

7. Institutional Values and Best Practices			
7.1 Institutional Values and Social Responsibilities			
7.1.1 Number of gender equity promotion programs organised by the institution during the last five years			
Year	Title of the programme	Date and Duration (from-to)	Number of participants
2020-21	Self Grooming Session by Unnati Singh	18.11.2021	90
2020-21	EcoFriendly Ganesha Workshop	02.09.2021	46
2020- 21	Organised a virtual session on cyber crime and cyber security to give awareness to students to be safe and secure during use of digital platform.	07.11.2020	100
2019-20	Virtual Counselling sessions on Student mindset and career with Lecture on Awareness of hygiene : Women's care	11.09.2019	140
2019-20	D-Stressing at Work Place with Hobby Ideas	14.08.2019	27
2018- 19	Women's day celebration with award ceremony for women's best achievements	08.03.2019	300
2018- 19	A Session on Oil Free Cooking Ideas	10.01.2019	42
2018- 19	Motivation Talk by Vinita Bali on Work Life Balance	21.11.2018	117
2018- 19	Workshop on Think Beyond Workspace: E-Ship Activity	16.07.2018	70
2017- 18	Awareness & Installation of sanitary napkin vending machine	19.04.2018	180
2017-18	Seminar by ADG Varun Kapoor gives tips on cyber security, addresses female faculties on the occasion of Women's Day	08.03.2018	450
2017- 18	Self Defence workshop/Seminar for Girls to decrease dropout rates and make girls more confident by empowering them to defend themselves .	12.02.2018	320
2017-18	Workshop on Women's Health care and Checkup Camp to spread awareness about various female health issues, to facilitate health and hygiene among	07.12.2017	150
2017- 18	Nukad Natak on Women Empowerment to spread awareness in girls about social environment and increasing reports of violence (physical and verbal) against girls also necessitates implementation of Smart Girls program.	14.11.2017	520
2016-17	Self Grooming Session by Pammi Chawla	20.12.2017	46
2016-17	Seminar on self dependency of women with workshop of professional makeup and ramp walk.	15.07.2016	80
2016-17	Organised Yoga session with lecture on "health is wealth" on the occasion of International Yoga Day	21.06.2016	150



IPS Academy, IBMR, Indore (M.P.)

Self-Grooming Workshop By Unnati Singh: Makeup Artist Date-18.11.2021

The objective of the workshop is to build the confidence amongst the working women of IPSA, IBMR. During the workshop the female faculty members learnt the techniques to stay upbeat and showcase confidence.





IPS Academy, IBMR, Indore (M.P.)

Eco Friendly Ganesh Workshop

Date-02.09.2021

Women are the born artist. Being creative is what completes their personality. The objective of the workshop is to create beautiful eco-friendly sculptures of Ganesha. The entire workshop is a fun filled and recreational activity.



SAFETY & SECURITY

The security of the Women's in the campus is strictly monitored by deployment of security persons. Hostel Superintendent's/Matron and during such visits female guards accompany the workers (Male). Visiting parents/relatives of the boarders are allowed to the reception of the respective hostels after due approval

from the Hostel administration. An entry/exit register is maintained in all the hostels where all entry/exits are recorded. Outside the Hostel boundary male guards are deployed during night to restrict the movement of nay male towards the hostels.



