

COMPENDIUM ON SDG 5

GENDER EQUALITY



**Achieve gender
equality and
empower all
women and girls**

CONTENTS

Introduction	Page 2
Activities aligning to SDG 5	Page 3
Publications related to this SDG	Page 4
Internal Complaints Committee on Sexual Harassment	Page 5
Women in leadership position	Page 9
Recognizing the contribution of women faculty	Page 14
Equal opportunity for women in research	Page 17
Policies supporting SDG 5	Page 33

1. Introduction

The social and economic impacts of the COVID-19 pandemic have adversely affected progress towards gender equality. Violence against women and girls has intensified; child marriage, on the decline in recent years, is expected to increase; and women have suffered a disproportionate share of job losses and increased care work at home. The pandemic has highlighted the need to act swiftly to address pervasive global gender inequalities. Women have played a central role in the response to COVID-19, as frontline health workers, care providers, and as managers and leaders of recovery efforts. Yet they remain underrepresented in leadership positions, and their rights and priorities are often not explicitly addressed in response and recovery measures. The crisis presents an opportunity to re-shape and rebuild systems, laws, policies and institutions to advance gender equality.

Violence against women persists at unacceptably high levels and has been intensified by the pandemic. Nearly one in three women (736 million) have been subjected to physical and/or sexual violence at least once since the age of 15, usually by an intimate partner. Intimate partner violence starts early. Among girls and women who have ever been married or had a partner, nearly 24 per cent of those aged 15 to 19 years have been subjected to such violence, as have 26 per cent of those aged 20 to 24.

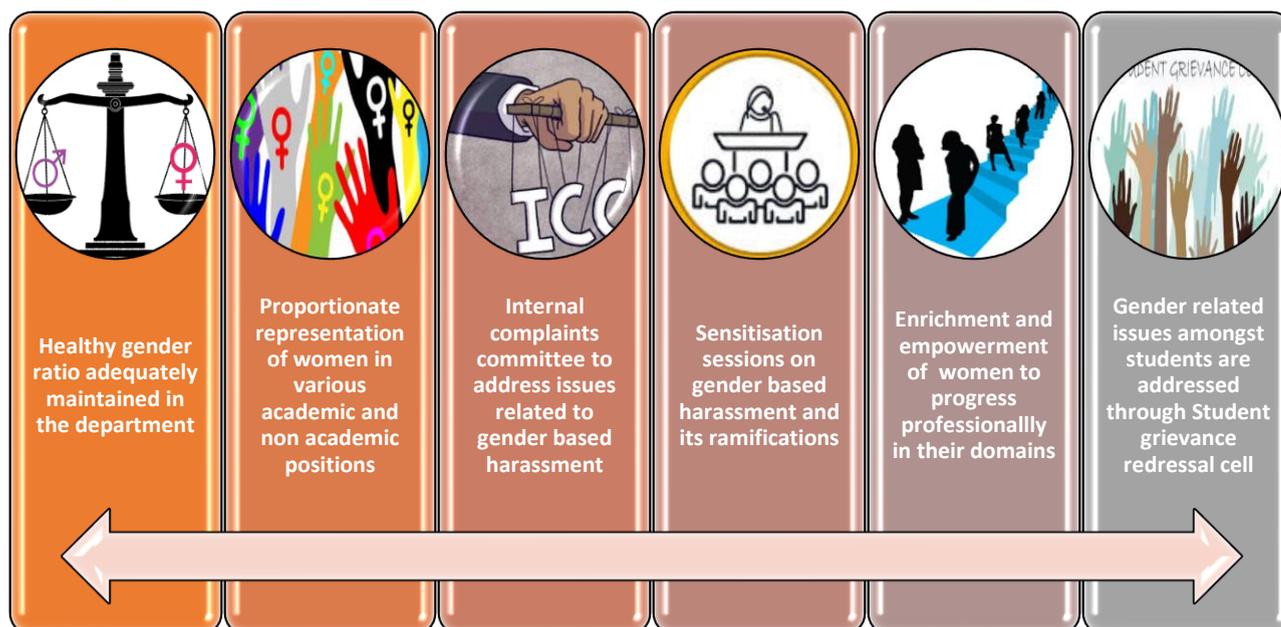
Disparities in intimate partner violence are found across regions, with consistently higher prevalence in low- and lower-middle-income regions compared with high-income regions. These variations are likely to reflect the challenges that women often face in leaving abusive relationships, such as insufficient economic resources, limited availability and access to formal support services, weak social support networks, and fear of repercussions associated with social stigma. The current pandemic has heightened the challenges of women in abusive relationships.

The pandemic has exacerbated gender inequalities and threatens to undermine progress on women's empowerment. More than ever, women are needed as equal partners in crafting gender-responsive laws, policies and budgets to build back better and ensure a gender transformative agenda in both private and public spheres. However, as of 1 January 2021, women's representation was far from parity: the global average of women in single or lower chambers of national parliaments was only 25.6 per cent, and 36.3 per cent in local deliberative bodies, continuing a slow upward trend. At the current rate, it will take no fewer than 40 years to achieve gender parity in national parliaments. Only 23 countries have at least 40 per cent female representation in their lower or single chambers of parliament; 22 countries in local government. Most achieved such progress through the use of gender quotas. In 2020, the share of parliamentary seats won by women in countries with legislated quotas was 27.4 per cent, compared with 15.6 per cent in countries with no quota systems. At the local level, use of legislated quotas increased a country's representation of women by 7 percentage points.

Giving women equal access to land would go a long way towards alleviating poverty and food insecurity.

That vision is far from realized. In most countries, less than 50 per cent of women and men engaged in agriculture have ownership or secure tenure rights over agricultural land. In 9 of the 10 countries assessed, relatively few women have such rights compared to men. It is not always the case that landowners who are men outnumber landowners who are women, but this is by far the most common situation, found in 7 out of the 10 countries for which data are available. In five of these countries, men outnumber women in land ownership by at least two to one.

2. Activities aligning to SDG 5



Academic Activities	
Curriculum	Curriculum is enriched with concepts related to labour laws, ethical and legal issues society, incorporating information relating to health care schemes provided specially for women. Students are also given an orientation on Entrepreneurship skills with special focus on schemes for women to become Entrepreneurs The curriculum is designed by incorporating modules including laws, Practice & Conduct of Professionals where to students on areas such as laws like Pre Conception and Pre Natal Diagnostic Technique Act , Medical Termination of Pregnancy Act , Birth & Death Registration Act where the importance of the act to the society as well as professional development and for comprehensive learning by students.
Teaching & Learning	Case studies, role play, brain storming, Seminars, Group Discussions are integral component of curriculum helping the students to get a real exposure to gender related societal problems. Students have the benefit of hands-on-experiential learning by solving real-time problems and issues in gender related issues of the society.
Research Activities	
Student Research	Students are encouraged to take up various research projects on areas such as Gender sensitization-equality and opportunities

Outreach Activities	<ul style="list-style-type: none"> ➤ An awareness programme on sexual harassment was organized to sensitize newly admitted students, during induction programme by Internal Complaints Committee, Chaired by Dr. Suma. M N, Vice Principal JSS Medical College, Mysuru. ➤ The Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) is uploaded on website and same is being circulated among faculty and other stakeholders as per JSSAHER policy. ➤ To create awareness among staff and students, in the departmental noticeboards as well as boys and girls hostel a notice has been displayed prominently.
----------------------------	---

3. Publications related to this SDG

1. Dr Smitha M.C., Determinants of Adolescents Attitude Towards Gender Equality in Urban, Rural, and Tribal Areas of the Southern Part of India, Oct.2020, Online Journal of Health and Allied Sciences, Vol.19, Issue.2, P-1-6, ISSN-0972-5997 (NATIONAL).
2. Meerambika Mahapatro, Sudhir Pratap Singh, Moksh M Prasad, Role of Social Support in Women facing Domestic Violence during Lockdown of Covid-19 while Cohabiting with the Abusers: Analysis of Cases Registered with the Family Counseling Centre, Alwar, India, 2021, Journal of Family Issues, ISSN: 0192-513X (INTERNATIONAL).
3. Moksh M Prasad, Meerambika Mahapatro, Role of popular media and breaking the cycle of domestic violence, 2021, Journal of Public Affairs, ISSN: 1472-3891 (INTERNATIONAL). (Related SDG, 03,10)
4. Bhavika Mansharamani, Dr Kishor M, Women's mental health and domestic violence in India during COVID-19 pandemic, 2021, International Journal of Health & Allied Sciences, Vol.10, Issue.1, P-92-94, ISSN: 2278-4292 (NATIONAL). (Related SDG, 03,10)
5. Dr Shivananda Manohar J, Ravish Thunga, Raj Kiran Donthu, Antidepressant-induced sexual dysfunction: A naturalistic study comparing sexual dysfunction among patients taking escitalopram, desvenlafaxine, and mirtazapine, 2021, Annals of Indian Psychiatry, ISSN: 2588-8358 (NATIONAL).
6. Banerjee D., Rao T.S.S., "The Graying Minority": Lived Experiences and Psychosocial Challenges of Older Transgender Adults During the COVID-19 Pandemic in India, A Qualitative Exploration, 2021, Frontiers in Psychiatry, Vol.11, ISSN: 1664-0640 (INTERNATIONAL).
7. Sanchari Mukhopadhyay., Debanjan Banerjee., T. S. Sathyanarayana Rao, "The Elephant in the Room": Neglected Construct of Occupational Sexism, 2021, Journal of Psychosexual Health, Vol.3, Issue.2, P-109-114, ISSN: 2631-8318 (NATIONAL).

