



**IPS Academy, Institute of Business Management & Research,
Indore (M.P.)**

Installed CCTV Cameras for safety and 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.





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CCTV PHOTOGRAPH

ENTRANCE



FIRST FLOOR



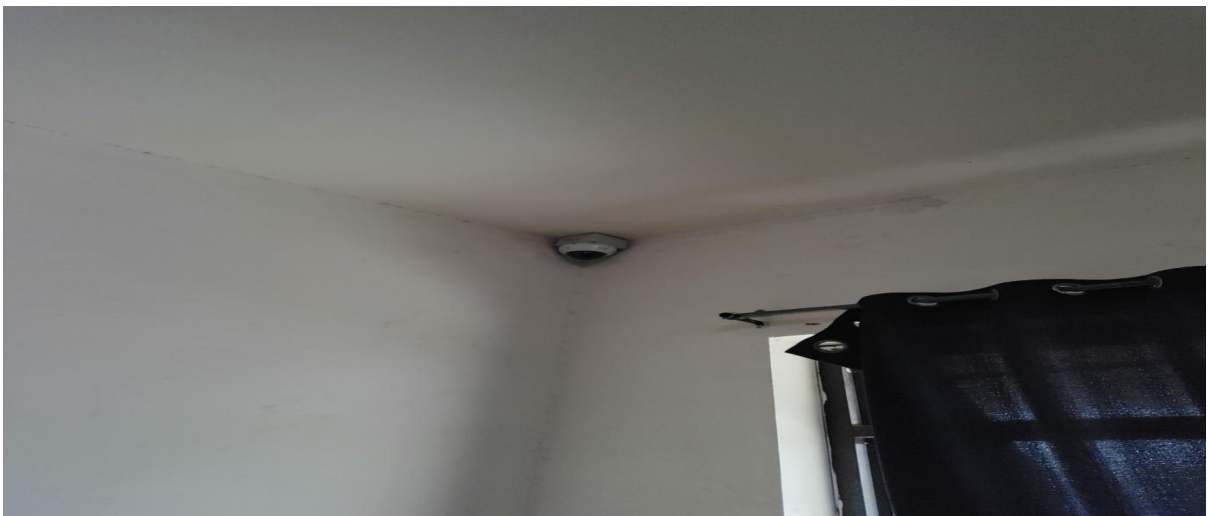
SECOND FLOOR



CLASS ROOM



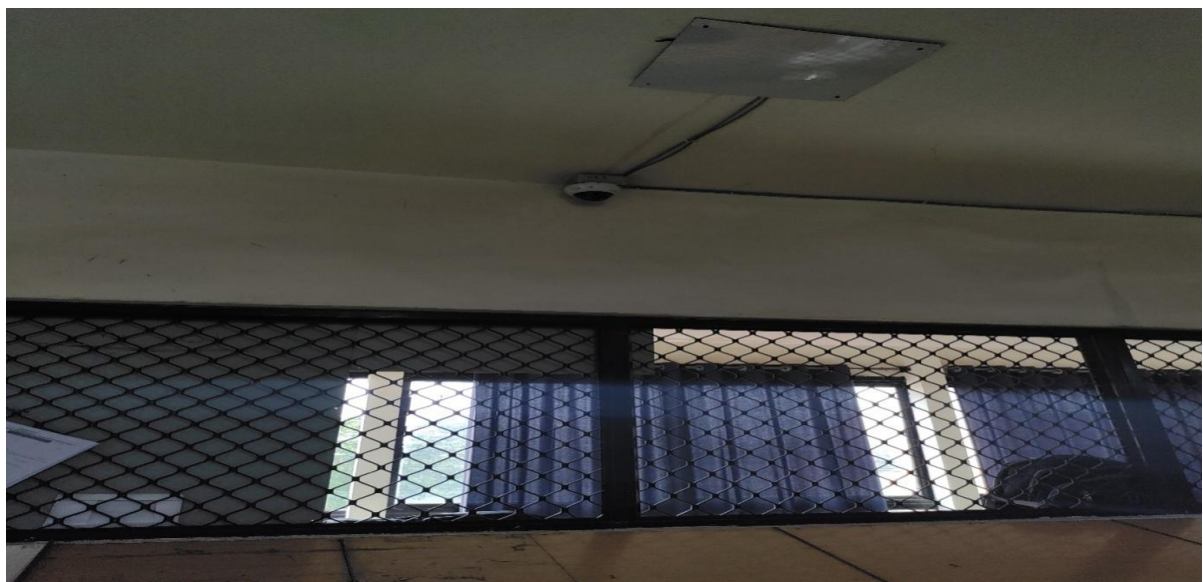
THIRD FLOOR



LIBRARY



LIBRARY



FOURTH FLOOR



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COUNSELLING CELL

The Institute has a well-established counselling 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 occasion 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.