INSTITUTE OF BUSINESS MANAGEMENT AND RESEARCH LIST OF TOPPER STUDENTS - MBA				
NAME	RANK	MAHES OBTAINED	PERCENTAGE	POSITION
Ms. Sajal Patel	1994-1996	9.8	9.8	1st
Ms. Nandini Sharma		9.3	9.3	2nd
Ms. Roshni Dhoti	1995-1997	1902	2300	1st
Ms. Sachin Varma		1786	2400	2nd
Ms. Sonali Aiyangar	1996-1998	2096	2400	1st
Ms. Anil Dave		1802	2400	2nd
Ms. Rani Vijayranga	1997-1999	1777	2400	1st
Ms. Samchika Chauhan		1764	2400	2nd
Ms. Saurabh Tripathi	1998-2000	1762	2400	1st
Ms. Binewala Chaitani	1999-2001	2482	3300	2nd
Ms. Nidhi Khara		2413	3300	1st
Ms. Chitranshi Arora	2000-2002	2456	3400	2nd
Ms. Imita De		2484	3400	1st
Ms. Balinder Kaur Suri	2001-2003	2422	3400	2nd
Ms. Rachana Manchanda		2422	3400	1st
Ms. Richi Guphal	2002-2004	2422	3400	2nd
Ms. Prashant Patel	2002-2004	2417	3400	1st
Ms. Rishi Jain		2505	3400	2nd
Ms. Ilii Kohli	2003-2005	2492	3400	1st
Ms. Risha Kulshrestha		2481	3400	2nd
Ms. Rakhi Kalra	2004-2006	2432	3400	1st
Ms. Megha Jain		2432	3400	2nd
Ms. Suresh Songara	2005-2007	2423	3400	1st
Mr. Vipul Agrawal		2560	3400	2nd
Ms. Nancy Jain	2006-2008	2517	3400	1st
Ms. Nazia Kaami		2447	3400	2nd
Ms. Neelam Ahuja	2007-2009	2421	3400	1st
Mr. Pritesh Hingad		2529	3400	2nd
Ms. Jasmeet Kaur	2008-2010	2476	3400	1st
Ms. Baljinder Kaur		2574	3400	2nd
Ms. Sheetal Saboo	2009-2011	2554	3400	1st
Ms. Farida Mhowewala		2575	3400	2nd
Ms. Snehi Jain	2010-2012	2554	3400	1st
Ms. Jaipa Maru		2631	3400	2nd
Ms. Prachi Pathak	2011-2013	2607	3400	1st
Ms. Deepthi Rai		2634	3400	2nd
Ms. Monika Basrani	2012-2014	2486	3400	1st
Ms. Neha Gupta		2489	3400	2nd
Ms. Surbhi Khathuriya	2013-2015	2473	3400	1st
Ms. Utkarsha Modi				2nd











IPS Academy, IBMR, Indore (M.P.)

COUNSELLING CELL

The Institute has a well-established counseling cell. It has been established in year 2011 to help and guide student to choose the right career. Eventually it started intervention programs to deal with emotional crisis faced by students at different stages in their course of stay in the premises. It helps students in dealing with failure in academics, relationships and professional arena. Various activities are conducted to strengthen the personal attributes in positive direction and support the emotional need.

On many occasions it conducts paper and pencil tests with group of students and draw their psychometric profile, which eventually helps them understand themselves better. Students were consulted on their profile match individually to protect privacy and support growth.