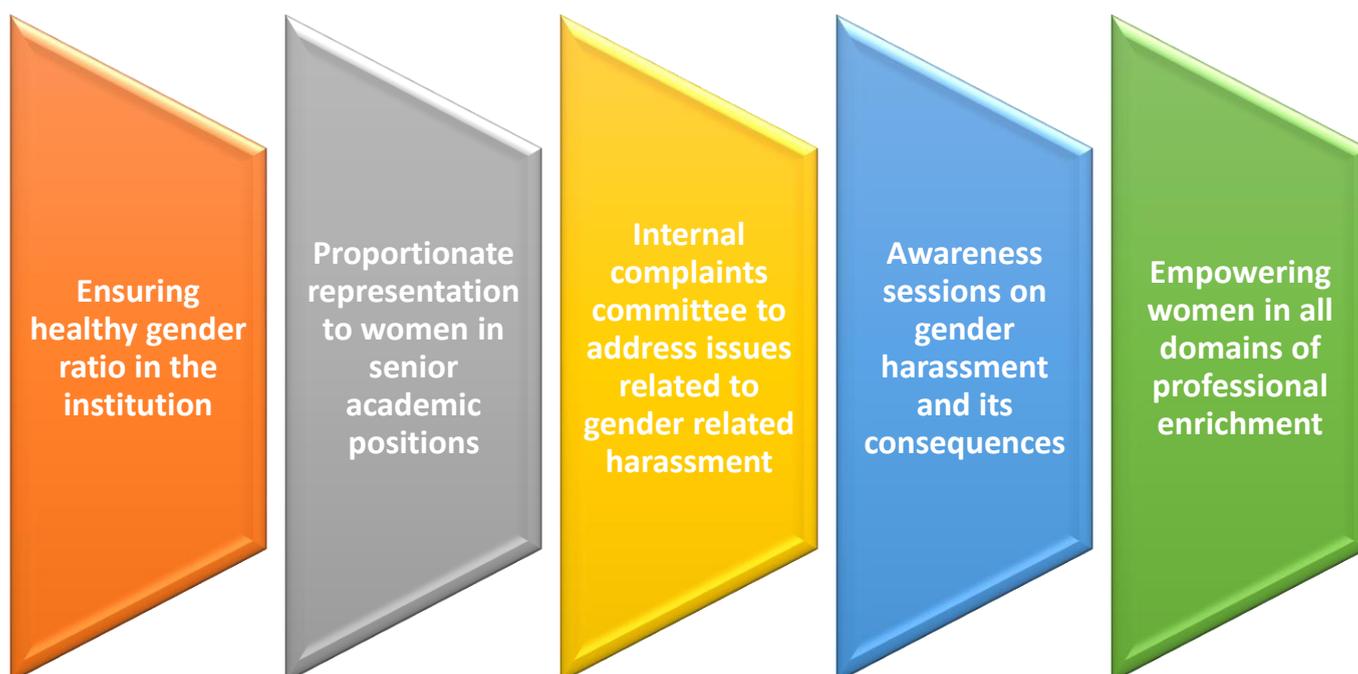
4. Internal Complaints Committee on Sexual Harassment of women at workplace

Preamble

JSS Medical College has provided open forum to discuss the **challenges and expectations** about gender inequality, gender based violence and the insecurity faced by women in particular, in the college campus. The Prevention of Sexual Harassment Committee **acknowledge with gratitude**, the contributions of members of all sections of the academic community, students, teachers and staff representatives, women group and social activists. Sexual / Gender Harassment committee was constituted on 1.2.2012 at JSS Medical College. Committee was reconstituted on October 27th 2016 and in August 21st 2019.

Objectives

- Prevent discrimination and sexual harassment against women by **promoting gender equality** among students and employees
- Make recommendations to the Chairperson for changes in the rules for students in the prospectus and the bye-laws, to make them gender-just and to **lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women**, by the students and the employees.
- **Deal with cases of discrimination and sexual harassment** against women, in a time bound manner aiming at ensuring support services to the victim and termination of the harassment
- Recommend appropriate punitive action against the guilty party.



Activities

- In order to create awareness among staff and students, a notice has been displayed prominently in all the departmental notice boards of the college, boys and gents hostel and Hospital, indicating the following:
 - a) List of committee members
 - b) what constitutes sexual harassment
 - c) Punishment under various sections of Indian Penal codeThe above details was incorporated in the student academic calendar and distributed to all the students.
- An awareness programme on sexual harassment is being organized to sensitize newly admitted students every year during induction Programme by non-practicing law officer.
- Few of our faculty was deputed for training programme on Prevention, Prohibition and Redressal of Sexual / Gender Harassment.
- The committee meets twice a year to discuss about the objectives of the cell.
- The Handbook on sexual harassment of women at workplace (Prevention, Prohibition and Redressal) is uploaded on website and same is being circulated among faculty and stake holders.
- The committee was reconstituted on 24.9.16. as Internal Complaints Committee. Meeting was scheduled on 27th September 2016 at JSS Medical College with the introduction of new members and implementation of rules and regulations as per UGC guidelines was discussed.
- On 19.3.2017 Orientation programme on gender sensitization was arranged for teaching staff, non-teaching staff and security personnel.
- Workshop on **Life And Liberty To Foster Safe Workplace** was conducted on March 27th 2018. Poster presentations on women empowerment and prevention of sexual harassment was presented by staff and students and the best posters was awarded with cash prize.
- On August 1st2018 **Dr. Chandrakanth H V** Professor and Head, Department of Forensic Medicine spoke on Prevention of sexual harassment in induction programme for Biomedical Sciences students.
- On 1.8.2019 awareness talk on gender sensitization was delivered by Dr. Suresh, Principal JSS Law college for I MBBS students
- Awareness talk on Prevention of sexual harassment was delivered by Dr Chandrakanth H V Professor and Head, Department of Forensic Medicine in induction programme on August 2nd 2019 for Biomedical Sciences. MSc and MPH students.
- **Dr Vidya C S** briefed about the activities of Internal compliance committee in foundation course for I year MBBS students on August 3rd 2019
- **Dr Suma M N** Vice Principal (pre and para-clinical) of JSS Medical College, spoke on prevention of sexual harassment at workplace for first year Hospital administration students on August 21st 2019.
- Virtual meeting was held on August 12th 2020 with Dr. Akkamahadevi as new chairperson of the committee

Report of guest lecture on awareness programme on prevention of gender harassment

The Medical Education Unit conducted White Coat Ceremony to the I MBBS Students on day 1 of their entry to the Medical College. The ceremony was inaugurated by Dr. H. Basavanagowdappa, Principal, JSS Medical College, on 01/02/2021 at gallery No 6, JSS Medical College.

In his inaugural address, the Principal highlighted the sanctity of the Medical Profession and significance of the White Coat to a doctor. This was followed with a presentation by Dr. Praveen Kulkarni who gave a brief overview of the relevance and importance of White Coat and also gave a list of Dos and DON'Ts with the White Coat. Dr. Arun, Convener of Medical Education Unit administered the 'White Coat Oath' to the students. This was followed by sessions on '**Prevention of ragging**' by **Dr. Chandrakanth**, '**Prevention of gender harassment**' by **Dr. Vidya CS** and 'JSSAHER Online portal' by Dr. Ravindra.

In the afternoon session the students were made to visit the departments of Anatomy, Physiology and Biochemistry.



Minutes of meeting of ICC committee held on 12.08.20

Members present :

1. Dr P Akkamahadevi, Professor, Department of Anaesthesia JSS Medical College-
Chairperson
2. Dr Suma M N, Vice Principal (preclinical), JSS Medical College
3. Dr M.N. Sumana, Professor of Microbiology
4. Dr Suchita S, Associate Professor, Department of Pathology
5. Smt Soubaghya SDA, JSSMC Girls Hostel
6. Dr Aparna Mohandas, PG in Community Medicine
7. Ms. Sivambika P S, PG Student, Dept of Surgery
8. Ms Tanvi Nagpal, UG Student
9. Ms Srishti Mishra UG Student
10. Dr Vidya C S, Associate Professor, Dept of Anatomy, Member Secretary

Special invitee: Dr H Basavanagowdappa, Principal, JSS Medical College

Principal Dr H Basavanagowdappa welcomed all committee members. He briefed about the importance of ICC committee. Dr Vidya C S gave a presentation on objectives and activities of ICC committee. Dr H Basavanagowdappa suggested to come out with prevention strategies for safety of women at workplace. He also advised preventive measures to be taken at department level, hostels and Hospital. Dr Suma M N expressed that every year awareness talk for all students will be conducted on induction programme. Miss Shrusti Mishra suggested that the message about the committee should be put up in social media. Dr Akkamahadevi P. expressed that committee details has been uploaded in JSSU website and she thanked Dr. Bharathi MB for actively worked towards committee as chairperson. Principal requested the core committee members to come up with innovative ideas and thanked all other members of the committee.

MEASURES TO PREVENT SEXUAL HARRASMENT



**The following constitute Sexual Harassment-
The list is only indicative and not exhaustive.**

- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Other unwelcome physical, verbal or non verbal conduct of a sexual nature
- Eve-teasing
- Unsavoury remarks
- Jokes causing or likely to cause awkwardness or embarrassment
- Innuendos and taunts
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
- Touching or brushing against any part of the body and the like
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
- Forcible physical touch or molestation
- Physical confinement against one's will and any other act likely to violate one's privacy.

