for improvement. This may

include demographic data on faculty, staff, and students, as well as feedback from surveys and focus groups.

8. **Accountability and Evaluation:** IIMHRD has established mechanisms for accountability and evaluation to ensure that DEI goals are being met. This involves setting specific targets, conducting regular assessments, and incorporating DEI metrics into performance evaluations.
9. **Continuous Improvement:** DEI efforts are an ongoing process and responsive to the evolving needs of the Business school community. IIMHRD regularly solicits feedback from stakeholders, adapts strategies as needed, and celebrates successes along the way.

Curricular & Co-Curricular Activities promoting Gender Sensitization Issues :

- Students are taught with subjects like legal aspects, Human rights and Ethics as part of their regular academic activities.
- Students are provided with Cybersafe Girl workshop and cyber safe campus 6.0 version is launched from IIMHRD campus in association with the Karnataka Govt.
- Under Nirbhay Kanya Abhiyan, sessions are organized on legal awareness and cyber security, self-defence workshops.
- Professional Ethics and etiquettes are taught by the experts from Industry are organized by the Institute as part of their regular academic activities during their professional grooming sessions.
- Various lectures of eminent experts are held on various issues to develop student personalities. Different gender sensitization programmes are organized in the Institute to eradicate gender discrimination. Major Activities organized by the Institute are :
 - Self-Défense & Yoga workshops
 - Anti - Sexual Harassment Cell
 - Grievance Redressal Cell.
 - Cyber Safe Girl Program in campus
 - International Women's Day
 - National Constitution Day celebration
- To honour the illustrious legacy, culture, and traditions, festivals like Shivaji Jayanti, Makar Sankranti, Ganesh Festival, Dandiya, Dahi Handi , Diwali, Christmas are celebrated in campus.

Safety & Security

The Institute has good security arrangements. There are security guards to check and control the system at every gate. ID card is mandatory for all the staff and students. No one is allowed to enter in campus without ID card. The Institute has installed CCTV cameras at every point in the college premises for safety and security purposes. The Helpline number of Police and Ambulance are displayed as a safety & security measure, for the student to contact in case of emergency. The Institute has a fire control system. Sanitary Napkin vending machines are installed in campus and in hostel for the girls. Under Nirbhay Kanya Abhiyan, sessions are organized on Women Employability and Empowerment, legal awareness and cyber security, self-defence. Programs on Personality Development and Sessions on Discipline are conducted for the students

National or International Events/ Days celebrated:

In order to address the three key facets of women's empowerment—health, safety, and employment—International Women's Day, International Yoga Day, are observed in campus. Various health awareness driven sessions are arranged for students to make them aware about women related health issues. The commemoration of International Yoga Day raises awareness of health issues.

Teacher's Day, Gandhi Jayanthi, Shiv Jayanti, Savitribai Phule birth anniversary is celebrated in campus every year. Vachan Prerana Din is celebrated on 15th October in memory of Dr. APJ Abdul Kalam's Birth Anniversary. Institute also celebrates National Voters Day on 25th January, Constitution Day on 26th November, World Environment Day on 5th June for realizing students about their duties towards Nation.

Women's Grievance Redressal Committee :

The Women's Grievance Redressal Committee of the institute is constituted as per the norms. The contact details of WGRC members are displayed and shared with students for any emergencies and complaints, creating awareness amongst them.

Counselling:

The institution has a formal organized structure of counselling and grooming to the students for making them professionally competent. This formal structure functions without any gender discrimination operates in two phases. In the first phase mentors are assigned to students for individual and or group counselling. In second phase training and placement team provide counselling and grooming to students as per the Industry requirement for making them employable. Students are connecting to their respective assigned mentors in case of any problem or personal issues for getting the immediate support.

Common Room : The institution provides common room facility to the girl students.