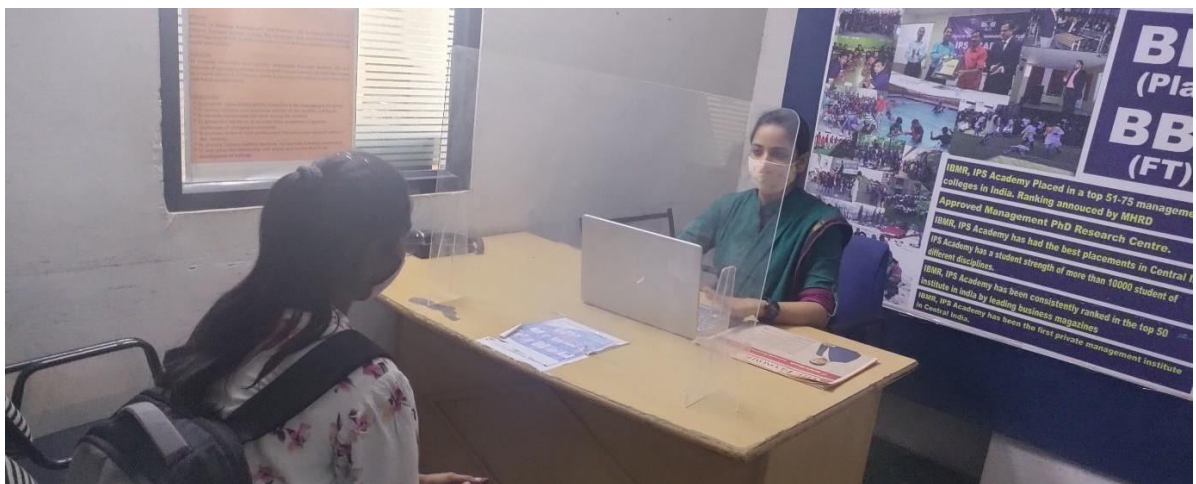
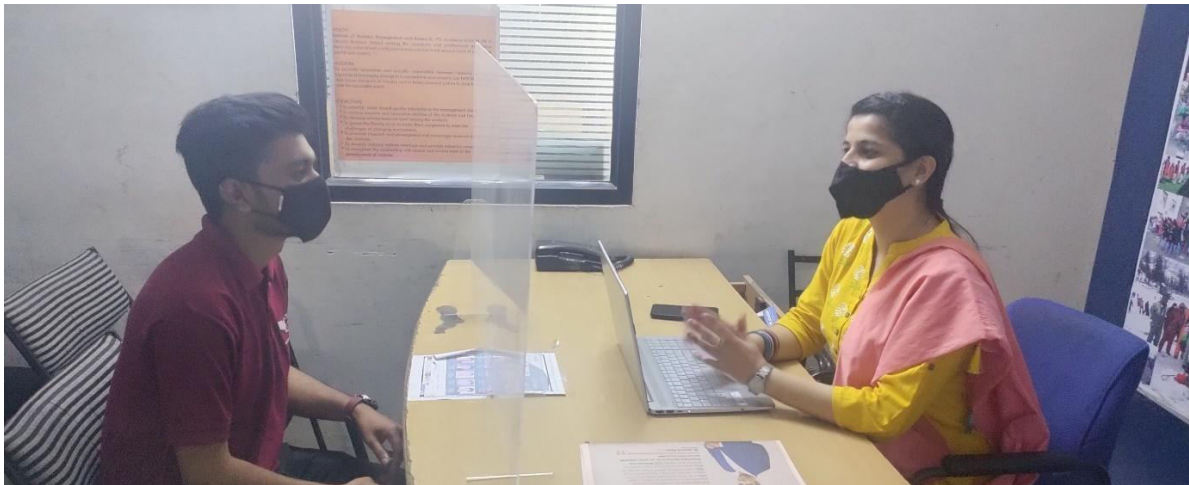
First year students are tested on personal efficacy. After the analysis they are told counseled individually on how can they develop certain skill to enhance their performance in every field of life. In second year they are tested on attitude towards life and further been counseled on how to adopt right attitude in proportionate way as to maintain cordial relations amongst colleagues and friends. In third year they are assessed on their ego states and guided upon the correct approach to taking decision.

Post graduate students are told about stress management skills in first year in group sessions. Further their individual queries are addressed and individual plans are offered that should help in de stressing self. Final year students are

talked about strategies to maintain work life balance. So that they can enjoy success in future without getting overburdened with guilt.

The counseling cell works on identifying the factors that may cause disturbances in person's life. It then counsels the person on strategies that would help them to lessen the pain and pressure. In the process various methodology are adapted and implemented subject to suitability of purpose. Most frequently the role play, socio gram, trait analysis, and introspection are implemented as mean of assessment and intervention. One on one counseling is more prevalent and it is ensured that confidentiality is maintained.