Contact :

1. Dr. M.B. Bharathi	Chairperson	E-mail: drmbbharathi@yahoo.co.in	Mob: 9448275687
2. Dr. Vidya C.S.	Member Secretary	vidyasatish78@rediffmail.com	9449679386
3. Prof. K.S. Suresh	Member	principal@jsslawcollege.in	9686677266
4. Sri. K.K. Shivakumar	Member	shivu5560@gmail.com	9886542310
5. Smt. Sudhaphaneesh	Member	sudhaphaneesh@gmail.com	9449038733
6. Dr. M.N. Suma	Member	suren156@gmail.com	8105687797
7. Smt. Soubhagya H.	Member	soubhagya057@gmail.com	9611417860
8. Ms. Tanvi Nagpal	Member	nagpal.tanvi30@gmail.com	9582769772

Principal : 9845115962

Registrar : 9448208944

PUNISHMENTS FOR SEXUAL HARASSMENT

Section of IPC	Details	Punishment
326A	Voluntarily causing grievous hurt by use of acid, etc.	Ten years life imprisonment fine of 10 lakhs rupees.
326B	Voluntarily throwing or attempting to throw acid.	Five to seven years imprisonment with fine
354	Assault or use of criminal force to woman with intent to outrage her modesty	1 to 5 years imprisonment with fine
354A	(1) Sexual harassment of the nature of unwelcome physical contact and advances or a demand or request for sexual favours.	Upto 5 years imprisonment or with fine or with both
	(2) Sexual harassment of the nature of making sexually coloured remark or showing pornography or any other unwelcome physical, verbal or non-verbal conduct of sexual nature.	Upto 1 year imprisonment or with fine or with both
354B	Assault or use of criminal force to woman with intent to disrobe	3 to 7 years imprisonment with fine
354C	Voyeurism	1 to 3 years imprisonment with fine for first conviction. 3 to 7 years imprisonment with fine for second or subsequent conviction
354D	Stalking (Whoever follows a person and contacts, or attempts to contact such person to foster personal interaction repeatedly, despite a clear indication of disinterest by such person, or whoever monitors the use by a person of the internet, email or any other form of electronic communication, or watches or spies on a person in a manner that results in a fear of violence or serious alarm or distress in the mind of such person, or interferes with the mental peace of such person)	1 to 3 years imprisonment with fine
376	(1) Sexual assault	7 years to life rigorous imprisonment with fine
	(2) Sexual assault by a person on the management or on the staff of a hospital, and sexual assault committed by a person in a position of trust or authority towards the person assaulted.	10 years to life rigorous imprisonment with fine
376A	Person committing an offence of sexual assault and inflicting injury which causes death or causes the person to be in a persistent vegetative state.	20 years to life rigorous imprisonment.
376C	Sexual intercourse by a person in authority	5 to 10 years rigorous imprisonment with fine
376D	Sexual assault by gang.	20 years to life rigorous imprisonment.
376E	Repeat offenders.	imprisonment for life.

5. Women in leadership position

<https://www.jssuni.edu.in/JSSWeb/WebShowFromDB.aspx?MODE=SSMD&PID=10001&CID=2&DID=62&MID=11005&SMID=0>

<https://www.jssuni.edu.in/JSSWeb/WebShowFromDB.aspx?MODE=SSMD&PID=10001&CID=2&DID=75&MID=11005&SMID=0>

<https://www.jssuni.edu.in/JSSWeb/WebShowFromDB.aspx?MODE=SSMD&PID=10001&CID=2&DID=68&MID=11005&SMID=0>

 <p>Dr M N Suma Vice Principal (Pre & Para), Dean & Director, Biomedical Sciences</p>	 <p>Dr Pratibha Pereira Professor & Head, Dept of Geriatrics</p>	 <p>Dr Pushpalatha K Professor & Head, Dept of Anatomy</p>	 <p>Dr Rajalakshmi R Professor & Head, Dept of Physiology</p>
 <p>Dr Vijaya B Professor & Head, Dept of Pathology</p>	 <p>Dr Jayanthi M K Professor & Head, Dept of Pharmacology</p>	 <p>Dr Tejashree A Professor & Head, Dept of Microbiology</p>	 <p>Dr Suma K B Professor & Head, Dept of OBG</p>
 <p>Dr Vidya CS Professor of Anatomy NIRF Nodal officer Member Secretary of ICC</p>	 <p>Dr Deepa Bhat Associate Professor of Anatomy Genetic Counsellor</p>	 <p>Dr Akila Prashanth Professor of Biochemistry Genetic lab incharge JSS Hospital Mysore</p>	 <p>Dr Archana Asst. Professor Dept of Anaesthesia Skill lab incharge</p>
 <p>Dr Sumana M N Professor of Microbiology Incharge of COVID-19 Testing centre and NABL</p>	 <p>Dr Madhu B Professor, Community Medicine, Deputy Director Research, JSSAHER</p>	 <p>Dr Bharathi M B Professor, ENT President Association Otolaryngologists of India</p>	

Name & Designation	Committee	Position
 Dr. S N Majula Professor & Head Dept. Pharmacology	Institutional ISO Committee	Member Secretary
	Grievance Redressal Committee	Member
	Course Coordinator Committee	Member Secretary
	Internal Complaints Committee	Member
 Dr. R S Savitha Associate Professor Dept. Pharmacy Practice	Institution Library Committee	Member
	Course Coordinator Committee	Coordinator (PharmD)
 Mrs. Shilpa Palaksha Associate Professor Dept. Pharmacy Practice	Academic Council Board	Member
	Internal Quality Assurance Cell	Member
	Internal Complaints Committee	Chairman
	Course Coordinator Committee	Coordinator (M.Pharm - PP)
	Board of Studies (Pharmacy Practice)	Member
	Governing Body (JSS AHER)	Member
 Mrs. Mahalakshmi A M Assistant Professor Dept. Pharmacology	Internal Quality Assurance Cell	Member Secretary
 Assistant Professor	Anti Ragging Committee	Member
	Hostel Review Committee	Member
	Internal Complaints Committee	Member

Dept. Pharmacy Practice		
 Mrs. Seema Mehdi Lecturer Dept. Pharmacology	Academic Council Board	Member
	Institutional ISO Committee	Member
 Ms. Nagashree K S Lecturer Dept. Pharmacology	Cultural Committee	Member
 Ms. Preethi S Lecturer Dept. Pharmaceutics	Academic Council Board	Member
 Dr. Ann V Kuruvilla Clinical Pharmacist Dept. Pharmacy Practice	Hospital, Infection Control Committee, JSS Hospital, Mysuru	Member
 Ms. Haripriya G Lecturer	Anti Ragging Committee	Member
	Hostel Review Committee	Member
	Institutional ISO Committee	Member

Dept. Pharmacognosy	Herbal Garden Committee	Member
 Mrs Divyashree B Asst. Asministrative Officer	Anti Ragging Committee	Member
	Hostel Review Committee	Member
	Internal Complaints Committee	Member
	Grievance Redressal Committee	Member
	Herbal Garden Committee	Member
	Condemnation Committee	Member
	Smart Campus Committee	Member



Dr Dhakshaini M R
Deputy Director (Authorities) JSSAHER



Dr Mahima V G
Deputy Controller of Examination
JSSAHER



Mrs AnuShree
Administrative Officer
JSSDCH

General Administration & Development



Mrs Kokila M.S
Designation: Deputy Registrar
Email Id: dr@jssuni.edu.in
Qualification: B.A., M.A.



Dr Renuka M
Designation: Professor & Dy Controller of Examinations
Email Id: renumam@jssuni.edu.in
Qualification: MBBS, MD Community Medicine, Ph.D
No of Publication: 46



Dr Annapoorna B M
HOD, Dept of Cons & Endo
JSSDCH



Dr. Mamatha H K
Associate Professor & Coordinator,
Department of Health System Management Studies,
Convenor to Board of Studies, Member of Academic
Council and Board of Management



Dr Deepika P C
HOD, Dept of Periodontology,
JSSDCH



Dr Usha Hegde
HOD , Dept of Oral Pathology, JSSDCH



Dr Madhu B

Designation: Professor & Deputy Director (Research)

Email Id: madhub@jssuni.edu.in

Qualification: MBBS, MD Community Medicine, Ph.D, DNB (Community Medici

No of Publication: 57



Dr Sunila B S
Convener,
Dental Education Unit , JSSDCH

6. Recognizing the contribution of women faculty

The faculty Dr Prathiba Pereira, Dr Bharathi M B, Dr Sumana, Dr Akila Prashant, Dr Vidya C S, Dr Deepa Bhat & Dr Archana were felicitated on the occasion of International Women's Day on 8th March 2021, with the Theme: Choose to challenge.



ACADEMIC PROGRAMMES ATTENDED AND FACILITATED FACULTY AND STUDENTS ON GENDER EQUALITY, GENDER SPECIFIC ISSUES AND WOMEN EMPOWERMENT



Dr. Jayashree S, Associate Professor, Dept of OBG

- Participated as panelist in Webinar on "Practical Approach to Infertility" organised Panel discussion on "Mixed bag in infertility" organized by Central and Karnataka Chapter of ISAR on 06.09.2020
- Participated as delegate in Guest lecture on "Support Breastfeeding: for a Healthier Planet organized by Pune Obstetric & Gynaecological Society on 01.08.2020
- Underwent AFOG Online Course on Evidence - Based Infertility Care conducted by Asia & Oceania Federation of Obstetrics & gynaecology
- Attended guest lecture on USG in Infertility THE THIRD EYE organized by Rewari obstetric gynaecology society on 04.09.2020
- Attended guest lecture on Optimal Iron Therapy in Management of Anaemia in Pregnancy organized by Rewari FOGSI - Torrent Pharma on 15.09.2020
- Attended guest lecture on Optimal Iron Therapy in Management of Anaemia in Pregnancy organized by Rewari FOGSI - Torrent Pharma on 15.09.2020
- Attended Fertility Enhancement & Management Virtual Conference organized by Mumbai OBSTETRIC AND GYNAECOLOGICAL SOCIETY on 21st and 22.11.2020
- Attended "MOGS" 27th Annual Conference 2020 organized by Mumbai Madurai Obstetric & Gynecological Society on 19.12.2020
- Attended " FOGSI's International Perinatology Conference organized by The Federation of Obstetrics and Gynaecology societies of India PAC & Perinatology Committee on 20.11.2020
- Attended " National virtual symposium on women and diabetes Connecting the dots between women and diabetes organized by Society for prevention, healthcare,