List of Such Activities conducted in IIMHRD every year :

Sn	Date	Details
1	12 th January	National Youth day and Birth Anniversary of Jijau Mata
2	15 th January	Colourful Kite Festival
3	26 th January	Republic Day of India
4	19 th February	Chatrapati Shivaji Maharaj Jayanti
5	8 th March	International Women Day
6	5 th June	World Environment day
7	21 st June	International Yoga Day
8	12 th August	Library day Birth Anniversary of Dr. S. R. Ranganathan
9	15 th August	Independence Day
10	5 th September	Teacher's Day
11	2 nd October	Gandhi Jayanti
12	26 th November	National Constitution day
13	All festivals are celebrated in campus with full of energy. Ganesh Festival, Diwali celebration, Christmas, Holi, Dandiya, Dahi handi are celebrated in campus every years.	

Facilities Provided in the IIMHRD: -

Parking – IIMHRD has common parking for Students and separate for Faculties



Girls Common Room



IIMHRD understands the need of providing separate common room for girls, to enable them to sit and discuss various educational points with each other, Girl Common room helps the girl student to socialize, discuss and interact with each other and on some occasion to take rest from their business Schedule of teaching work

Girls Washroom : The Institute has clean and hygienic wash rooms



Hostel

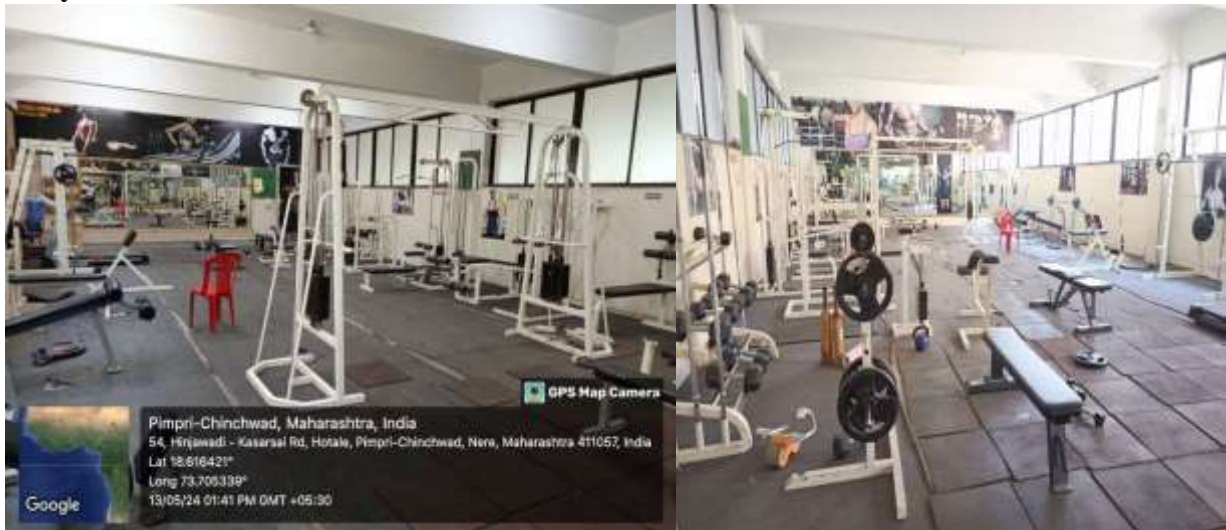
IIMHRD Provides with fully functioned campus facility for boys and girls, To cater to the accommodation needs of the students, the institute has both the boys and girls hostel separately, Nutritious means are available in the institute kitchen which serves hygienically cooked food. Each room of the hostel is furnished with bed, study table chair and a cupboard for clothes. A Simulating and holistic living ambiances contributes significantly to a superior performance, The Girls utilizing the hostel facility is as under.

1. Sick Room: -



A Sick room is provided in the hostel, wherein the girls who are unwell are taken care of for their health . This rooms provided with basis facilities for a sick person.

6. Gymnasium



Gym workouts are one of the best ways to our health and fitness. A good workout improves, blood circulation to our heart and fight heart problems and keep us healthy, It also does the same for our brain and makes one mentally fit and physically healthy, SBES Provides a common gym facility to boys and girls.

Canteen



The Institute has a modern canteen and offers variety of snacks and meals to cater to the taste of the students. The canteen not only provides a vibrant atmosphere and unleaded fuel for the day but also an effective way to develop the “cafeteria approach” learning in an informal manner, it helps in nurturing interpersonal skills amongst students, IIMHRD provides with canteen and mess in hostel.

7. Bank Facility: -