The counseling cell involves teaching and non-teaching staff when and where it is required. Sometimes the student approaches the teacher to seek help and get directed to the counselor. Other times a teacher refer a student to counselor who is noticed to be disturbed or disturbing others. At initial level the issue is addressed by teacher or other staff member when it does not get resolved then the matter is followed up by counseling cell. It is verified that the problem is resolved before closing the file. If the problem persists then the student is further referred to some expert psychiatrist. In the entire process the college administration and parents are equally involved. Institute offers this service free of cost to all students, teachers and other staff members, whosoever is enlisted under the banner. From time to time counseling cell organizes workshop on creating awareness on fighting stress and preventing suicide. Regular lectures are organized on significance of soft skill development, career orientation, and relationship management.





IPS Academy, IBMR, Indore (M.P.)

Zumba Workshop for Fitness

Date-08.03.2021

Stay fit is a challenge for working women. The institute has conducted Zumba session for the female faculty members. Zumba a great alternative to traditional fitness programme & it is a dance style which can be followed by any age group.





IPS Academy, IBMR, Indore (M.P.)

GIRL'S COMMON ROOM

IBMR, IPS ACADEMY has a common room for women. It helps female students and faculty members when they face any health issues. There is a need for personal space especially for girls who are young adults. This is very essential for them to interact, discuss with their counterparts and also rest if and when needed. Our college has recognized the need for this personal space for girls, especially in a co – educational Institution and has a separate room for the girls. The Girls' Common Room is situated on the second floor. It is a spacious room and comprises of a cot and bed for the girls to rest in case of an emergency.





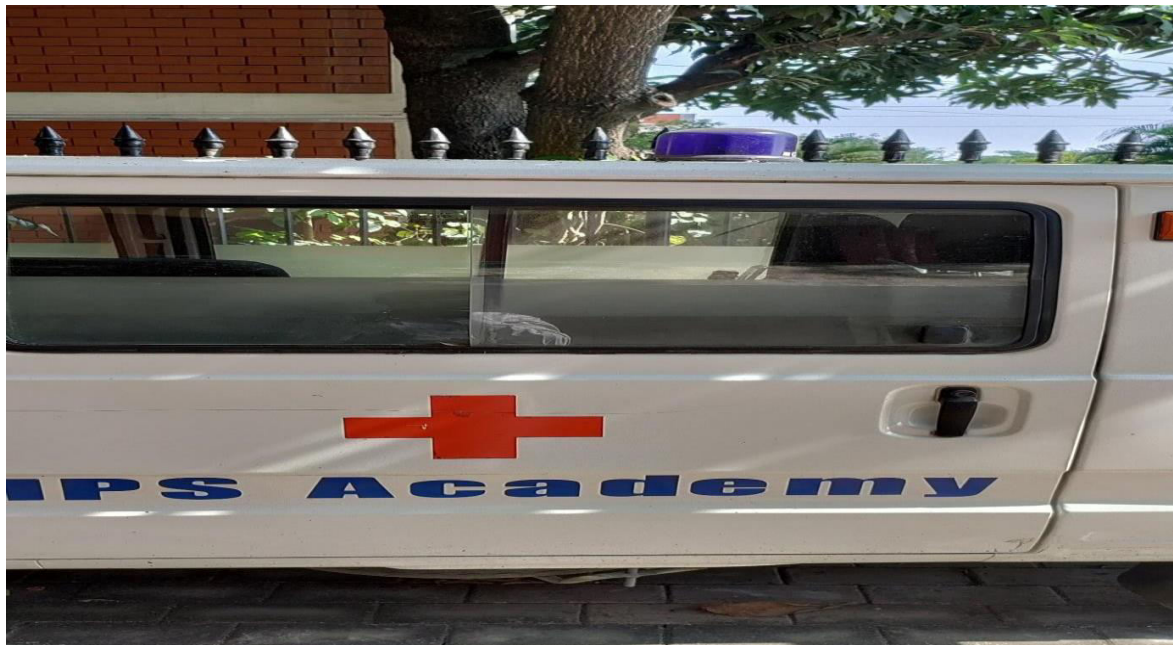


IPS Academy, IBMR, Indore (M.P.)