	<p>Education and research Pune in collaboration with Novo Nordisk India & API Pune on 20.12.2020</p> <ul style="list-style-type: none"> • Attended webinar " Role of Forensic science and law in safety of women & Children (A dialogue dedicated to the Mission Shakti An initiative of UP Govt, India organized by Amity University Andra Pradesh on 20.12.2020 • Attended Webinar on PUBERTY ISSUES TODAY organized by Dr. Ragini Agarwal & IACDG in associated with Gorakhpur Obstetrics and Gynecology society on 29.10.2020
 <p>Dr Sujatha M S Professor, Dept. of OBG</p>	<ul style="list-style-type: none"> • Attended Webinar- on PCOS Simplified" on 06.01.2021 • Attended Webinar on Hypothyroidism in pregnancy on 19.01.2021 • Attended Webinar- on AUB known 2 beyond update organized by endocrinology committee of FOGSI on 12.02.2021 • Attended CME on Recent advances in Gynaec oncology organized by MOGS on 13.03.2021 • Attended Webinar- on Recent update on mother covid in pregnancy , newborn, neonates & critically ill ICU patient organized by IMA on 24.04.2021 • Attended Webinar- on AUB known 2 beyond update organized by endocrinology committee of FOGSI on 12.02.2021 • Attended FOGSI Safe motherhood committee Academic Exchange programme by KSOGA OBG Society on 07.05.2021 • Attended Webinar- on High risk pregnancy: less more conducted by Walter bushnell and west up ISOPARB, Varanasi and Siliguri OBG Society on 21.02.2021
 <p>Dr Suma K B, Professor and Head, Dept of OBG</p>	<ul style="list-style-type: none"> • Attended FOGSI Safe motherhood committee Academic Exchange programme by KSOGA OBG Society on 07.05.2021 • Attended International E-Conclave PPH Prevent the Catastrophe part 3 conducted by Dr. Archana Verma Joins hands for Zero PPH world organized by West UP Chapter of Jhansi Obs gyn society on 09.01.2021 • Attended Webinar- on Gestational diabetes early intervention key to best outcome conducted by Rewari OBG Society on 11.01.2021 • Attended Webinar- on Virtual blood health forum series conducted by Micronutrients and Blood health Myth and challenges in Asia on 23.01.2021 • Attended Webinar- on International E-conclave on Hypertensive disorders in pregnancy conducted by FOGSI and Medical disorders in pregnancy committee on 30.01.2021 • Attended Webinar- on High risk pregnancy: less more conducted by Walter bushnell and west up ISOPARB, Varanasi and Siliguri OBG Society on 21.02.2021 • Attended Webinar- on International E-conclave on PPH-prevent the catastrophe Part-4 conducted by West up chapter of ISOPARB Delhi gynae forum Sewagram wardha OBG society on 09.02.2021 • Attended Webinar- on HIGH RISK PREGNANCY Organized by West UP ISOPARB Chapter in association with VARANASI & SILIGURI OBG Society on 21.02.2021 • Attended Webinar- on Virtual workshop on Labour room Readiness for frontline obstetric Care providers STAR-OG Conference conducted by Safe Motherhood Committee-FOGSI and Jhpiego on 16 April 2021 • Attended Webinar- on Metabolic Women's Health Workshop conducted by Safe Motherhood Committee FOGSI Webinar is in collaboration with Patna, Bhagalpur, Muzaffarpur ObGyn societies on 18 April 2021 • Attended Webinar- on MTP & POCSO ACT - A Must for everyone to know conducted by Kanpur Obs & Gyn Society in association with Allahabad Obs & Gyn Society and Meerut Obs & Gyn Society on 22.04.2021 • Attended FOGSI's Webinar series on Covid-19 & women's Healthcare Topic: Pregnancy and Delivery in Covid-19 infection" conducted by FOGSI on 02.05.2021 • Attended FOGSI's Webinar series on women's Healthcare Topic: Family welfare services and Gynaecological Surgery in the COVID Era" conducted by FOGSI on 03.05.2021 • Attended Webinar- on FOGSI's Webinar series on Panel discussion on solving dilemmas: Managing clinical cases of Covid-19 in woman conducted by FOGSI on 07.05.2021

	<ul style="list-style-type: none"> • Attended Webinar- on Leadership webinar Series IQAC JSS AHER on 03.06.2021 to 05.06.2021
 <p>Dr Rashmi H S Asst. Professor, Dept. of OBG</p>	<ul style="list-style-type: none"> • Attended Webinar- on AUB known 2 beyond update organized by endocrinology committee of FOGSI on 12.02.2021 • Attended International E-Conclave PPH Prevent the Catastrophe part 3 conducted by Dr. Archana Verma Joins hands for Zero PPH world organized by West UP Chapter of Jhansi Obs gyn society on 09.01.2021 • Attended Webinar- on International E-conclave on Hypertensive disorders in pregnancy conducted by FOGSI and Medical disorders in pregnancy committee on 30.01.2021 • Attended Webinar- on Diabetes in pregnancy organized by Fernandez foundation on 08.03.2021 • Attended Webinar- on Caring for women's sexual & reproductive health conducted by KSOGA & family welfare committee FOGSI south zone committee on 02.02.2021 • Attended Webinar- on ABC of nutrition 17.01.2021 conducted by FOGSI Recommendation from PNCD committee on 17.01.2021 • Attended Webinar- on KSOGA Emcure webinar on Anemia Lets do it right by KSOGA on 21.05.2021 • Attended Webinar- on Male infertility the complete solution workshop conducted by Jagsonpal Medical services on 25.01.2021
 <p>Dr Mamatha S Associate Professor Dept of OBG</p>	<ul style="list-style-type: none"> • Attended FOGSI Safe motherhood committee Academic Exchange programme by KSOGA OBG Society on 07.05.2021 • Attended Webinar- Menstrual Hygiene Celebration Day on 28.05.2021
 <p>Dr Poornima M Associate Professor Dept of OBG</p>	<ul style="list-style-type: none"> • Attended FOGSI Safe motherhood committee Academic Exchange programme by KSOGA OBG Society on 07.05.2021 • Attended Webinar- on High risk pregnancy: less more conducted by Walter bushnell and west up ISOPARB, Varanasi and Siliguri OBG Society on 21.02.2021 • Attended Women's Healthcare Topic: Family welfare services and Gynaecological Surgery in the COVID Era" conducted by FOGSI on 03.05.2021 • Attended Webinar- on Diabetes in pregnancy organized by Fernandez foundation on 08.03.2021
 <p>Dr Sowmyashree T Asst. Professor, Dept of OBG</p>	<ul style="list-style-type: none"> • Attended Webinar- on Virtual blood health forum series conducted by Micronutrients and Blood health Myth and challenges in Asia on 23.01.2021 • Attended Webinar- on International E-conclave on Hypertensive disorders in pregnancy conducted by FOGSI and Medical disorders in pregnancy committee on 30.01.2021
	<ul style="list-style-type: none"> •

7. Equal opportunity for women in research

Sl No	Title	PI & CO-PI	Departments involved	Funding agency	Duration
1	Transvaginal radiofrequency ablation for Fibroids	Dr.Sujatha M S (PI)Dr Vikram Patil Dr Nandish S Manoli Dr Suma K B Dr Mamatha S	OBG & Radiology	DBT	3 months
2	Intratumoral heterogeneity in breast cancer	Dr Jayashree, Professor, Dept of Pathology (PI)	Dept of Pathology, JSSMC, JSSAHER, Mysuru and Dept of Biology, Georgia State University, Atlanta	JSSAHER	1 year
3	RSV Maternal study RSV-MAT-009 Phase-3 Randomized double blind placebo controlled multi country study	PI-Dr. Narayanappa D Co-PI- Dr. Rajani H.S Dr. Shruthi K.R	Pediatrics & OBG	GSK	1 year
4	Cytological Diagnostic and Prognostic methods using Immunocytochemistry(Estrogen Receptor) for Surgical Management of Breast Cancer	Dr Rohith Nair Dr. Nandini N M	Pathology	ICMR	1 year
5	Comparative study of laparoscopic suturing of vaginal vault using barbed sutures versus polyglactin 910 after total laparoscopic hysterectomy	Guide: Dr Prathap T (Associate Prof)	OBG	JSSAHER	1 year
6	Role of Androgen Receptor (AR) in Determining Response to Neoadjuvant Chemotherapy (NAC) in Triple Negative Breast Cancer (TNBC) Patients	Dr. MVSST SubbaRao	Biochemistry	JSSAHER	02 years
7	Association of gene polymorphism in obesity related genes and its association with histopathological prognostic factors, hormonal receptor status and Ki67 index in obese breast cancer patients	Mr. Adel Mohammed Saleh Ahmed Dr. Akila Prashant	Biochemistry	JSSAHER	03 years
8	Role of core clock genes in Breast Cancer and their response to treatment	Ms. Supriya Bevinakoppamath Dr. Akila Prashant	Biochemistry	JSSAHER	1 year
9	Sexual Abuse among Nursing Students and its correlation to	Co-PI- Dr.Kishore.M	Psychiatry	RGUHS	2years

	coping Skills and Psychiatric morbidity				
10	Timing of Oxytocin injection during Lower Segment Caesarean Section and its relation to uterine contractility and patient hemodynamics	P I: Dr Hemapriya.L, Associate Professor, Dept of OBG Co PI: Dr. Anil Kumar M. R, Associate Professor, Dept of Anaesthesiology. Dr. Hiteshi.V,	OBG & Anaesthesiology.	Self funded	Feb 21to Sep 21
11	Cytological Diagnostic and Prognostic methods using Immunocytochemistry(Estrogen Receptor) for Surgical Management of Breast Cancer	Dr.Rohitnair Co- Pi Dr.Nandini.N.M	Pathology	ICMR	
12	Cytological Diagnostic and Prognostic methods using Immunocytochemistry(Estrogen Receptor) for Surgical Management of Breast Cancer	Dr.Rohitnair Co- Pi Dr.Nandini.N.M	Pathology	ICMR	

The training and placement cell provides equal opportunity to all students irrespective of their gender, caste, race and nationality for their placements.