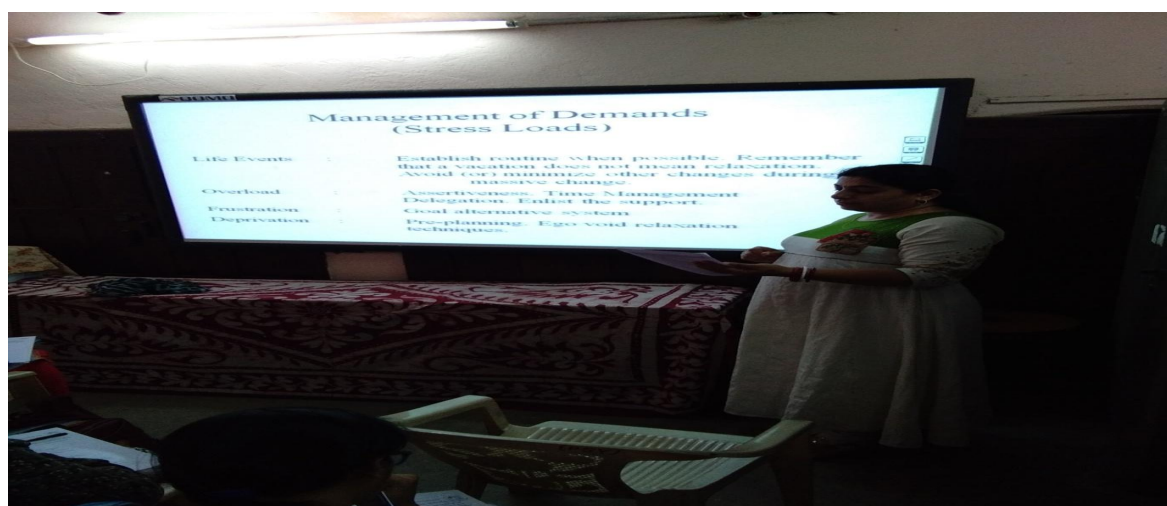
First year students are tested on personal efficacy. After the analysis they are told counselled individually on how can they develop certain skill to enhance their performance in every field of life. In second year they are tested on attitude towards life and further been counselled on how to adopt right attitude in proportionate way as to maintain cordial relations amongst

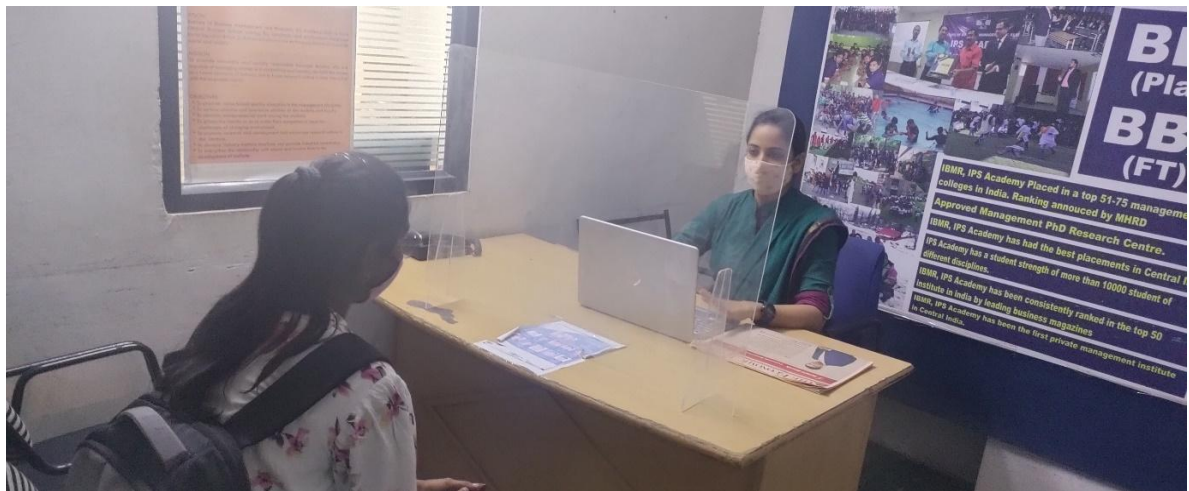
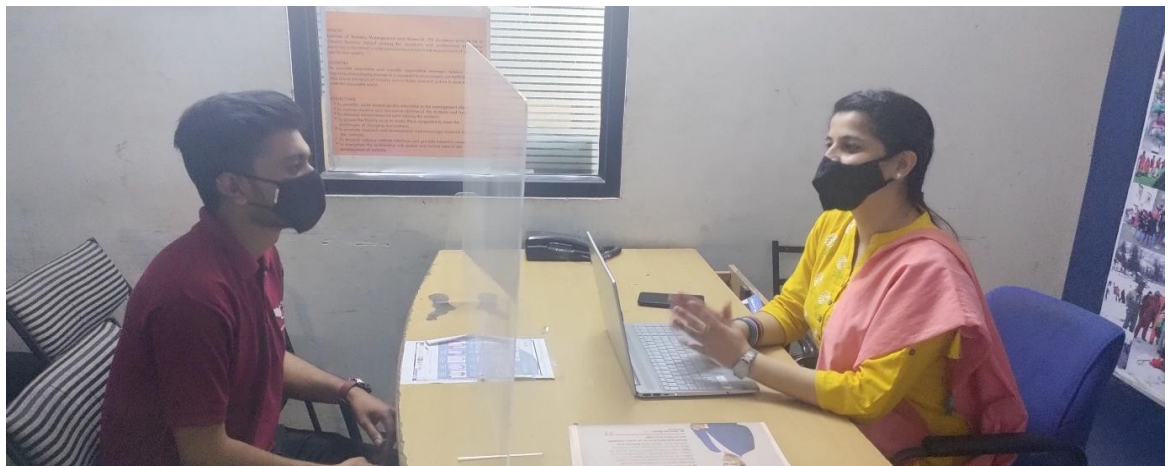
colleagues and friends. In third year they are assessed on their ego states and guided upon the correct approach to taking decision.