HEALTH AND SAFETY: DISPENSARY

The Institute has a well-equipped primary care center having all the common medicines and the basic facilities with ambulance facility as the first aid treatment for the students and the staff members in case of any emergency. A qualified frequents this dispensary for proper treatment. An institution that dispenses medical supplies and advice.







IPS Academy, IBMR, Indore (M.P.)

Day care center for young children

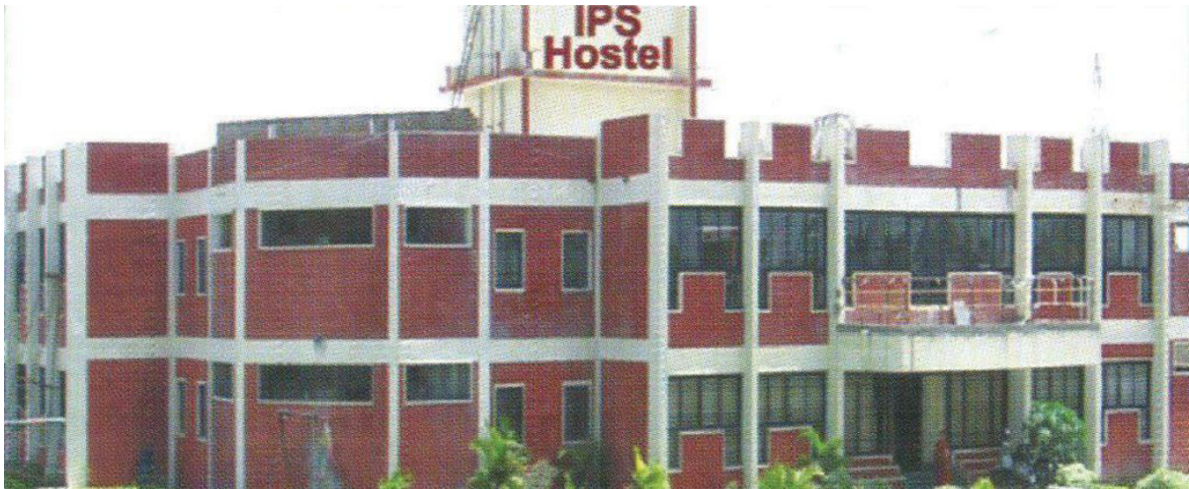
IPS Academy, IBMR has one day care Centre totake care the young children of the institute's employee though most of the part of the building is used in academic purpose





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GIRLS HOSTEL







IPS Academy, IBMR, Indore (M.P.)

Measures initiated by the institution for the promotion of gender equity during the last five years: -

Fairness of treatment for women and men according to their need is maintained in the Institute. From the recruitment process to work in the office and department gender equity is maintained. IPS Academy, IBMR take initiative to organize different program on gender equity and discuss through seminar, meetings for its promotion.

1. Seminar by ADG Varun Kapoor gives tips on cyber security, addresses female faculties on the occasion of Women's Day: Date - 08.03.2018

He explained the chain of how females could be a part of the cybercrime chains unknowingly, either as a victim of a perpetrator, and how they can protect themselves. He also informed about the working of police in cybercrimes by stating some examples and urged them to be careful while using social networking sites.



2. Women's Day Celebration

Date - 08.03.2019

It is in this generation's reach to transform gender relations, to empower women and girls, and humanity as a whole." Along with millions of people around the globe, IPS Academy, IBMR also celebrated International Women's Day on March 8, a day that honors the achievements and calls attention to the rights of women. Chief Guest Dr. Renu Jain, Vice Chancellor, DAVV Indore, Special Guest Aryma Sanyal, Director, Devi Ahilya Airport, Indore, has graced the occasion. The world has witnessed a significant change and attitudinal shift in both women's and society's thoughts about women's equality and emancipation. The program was organized in IPS Academy auditorium. Faculty members from all departments were invited and participated with a great fervor. The celebration ended with a great triumph.