Details of Training & Placement: Students pursuing M.Pharm in various specializations and PhD Scholars were placed by the Training and Placement Cell of the institution. The placement report for July 2020 to June 2021 is given below:

Total number of Female/ girls students placed: Total 42

Sl. No	Student Name	Specialization	Company placed	Department & Position
1.	Ms. Nadella Meghana	Pharm D	Novartis, Bangalore	Associate Clinical Data Manager
2.	Ms. Sukeerthi R	Pharm D	Novartis, Bangalore	Associate Clinical Data Manager
3.	Ms. Meghna Biswas	Pharmaceutical Analysis	Vyuhgenics, Bangalore	Research Associate
4.	Ms. Swerna E	Pharmacology	Vyuhgenics, Bangalore	Research Associate
5.	Ms. Padmavathi A	Pharm.D	Vyuhgenics, Bangalore	Research Associate
6.	Ms. Narmada S	Regulatory Affairs	Eli Lilly, Bangalore	Global Regulatory Affairs
7.	Ms. Amrutha	Pharmacy practice	Eli Lilly, Bangalore	Surveillance scientist

8.	Ms. Jyothi MS	Regulatory Affairs	Eli Lilly, Bangalore	Global Regulatory Affairs
9.	Ms.Shilpa K	Pharm.D	Indegene, Bangalore	Junior Associate Scientific Writer
10.	Ms.Boorva Devi M	Pharm.D	Indegene, Bangalore	Junior Associate Scientific Writer
11.	Ms.Nanhi Nandini	Pharmaceutics	Indegene, Bangalore	Junior Associate Scientific Writer
12.	Ms.Siree K G	Industrial Pharmacy	Indegene, Bangalore	Junior Associate Scientific Writer
13.	Ms.Rachna Kumar	Pharmaceutics	Indegene, Bangalore	Junior Associate Scientific Writer
14.	Ms.Kowsalya N	Pharmaceutics	Covance, Bangalore	Drug Safety
15.	Ms.Shravani. M	Pharmaceutical Analysis	Covance, Bangalore	Quality Assurance
16.	Ms.Sneha A Desai	Pharmacology	Covance, Bangalore	Proposal writing
17.	Ms.Sharmista	Pharmaceutical Chemistry	Vimta Labs, Hyderabad	Analytical R & D
18.	Ms.Jamuna	Pharmaceutical Chemistry	Vimta Labs, Hyderabad	Analytical R & D
19.	Ms.Merryl D'Silva	Pharmaceutics	Great Four Systems, Hyderabad	Business Analyst
20.	Ms.V. Vijaya	Pharmaceutical Analysis	Syngene, Bangalore	Sr. Research Associate
21.	Ms.Ramya V	Pharmacy Practice	Novo Nordisk, Bangalore	Drug Safety Associates
22.	Ms.Alampalli Nitisha	Pharmacy Practice	Novo Nordisk, Bangalore	Drug Safety Associates
23.	Ms.Sonashree M B	Pharmacy Practice	Novo Nordisk, Bangalore	Drug Safety Associates
24.	Ms.Annette Mariam Mathew	Pharmacy Practice	Novo Nordisk, Bangalore	Drug Safety Associates
25.	Ms.Nirmala Nayak	Industrial Pharmacy	Medtrix, Bangalore	Medical writer
26.	Ms.Kajal Kumari	Pharmacy Practice	Medtrix, Bangalore	Medical writer
27.	Ms. Naga Gouri T	Regulatory Affairs	Steriscience, Bangalore	Trainee Executive
28.	Dr. Prachi Raikar	Ph.D Pharmaceutical Analysis	Indegene, Bangalore	Associate Scientific Writer
29.	Ms.Saheli Das	Pharmaceutics	Micro Labs, Bangalore	Management Trainee- RA

30.	Ms.Chythanya C Kutty	Industrial Pharmacy (2020 batch)	Biocon Biologics India Ltd, Bangalore	Scientist- FR&D
31.	Ms.Princy Sara Korath	Pharm D	Parexel, Bangalore	Trainee in Medical Writing
32.	Ms.Shalin Shikhar	Pharmaceutical Quality Assurance	Fresenius Kabi Oncology Limited., Gurgaon.	Research Scientist- RA
33.	Ms.,Sushmitha	Pharmacology (2020 Batch)	Indegene, Bangalore	Sr. Associate Scientific Writer
34.	Ms.Vaishnavi	Pharmacology	Evalueserve, Bangalore	Intellectual property Intern
35.	Ms.A Sowmya	Pharmaceutical Analysis	Borderless Access, Bangalore	Junior Research Analyst
36.	Ms.Lodeo	Pharmaceutical Analysis	Borderless Access, Bangalore	Junior Research Analyst
37.	Ms.Jiju Narayan	Pharmacology	Borderless Access, Bangalore	Junior Research Analyst
38.	Ms.Rohini Bhattacharya	Pharmaceutics	Great Four Systems, Hyderabad	Business Analyst
39.	Ms.Charmila M	Regulatory Affairs	Freyr solutions, Bangalore	Trainee- RA
40.	Ms.Swathi KC	Regulatory Affairs	Merck, Bangalore	Trainee- RA
41.	Ms.Kavya S Reddy	Regulatory Affairs	Redemptrix, Bangalore	Trainee- RA
42.	Ms.Maithri S	Industrial Pharmacy	Medtrix, Bangalore	Jr. Medical writer

Doctorate in Pharmaceutical Sciences (PhD): Equal opportunities are provided for both male and female candidates for pursuing their doctorate studies. The details of candidates pursuing PhD in Pharmacy/Pharmaceutical Sciences: Total 42

Sl. No	Name of the Scholar	Category	Title of Thesis	Guide
1.	Ms. Shilpi Khattri	Full-time	Harmonization and regulatory convergence across the globe and international collaborative effort for faster approval of pharmaceuticals	Dr T M Pramod Kumar
2.	Ms. Akhila A R	Full-time	Influence of polymeric precipitation inhibitors on dissolution and absorption of BCS class II drugs	Dr. P K Kulkarni
3.	Mrs. Meghana G S	Full-time	Formulation and Evaluation of delivery system of carotenoids and flavonoids for the treatment of oxidative stress induced Alzheimer's disease	Dr. D V Gowda

4.	Mrs. Bhavya M.V	Full-time	Development and evaluation of fluoroquinolones loaded microspheres against pulmonary mycobacteria infection	Dr. D V Gowda
5.	Ms. Bushra Begam	Part-time	Formulation and development of bioadhesive injectable hydrogel for the treatment of lower backpain	Dr. Vishal Kumar Gupta
6.	Ms. Sharadha M	Full-time	Development of a novel strategy using liquid crystalline nano particles in the treatment of diabetic retinopathy	Dr. Vishal Kumar Gupta
7.	Ms. Jyothi SL	Full-time	Formulation and evaluation of micro needle drug delivery system for improved therapeutic efficacy of anti-psoriatic drug	Dr. Gangadharappa H V
8.	Ms. Asha P Johnson	Full-time	Synthesis, characterization and evaluation of graphene nanoribbons as carrier for selective estrogen receptor modulators for the treatment of breast cancer	Dr. Gangadharappa H V
9.	Ms. Deeksha R Pai	Full-time	Formulation and Evaluation of Nanocomposite Systems for Management of Rheumatoid Arthritis	Dr. M P Venkatesh
10.	Ms. Preethi S.	Part-time	Novel strategies for developing effective therapeutic regimens against triple negative breast cancer	Dr. Vikas Jain
11.	Ms. Pallavi Chand	Full-time	Development and Evaluation of targeted nanotherapeutics for effective management of cancer	Dr. Vikas Jain
12.	Ms. Prabitha P	Full-time	Development of novel glitazones for activation of PGC-1 α signaling via PPAR- γ agonism: A new therapeutic strategy for Parkinson's disease	Dr. BR Prashantha Kumar
13.	Ms Priya Durai	Full-time	New computational and experimental approach to develop glitazones for Alzheimer's diseases by activation of PGC-1 via PPAR- γ	Dr. BR Prashantha Kumar
14.	Ms. Noor Fathima Anjum	Part-time	Design, synthesis and biological evaluation of eugenol and its derivatives	Dr. MN Purohit
15.	Ms. Meduri Bhagyalalitha	Full-time	Design, Synthesis and evaluation of new chemical scaffolds as potential anticancer agent	Dr. Gurubasavaraj V Pujar
16.	Ms. Manisha Singh	Full-time	Design, synthesis, and evaluation of new triazoles as anti-tubercular agents	Dr. Gurubasavaraj V Pujar
17.	Ms. Tatineni Spandana	Full-time	Enantioselective assay and evaluation of pharmacokinetic properties of antidiabetic chiral drugs by liquid chromatographic technique	Dr BM Gurupadayya

18.	Ms. Akshatha H S	Full-time	“Design, synthesis & evaluation of new small molecules as antiviral agents”	Dr. Gurubasavaraj V Pujar
19.	Ms. Deepshikha	Full-time	Design and synthesis of Pyrrole derivatives as anti TB agents	Dr. Sheshagiri Dixit
20.	Ms. Pooja Kumari	Full-time	Design, synthesis of Novel Purine Derivatives and Evaluation of Aurora kinase A Inhibition	Dr. Anandkumar Tengli
21.	Ms. Alle Swathi	Full-time	Design and Synthesis of Magnetic Nanoparticles for Anti-Cancer Drug Delivery	Dr. T. Durai Ananda Kumar
22.	Ms. Roopa R	Full-time	Screening and validation of selected herbs containing serine and choline for memory enhancing activity	Dr. Kenganora Mruthunjaya
23.	Ms. Hamsalakshmi	Full-time	A study on phytochemical and chemico-biological interactions of bioactive principles from <i>Trichodesma indicum</i> in the management of Experimental autoimmune encephalomyelitis -in vitro and in vivo approaches of	Dr.J.Suresh
24.	Ann Maria Alex	Full-time	Isolation, characterization of bioactive principles and pharmacological screening of <i>Bauhinia hesitance</i> lam	Dr.Suresh Joghee
25.	Ms. Mahalakshmi A M	Part-time	Study on the role of Sirtuins and PARP-1 modulators on mitochondrial functions and ageing in animal model of paradoxical sleep deprivation	Dr.Saravana Babu C
26.	Ms.Seema Mehdi	Part-time	A study on role of Omega-3 Fatty Acids in the management of Depression.	Dr. K. L. Krishna
27.	Ms. Nandini H S	Full-time	To study the cognitive dysfunction of epilepsy associate with Alzheimer’s disease	Dr. K.L Krishna
28.	Ms. Sunanda Tuladhar	Full-time	A Study on the role of renin angiotensin system modulators on endoplasmic reticulum-mitochondria signaling in mouse model of parkinsonism	Dr. Saravana Babu. C
29.	Ms. Bhavimani Guru	Full-time	Pharmacological Evaluation of Rationally Designed and Synthesised Novel Glitazones For Antidiabetic Activity	Dr. S.N. Manjula
30.	Ms. Sahyadri	Full-time	Preclinical and therapeutic evaluation of olfaction in the treatment of Parkinson’s Disease	Dr. S.N. Manjula