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 counselling 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 is implemented as mean of assessment and intervention. One on one counselling is more prevalent and it is ensured that confidentiality is maintained.

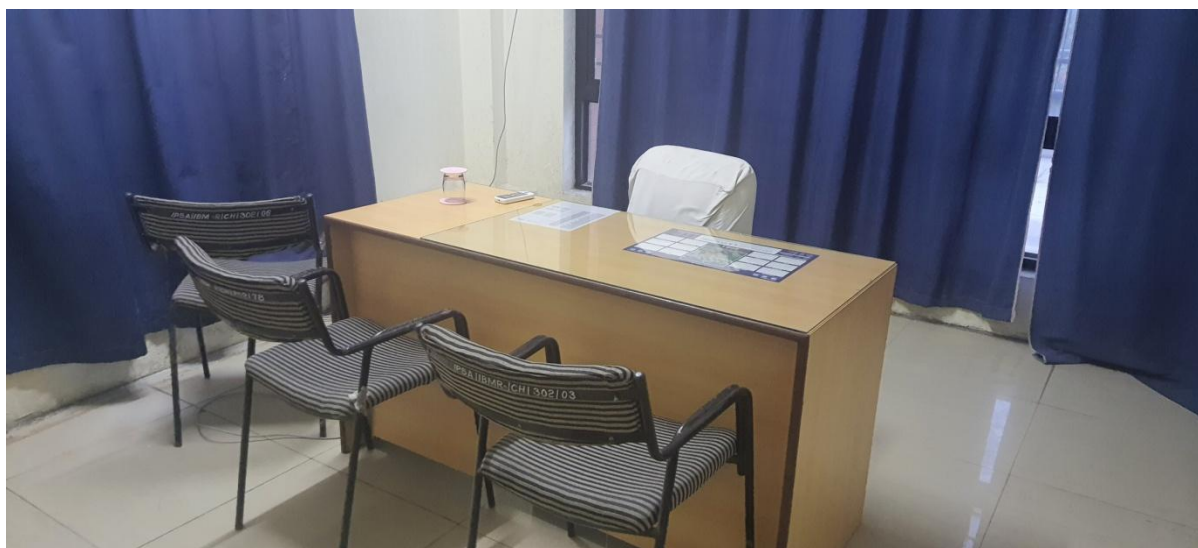
The counselling cell involves teaching and non teaching staff when and where it is required. Sometimes the student approaches the teacher to seek help and get directed to the counsellor. Other times a teacher refer a student to counsellor who is noticed to be disturbed or disturbing others. At initial level the issue is addressed by teacher or other staff member when it does not get resolved then the matter is followed up by counselling 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 counselling cell organises workshop on creating awareness on fighting stress and preventing suicide. Regular lectures are organised on significance of soft skill development, career orientation, and relationship management.





GIRLS 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 recognised 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.





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HEALTH AND SAFETY: DISPENSARY

The institute has a well equipped primary care centre 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.







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Day care center for young children- IBMR, IPSAcademy has one day care Centre to take 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







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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, Institute of Business Management & Research, Indore (M.P.) 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 :

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

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, IBMR,IPS ACADEMY also celebrated International Women's Day on March 8, a day that honours 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 fervour. The celebration ended with a great triumph.





3. Nukad Natak on Women Empowerment

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

4. Self Defence workshop for Girls

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.



Self Defense Workshop for girls

5. Workshop on Women's Health care and Check-up Camp

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.



6. Awareness & Installation of sanitary napkin vending machine:

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