3. A Session on Oil Free Cooking Ideas

Date- 10.01.2019

A workshop is organized in collaboration with Chef from The Red Maple Mashal. Health is wealth, keeping this in mind new ideas of cooking with additional health benefits were interestingly presented by the Chef. This offered a verity of delicacies to the female audience.



4. Motivation Talk by Vinita Bali on Work Life Balance Date-21.11.2018

Vinita Bali, Former MD of Britannia Industries, took a session on how to maintain work life balance with special reference to working women. Her entire speech was full of enthusiasm & insights about women empowerment. The session was followed by question and answer round where huge participation is received.



5. Workshop on Think beyond Workspace: E-Ship Activity Date-16.07.2018

A hat bazaar is organized by faculty members of IPSA, IBMR. They came up with a lot of creativity and unique ideas. The entrepreneurial skills of female faculty members have been showcased during this workshop.



6. Nukad Natak on Women Empowerment

Date - 14.11.2017

Addressing this gender gap will lead to overall development in girls thereby increasing their capacities to take decisions and control over their own lives. The objective of Nukad natak to spread awareness in girls about social environment and increasing reports of violence (physical and verbal) against girls also necessitates implementation of Smart Girls program. Natak reflect rich and multi-dimensional experience to working at the grassroots as well as contributing to policy-level thought processes and decision making. Smart Girl is a simple initiative that was rolled out initially on a pilot basis to evolve the design for the benefit of the girls through community network but it has now grown and expanded its scope and reach to cover all school and college going girls in 8th-10th std. Over a period of time the program has also been renamed as Smart Girl program to reflect the change in the outlook of girls who are modern and liberal in thoughts.



Picture: Student plays a victim girl role in nukkad natak



Picture : a student interacting with Govt.School student before Nukkad natak

7. Self-Grooming Session by Pammi Chawla

Date-20.12.2017

A workshop is organized for the self-grooming of female faculty members. The workshop has taught latest makeup techniques, presentable dress up & beautiful hair styling techniques. Looking presentable is the first impression that we leave on others; this was the take home from this workshop.



8. Self Defence workshop for Girls

Date - 12.02.2018

The main objective of this training programme is to decrease dropout rates and make girls more confident by empowering them to defend themselves in times of danger. There is a pressing need to tackle such complicated situations for girls to be able to save themselves from any deleterious outcome. By making them learn self defence; we can ensure a society brimming with powerful and strong women who can protect themselves.



9. Workshop on Women's Health care and Checkup Camp Date - 07.12.17

The objective of this activity to spread awareness about various female health issues, to facilitate health and hygiene among the women, to provide the opportunity to get diagnosed about the health issues among females.



10. Awareness & Installation of sanitary napkin vending machine

Date - 19.04.2018

While talking about menstrual hygiene remains a taboo in the country, the "bold step" of installing an automated sanitary vending machine for its students has been taken. It has been observed that girls, especially those from rural areas, are hesitant to approach anyone for sanitary napkins and intend to take leave from college. It is a noble way to prevent any Infection amongst girls and make napkins available to them without any problem a sanitary napkin vending machine was installed in IPS ACADEMY premises on 19 April, 2018. The facility was made to help girl students under corporate social responsibility. As a part of CSR we are making sanitary pad available at a one- third price of sanitary pad in comparison to the Availability of sanitary pads in market. A single pad will be available at Rs 5 from the machine. The step will benefit girls in a big way as girls will get the napkins instantly and at such a cheap price.



Picture : Installation of sanitary napkin vending machine