31.	Ms Nachammai	Full-time	Studies to assess the role of donepezil – essential oil combination in the treatment of Alzheimer’s disease	Dr. S. N. Manjula
32.	Ms. Poura Mrunalini	Full-time	“Preclinical investigation of soluble epoxide hydroxylase inhibitors in chemotherapy induced cognitive impairment”	Dr. S. N. Manjula
33.	Ms. Shilpa Palaksha	Part-time	Development and validation of skin prick test method for drug allergy	Dr. Mahesh P A Department of Pulmonology JSSMC, Mysuru
34.	Ms. Ann Vazhayil Kuruvilla	Part-time	Implementation and Assessment of Antibiotic Stewardship Programme in a surgery department of a tertiary care hospital	Dr. M. Ramesh
35.	Ms. Samaksha P B	Full-time	Evaluation of Pharmacist-Psychiatrist Collaborative Medication Therapy Management Services	Dr. M. Ramesh
36.	Ms. Pooja Diwedi	Full-time	A prospective study of pharmacist hesitancy clinical pharmacy services in NICU	Dr. Juny Sebastian
37.	Ms. Sheba Baby John	Full-time	Development of Strategies to address vaccine hesitancy	Dr. Juny Sebastian
38.	Ms. Priya Aradhya	Full-time	Assessment of medication safety stewardship in critical care units- an active surveillance	Dr. Sri Harsha Chalasani
39.	Ms. Ravina Ravi	Full-time	An artificial intelligence assisted active surveillance of medication incidents reporting and monitoring program in a tertiary care teaching hospital	Dr. Sri Harsha Chalasani
40.	Dr. Jehath Syed	Full Time	Implementation and evaluation of a clinical pharmacist’s comprehensive geriatric care model in a tertiary care hospital	Dr. Sri Harsha Chalasani
41.	Dr. Merrin Mathew	Full Time	A prospective study on safety surveillance of vaccines in a tertiary care hospital	Dr. Juny Sebastian

Seminars/ Conferences attended by Female Faculty members: All faculty are encouraged to attend seminar / conferences as delegate or as a speaker to deliver expert talks in various National and International platforms.

The details of seminar/ conferences attended by the faculty are given below: Total 61

Sl. No	Name of the faculty	Details of conferences / Workshops / seminars attended	Dates of the event and Organizer	Regional / State / National	As a Delegate / Chaired / Guest speaker etc.
1.	Ms. Asha Spandana K M	Online Faculty Orientation Program on SciVal and Funding Institutional, Components of Elsevier	08/04/2021 Internal Quality Assurance Cell, JSSAHER	Regional	Delegate
2.	Mrs. Asha Spandana K M Lecturer	Leadership Webinar Series	03/06/2021 to 05/06/2021, Internal Quality Assurance (IQAC) JSS Academy of Higher Education & Research Mysuru	Institutional	Delegate
3.	Mrs. Asha Spandana K M Lecturer	"SAMBAV" - Health Professionals as Mental Health Facilitators"	11/06/2021 - 12/06/2021 JSS Medical College, Mysuru	National	Delegate
4.	Mrs. Shilpa Palaksha Assistant Professor	Continuous Professional Development for Practicing pharmacist on Role of Practicing Pharmacists in Immunization	13/02/2021 at JSS College of Pharmacy, Mysuru	National	Speaker Basics of immunology and vaccination
5.	Dr. Juny Sebastian Lecturer	Continuous Professional Development for Practicing pharmacist on Role of Practicing Pharmacists in Immunization	13/02/2021 at JSS College of Pharmacy, Mysuru	National	Speaker Importance of Safety Monitoring of Vaccines
6.	Mrs. Shilpa Palaksha Assistant Professor	Awareness workshop - NIRF INDIA RANKINGS - 2021 for Higher Educational Institutions	18/01/21 to 19/01/21 online	National	Delegate
7.	Dr. Juny Sebatsian Lecturer	National Seminar on Development of Biologicals in India: Significance of Industry-Academia	21/02/2020 to 22/02/2020	National	Delegate

		Collaborations, Regulatory Requirements, Challenges, Opportunities and Strategies	Online - Organized by NIPER Guwahati		
8.	Mrs. R S Savitha Ast. Professor	Shri Vishnu College of Pharmacy Bhimavaram, A.P., India.	20/03/2021 Online	National	Speaker Role of Pharmacist in Pharmacogenomics
9.	Mrs. Shilpa Palaksha Asst. Professor	Faculty Development Programme on online Learning Organized by Centre for Internal Quality Assurance (CIQA) and Centre for Distance & Online Education (CODE)	16/03/2021 - 17/03/2021	National	Delegate
10.	Mrs. Saviths RS Asst. Professor	Faculty Development Programme on online Learning Organized by Centre for Internal Quality Assurance (CIQA) and Centre for Distance & Online Education (CODE)	16/03/2021 - 17/03/2021	National	Delegate
11.	Dr Juny Sebastian Lecturer	Faculty Development Programme on online Learning Organized by Centre for Internal Quality Assurance (CIQA) and Centre for Distance & Online Education (CODE)	18/03/2021 – 19/03/2021	National	Delegate
12.	Mrs. Shilpa Palaksha Asst. Professor	Webinar on Tuberculosis Control in India: The Clock is Ticking organised by Department of Community Medicine and Respiratory Medicine, JSS Medical College, Mysuru	Online	National	Delegate
13.	Mrs. Shilpa Palaksha Asst. Professor	CPD Program on Online Pharmacy: Boon or Bane to Indian Health Care System	Online 27/03/2021	National	Speaker Online Pharmacy: Challenges & Opportunities

14.	Savitha R S Asst. Professor	AICTE sponsored Online Short Term Training Program (STTP) on Clinical Pharmacy Services - Optimizing Patient Health	15/3/2021	National	Delegate
15.	Savitha R S Asst. Professor	CME on TB Control in India: The Clock is Ticking	23/04/2021	National	Delegate
16.	Dr. Juny Sebastian Lecturer	COVID-19 Vaccination Training Program	22/04/2021	National	Delegate
17.	Dr. Juny Sebastian Lecturer	Webinar on quality management system	15/5/2021 Online	National	Delegate
18.	Dr. Juny Sebastian Lecturer	Webinar on COVID-19 Vaccination and Home isolation: Tips and Tricks	18/05/2021 Online	National	Delegate
19.	Dr. Juny Sebastian Lecturer	Leadership Webinar Series organised by JSS AHER, Mysuru	03/06/2021 - 05/06/2021 Online	Regional	Delegate
20.	Dr. Juny Sebastian Lecturer	Webinar on Comprehensive management of Mucormycosis & Beyond – Management of Post COVID patients in Dentistry organised by JSSDC, Mysure	10/06/2021 Online	National	Delegate
21.	Ms. Shilpa Palaksha Asst.Professor	Webinar on 'R Discovery Global Symposium for Literature Search'	28/05/2021 Online	National	Delegate
22.	Dr. Juny Sebastian Lecturer	Leadership Webinar Series organised by JSS AHER, Mysuru	03/06/2021 - 05/06/2021 Online	Regional	Delegate
23.	Mrs. Shilpa Palaksha Asst. Professor	Webinar on Challenges and Opportunities for Practicing Pharmacists during COVID Pandemic organised by Department of Pharmacy Practice, JSS College of Pharmacy, JSS AHER	12/06/2021 Online	National	Delegate

24.	Dr. Juny Sebastian Lecturer	Webinar on Challenges and Opportunities for Practicing Pharmacists during COVID Pandemic organised by Department of Pharmacy Practice, JSS College of Pharmacy, JSS AHER	12/06/2021 Online	National	Delegate
25.	Dr. Ann Vazhayil Kuruvilla	Webinar on Challenges and Opportunities for Practicing Pharmacists during COVID Pandemic organised by Department of Pharmacy Practice, JSS College of Pharmacy, JSS AHER	12/06/2021 Online	National	Delegate
26.	Dr. Acsah Annie Paul	Webinar on Challenges and Opportunities for Practicing Pharmacists during COVID Pandemic organised by Department of Pharmacy Practice, JSS College of Pharmacy, JSS AHER	12/06/2021 Online	National	Delegate
27.	Mrs. Shilpa Palaksha Asst. Professor	Webinar on Can Artificial Intelligence Revolutionize Drug Discovery? Online- Organized by Dept. Pharmaceutical Chemistry, JSSCPM, JSS AHER, Mysuru	03/06/2021 Online	National	Delegate
28.	Dr. Juny Sebastian Lecturer	Webinar on Can Artificial Intelligence Revolutionize Drug Discovery? Online- Organized by Dept. Pharmaceutical Chemistry, JSSCPM, JSS AHER, Mysuru	03/06/2021 Online	National	Delegate
29.	Dr. Ann Vazhayil Kuruvilla	Webinar on Can Artificial Intelligence Revolutionize Drug Discovery? Online- Organized by Dept. Pharmaceutical Chemistry, JSSCPM, JSS AHER, Mysuru	03/06/2021 Online	National	Delegate

30.	Dr. Acsah Annie Paul	Webinar on Can Artificial Intelligence Revolutionize Drug Discovery? Online- Organized by Dept. Pharmaceutical Chemistry, JSSCPM, JSS AHER, Mysuru	03/06/2021 Online	National	Delegate
31.	Mrs. Shilpa Palaksha Asst. Professor	Be with Yoga, Be at Home (International Day of Yoga 2021), Organised by Department of Yoga & NSS, JSS AHER, Mysuru	21/06/2021 Online	National	Delegate
32.	Dr. Juny Sebastian Lecturer	Be with Yoga, Be at Home (International Day of Yoga 2021), Organised by Department of Yoga & NSS, JSS AHER, Mysuru	21/06/2021 Online	National	Delegate
33.	Dr. Ann Vazhayil Kuruvilla	Be with Yoga, Be at Home (International Day of Yoga 2021), Organised by Department of Yoga & NSS, JSS AHER, Mysuru	21/06/2021 Online	National	Delegate
34.	Dr. Acsah Annie Paul	Be with Yoga, Be at Home (International Day of Yoga 2021), Organised by Department of Yoga & NSS, JSS AHER, Mysuru	21/06/2021 Online	National	Delegate
35.	Mrs. Shilpa Palaksha Assistant Professor	Delivering person-centred support for self-care: current and future pharmacy practice	16/06/2021	National	Delegate
36.	Dr. Ann Vazhayil Kuruvilla Lecturer	PHARMANEST '21 organised by Operant Pharmacy Federation, India	01/06/2021 - 21/06/2021	National	Delegate
37.	Dr. Nagashree K.S Lecturer	Yoga for health	19/02/2021, JSS Suttur Mutt, Chamundi Hill Branch	Institutional	Delegate
38.	Dr. Nagashree K.S Lecturer	"Contemporary updates on Research and Publication".	19/02/2021, JSS Dental College, Mysore	National	Delegate
39.	Dr. Nagashree K.S Lecturer	National seminar on development of biologics in India	21/01/2021- 22/01/2021 , NIPER, Guwahati	National	Delegate
40.	Dr. S. N. Manjula	Ion kudos software training program	9/04/2021 and 16/04/2021	Institutional	Delegate

	Professor & Head				
41.	Seema Mehdi Lecturer	Ion kudos software training program	9/04/2021 and 16/04/2021	Institutional	Delegate
42.	Seema Mehdi Lecturer	Online orientation on Scival, Funding institutional components of Elsevier	8/04/2021	National	Delegate
43.	Seema Mehdi Lecturer	Faculty Development Program on online Learning	18/3/2021 to 19/03/2021	National	Delegate
44.	Dr.Nagashree.K.S Lecturer	Ion kudos software training program	9/04/2021 and 16/04/2021	Institutional	Delegate
45.	Seema Mehdi Lecturer	SAMBAV - Health professionals as Mental Health facilitators	11/06/2021 to 12/06/2021 JSS Medical College	National	Delegate
46.	Seema Mehdi Lecturer	Can Artificial Intelligence revolutionize drug discovery?	03/06/2021 JSS College of Pharmacy, Dept of Ph. Chemistry	National	Delegate
47.	Seema Mehdi Lecturer	Challenges and opportunities for practicing pharmacist during Covid 19 pandemic	12/06/2021 Dept of Pharmacy Practice, JSS College of Pharmacy, Mysuru	National	Delegate
48.	Seema Mehdi Lecturer	Comprehensive Management of Mucormycosis and Beyond	10/06/2020 JSS Dental College , Mysuru	National	Delegate
49.	Dr.Nagashree.K.S Lecturer	Be with Yoga be at home	21/06/2021 online- Organised by Department of Yoga and NSS , JSSAHER	Institutional	Delegate

50.	Dr.Nagashree.K.S Lecturer	SAMBHAV health professionals and as mental health facilitators	11 & 12/07/2021 JSS Medical College, Mysore	National	Delegate
51.	Dr.Nagashree.K.S Lecturer	"Lead Optimization of Drug Candidates using Multi-Parameter Approach".	19/06/21 JSS College of Pharmacy, Mysore	National	Delegate
52.	Ms Seema Mehdi Lecturer	Be with Yoga- Be at Home	21/06/2021 JSS AHER Dept of Yoga& NSS	Institutional	Delegate
53.	Mahalakshmi A M Lecturer	Leadership Webinar Series - Theme: Great Leaders are made, not born"	3/6/2021 JSSAHER	Institutional	Delegate
54.	Mahalakshmi A M Lecturer	Azadi ka Amrit Mahotsav 'Vigyan se Vikash – Pradyogiki se Pragati'	31/05/2021 Bio-NEST, NIPER-Guwahati Incubation Center	National	Delegate
55.	Mahalakshmi A M Lecturer	Can Artificial Intelligence Revolutionize Drug Discovery	03/06/2021 JSS College of Pharmacy, Dept of Ph. Chemistry	National	Delegate
56.	Dr.S.N.Manjula Professor & Head	Master class -Leadership Connect Initiative for JSS AHER Leaders -Good Ideas to great execution	19.06.2021 Online	Institutional	Delegate
57.	G. Haripriya, Lecturer	Scival and Funding Institutional, Components of ELSEVIER	08/04/2021, Online-JSS AHER, Mysuru	Institutional	Delegate
58.	G Haripriya Lecturer	"SAMBHAV" - Health Professionals as Mental Health Facilitators"	11/06/2021 - 12/06/2021, JSS Medical College, Mysuru	Institutional	Delegate

59.	G Haripriya Lecturer	Can Artificial Intelligence Revolutionize Drug Discovery?	03/06/2021, JSS College of Pharmacy, Mysuru - Online	National	Delegate
60.	G Haripriya Lecturer	Live International Webinar Programme Biofilms: Health aspects and control measures	25/06/2021, JSS AHER, Mysuru – Online	Institutional	Delegate
61.	G Haripriya Lecturer	Three day FDP on QbD in formulation development & IPR - Overview	15/06/2021 - 17/06/2021, Krishna Teja Pharmacy College, Tirupati - Online	National	Delegate

The Faculty of Life Sciences hosts around 60% of female students and a 50% among them belong to minority communities who are from families, which normally do not allow them to continue higher studies. The Department does not tolerate any activity that show signs of discrimination based on gender, economy, caste and community, thereby providing a safe environment for the students to concentrate on the purposes towards which they have chosen the institute. The Faculty of Life Sciences follows the motive of gender equality even among its employees. The number of female employees in both teaching and non-teaching sectors is clearly above 50% in the campus, inching towards attaining half way mark. Percentage of Female employees – 58% Further, a strong anti-ragging, anti-sexual harassment and gender sensitization committee functions at the institute level, where students are also part of the committee. The Department ensures that students, especially girls are being treated with equal respect and has made sure that they feel comfortable even during their personal issues. All the facilities are provided for comfortable working and education.

Posters presented on SDG-4 by Biomedical Science Intern in Poster Competition on Sustainable Development Goals



Gender Equality– A Sustainable Development Goal in progress at a Medical College and Hospital in South India

Mr. Manoj S M¹, Dr. Kusuma K S², Dr. Suma M N³

1. Undergraduate BSc MLT Intern, 2. Assistant Professor & 3. Professor, Dept of Biochemistry
JSS MEDICAL COLLEGE, JSS ACADEMY OF HIGHER EDUCATION AND RESEARCH, MYSURU

INTRODUCTION:
"Educate a man and you educate an individual; educate a woman and you educate a family". The goal of UN is to attain a peaceful, prosperous and sustainable world by 2030 through achieving one of the fundamental rights - Gender Equality. As JSSAHER aligns itself with the nation in promoting sustainable development goals, the present study intends to study the gender equality at JSS Medical College and Hospital (JSSMC&H), a constituent college of JSSAHER

OBJECTIVES:
Primary Objective: To assess gender equality among the recruited employees at JSSMC&H, Mysuru
Secondary Objectives: 1. Evaluation of Women in leadership positions at JSSMC&H, Mysuru 2. To assess the job satisfaction among at the work place.

METHODOLOGY:
Study Setting: JSS Medical College and Hospital (JSSMC&H), Mysuru
Study Design: Observational Descriptive study
Study Type: Cross-Sectional Survey
Study Duration: 3 weeks (June 5th to 26th 2021)
Inclusion Criteria: All Teaching and Non-teaching staff of both genders aged > 18 yrs working at JSSMC&H were included in the study.
Exclusion Criteria: DTS workers and Contract workers were excluded from the study.

Study carried out according to IEB approval

↓

Data collected from the HR department

↓

Validated Job Satisfaction Survey administered in Google form

↓

Statistical analysis done using AnalysisPak tool on Microsoft Excel 2010

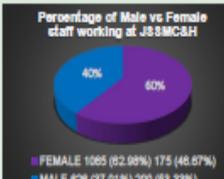
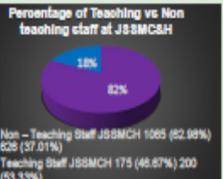


Fig 1: Employees recruited by JSSMC&H



RESULTS:

Fig2: Total staff working at JSSMCH, Mysuru (Male and Female, Teaching and Non-Teaching)

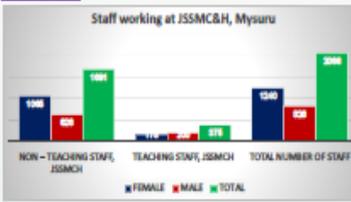
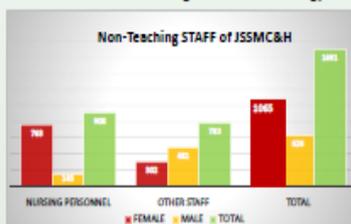


Fig 3: Percentage of Non-Teaching Nursing staff vs other staff at JSSMC&H, MYSURU



Leaders at JSSMC&H, Mysuru	Female	Male	Total
1. Non-Teaching Staff (Administration, Clinical Services – Nursing supervisors, Ward In-charges, HR Manager, Infection Control Nurses, Hostel Supervisor, etc.)	58 (63.04%)	34 (36.96%)	92
2. Teaching Staff (Administration/HOD/ICC Member/Safety officers/ Quality Managers/ NSS Chairman/ Safety Officers/ Cultural head etc...)	30 (48.39%)	32 (51.61%)	62
TOTAL	88 (57.14%)	66 (42.86%)	154

Tab 1: Men and Women Leaders at JSSMC&H, Mysuru

Job Satisfaction Survey Scores	Women	Men
Satisfied (Score between 144 – 218)	48 (69.56%)	23 (74.19%)
Ambivalent (Score between ≥ 108 to ≤ 143)	18	07
Dissatisfied (Score <108)	03	01
Total	69	31

Tab 2: Job Satisfaction Survey Scores In Men and Women at JSSMC&H, Mysuru

Job Satisfaction Survey - Subsets	Women	Men	t-test/tic	P value	Cronbach's alpha
TOTAL	153.93±24.22	158.32±28.13	2.01	0.42	0.92
PAY	15.83±4.46	16.13±4.65	2.00	0.76	0.90
PROMOTION	14.77±4.37	15.87±3.67	1.99	0.18	0.80
SUPERVISION	19.93±4.35	18.77±5.47	2.01	0.31	0.99
FRINGE BENEFITS	15.65±4.00	16.19±4.53	2.00	0.56	0.83
CONTINGENT AWARDS	15.67±4.50	16.39±4.78	2.00	0.47	0.90
OPERATING CONDITIONS	13.38±3.60	13.48±3.64	2.00	0.89	0.62
CO-WORKERS	19.70±3.52	20.61±3.50	2.00	0.23	0.89
NATURE OF WORK	20.62±3.15	21.55±3.20	2.00	0.18	0.91
COMMUNICATION	18.39±4.47	19.32±4.38	2.00	0.33	0.93

Tab 3: Mean and SD, Cronbach's alpha and Welch's t Test for subsets between men and Women

Limitation of the study: The Job Satisfaction Survey form was filled by only 100 employees.

CONCLUSION:

- More Women employees were recruited than men (60% vs 40%)
- More Women Leaders at various levels (57% vs 43%).
- Employees of both genders are satisfied with their Pay, Supervision, Nature of Work, Co-workers, Communication, Fringe Benefits & Contingent awards. However, they were less satisfied with promotion and operating conditions
- Organization is in sync with Sustainable development goal 5 – Gender Equality by having greater number of women employees and leaders who are satisfied in their work environment.

Relevance of Study: Gender Equality is important for every organization contributing to SDG 5, an international goal set by UN to be achieved by 2030. JSSMC&H as an Organization can show pathway for other organizations.

REFERENCES:

- www.un.org downloaded on 07/06/2021.
- <http://hdr.undp.org/en/content/gender-development-index-gdi> downloaded on 08/06/2021
- Spector, P. E. Measurement of human service staff satisfaction: Development of the Job Satisfaction Survey. American Journal of Community Psychology, 13, 1985, pp693-713
- Spector P E, Job Satisfaction: Application, Assessment, Causes and Consequences. Thousand Oaks CA: Sage, 1997.

CODE OF CONDUCT POLICY

I. Preamble:

The Code of Conduct Policy of JSS Academy of Higher Education & Research, is a shared statement of the commitment of the staff and students to upholding the ethical, professional and legal standards for daily and long-term decisions and actions and the members of JSS Academy of Higher Education & Research are responsible for sustaining the highest ethical standards of the organization. JSS Academy of Higher Education & Research values integrity, honesty and fairness, and strives to integrate these values into its teaching, research and outreach activities. The Code is intended to reinforce the principle that each and every one belonging to the organization has a responsibility to help ensure that JSS Academy of Higher Education & Research performs and pursues its mission in a legal and highly ethical manner.

II. Purpose and Principles:

As members of the JSS Academy of Higher Education & Research, students and staff are responsible for sustaining the highest ethical standards of the organization. The Code of Conduct Policy applies to all staff and student of JSS Academy of Higher Education & Research within the scope, or when representing the organization in any capacity.

All teachers/ mentors/ supervisors should be familiar with the requirements of the Code, and should encourage students and employees to apply the Code to their daily activities and decisions, and to seek guidance from the appropriate individuals when additional information or explanation is needed.

Individuals acting on behalf of the organization have a general duty to:

- 1) Conduct themselves in a manner that shall maintain and strengthen the public's trust and confidence in the integrity of the Institution
- 2) Take no actions incompatible with their obligations to the Institution
- 3) Conduct themselves in accordance with the principles set forth herein

The Code stated below, does not provide exhaustively specific detail of what

one should and should not do, is intended to communicate the organization's overall expectations of proper professional conduct and ethical values.

III. Code of Conduct:

Each student and employee of the institution shall follow:

- 1) This Code of Conduct confirms the Institution's commitment to the stated core values.
- 2) All members of the institution are expected to perform their duties and conduct the academic and administrative activities of the Institution with efficiency, fairness, impartiality, integrity, honesty and compassion.
- 3) Both staff and students are expected to be prudent and avoid waste and extravagance in the use of institution resources.
- 4) Staff shall act to create an atmosphere where sincerity and commitment thrive and harassment and victimization in any form are considered unacceptable.
- 5) No member shall do or omit to do, whether by conduct or utterance, anything that would undermine the authority of the institution from attaining its objectives.
- 6) Membership of secret cults by staff and students is forbidden. Also forbidden is membership of or encouraging the formation of any society whose existence is inimical to the goals of the institution.
- 7) A staff shall not accept, obtain, or cause any person to accept or obtain from any persons, for himself or for any other person, any gift or consideration as an inducement or reward for doing or forbearing to do any act in relation to official affairs of the institution.
- 8) No member of staff shall disseminate any information that is incorrect which can prejudice the good name and governance of the institution.
- 9) JSS Academy of Higher Education & Research believes that truly distinguished, competent, and respectable staff is an essential requirement for good quality graduates.
- 10) Dress code for all staff is therefore formal and corporate.
- 11) An academic staff shall improve his knowledge in his area of expertise.
- 12) An academic staff shall ensure that the curricular for the different programmes are able to respond to the dynamics of the need for graduates to be self-reliant.
- 13) An academic staff shall teach at scheduled times, be punctual to his

classes and shall not violate approved academic calendar and teaching timetable. The Head of Department and students shall be notified 24hours if there is unavoidable reason for change.

- 14) A teacher and student shall be faithful to his tutorial hours and shall not plagiarize the work of others and shall follow the Academic Integrity Policy of JSS Academy of Higher Education & Research.
- 15) Staff shall not disclose the contents of official documents or correspondence without prior authorization.
- 16) Respect every religion, faith and customs and not hurt the sentiments of others.
- 17) JSS Academy of Higher Education & Research is committed to providing avenues for sound physical development stimulating the cultivation of a lifestyle conducive to healthy living. All students are therefore expected to participate not only in all academic activities but also in non-curricular activities on campus.
- 18) The mission of JSS Academy of Higher Education & Research includes creating leaders who are well groomed gentlemen and ladies.
- 19) Self-control is therefore a core value. Fighting, use of abusive language and disrespect towards other students are forbidden. A student shall not constitute a threat to the life of other students and staff.
- 20) No student or staff shall engage in anti-social activities such as drug abuse, smoking, drunkenness, gambling, stealing, attempted stealing, organized crime, corruption or bribery.
- 21) The staff and students shall abide by the acceptable code for use of cell phone or other electronic signaling devices during work time.
- 22) The Staff, Students and the stake holder of other stake holders of JSS Academy of Higher Education & Research shall strictly follow :

- Code of Conduct Policy
- Academic Integrity Policy
- Guidelines on the Acceptable use of Cell Phone
- All the other policies visible through:
<https://jssuni.edu.in/JSSWeb/WebShowFromDB.aspx?MID=11006&CID=0&PID=10001> (Regulations & Policies)

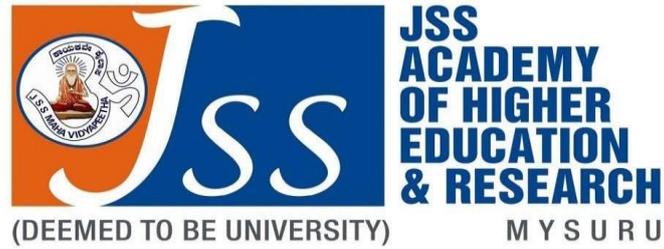
Copies of the Code may be obtained from the office of the Institution. The Code shall also be referenced in any student and staff handbooks and can be found on the Institution's website.

IV. Authority:

The Vice-Chancellor, Registrar & Director (Academics) of JSS Academy of Higher Education & Research and Principals of the constituent colleges and Heads of the departments holds delegated authority and is responsible for all aspects of the “CODE OF CONDUCT POLICY”.

V. Date of Revision:

01.01.2020



Policy on antidiscrimination in the workplace

1. Preamble

JSS Academy of Higher Education & Research, believes in equality in workplace. Hence, the HEI has made this policy to prevent any discrimination and ensure equality.

2. Definition:

Discrimination in workplace can be in different forms; there might be a single reason or a combination of multiple grounds of discrimination. Discrimination in a workplace may constitute in form of:

1. Age
2. Sex
3. Qualification
4. Disability
5. Pregnancy
6. National origin
7. Race/ Colour
8. Religion
9. Sexual harassment
10. Equal pay or compensation
11. Region/Place of origin
12. Caste and
13. Ethnicity.

3. Procedures:

3.1 Disability

Disability discrimination occurs when an employer or an entity treats a qualified individual with disability who is an applicant or employee unfavourably due to that person being disabled. This unfavourable behaviour can be experienced during recruiting, pay, promotion, etc.

JSS Academy of Higher Education & Research has made a commitment for promoting, protecting and ensuring the rights recognised by government of India's act -The rights of Persons with disabilities Act, 2016 for **safeguarding** and **protecting** the disabled in India.

This Act under Sec. 3 mentions that 'No person with disability shall be discriminated on the grounds of disability and ensures that the person with disability enjoys the right to equality, life with dignity and respect for his/her integrity equally with others.

Under Sec. 19 and 20 there shall be non-discrimination in employment.

Under Sec. 32 of the same Act provides for reservation in higher educational institutions.

Under the Act, Sec. 34 the following categories of benchmark '**disabilities**' are protected – (a) Blindness and Low vision; (b) Deaf and hard of Hearing impairment; (c) Loco motor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; (c) Autism, intellectual disability, specific learning disability and (d) Mental illness Multiple disabilities from amongst persons under clauses a to d

JSS Academy of Higher Education & Research abides by this ACT

3.2 Remuneration

Discrimination may also exist in the payment of compensation to the employee which includes salary and other benefits. JSS Academy of Higher Education & Research shall not show any such discrimination.

3.3 Principle of Equal pay for Equal work

JSS Academy of Higher Education & Research shall pay equal remuneration to men and women workers for same work or work of a similar nature as per the **Equal Remuneration Act, 1976. Section 5** of the Act and shall **prohibit** formulating a recruiting process putting women on disadvantage on account of their gender which is in reference to the work that is same or similar to that which is offered to men and even in respects of transfers and promotions.

3.4 Discrimination based on sex

Discrimination based on sex can happen when an employee or a probable candidate is discriminated on the grounds of a person belonging to a particular sex. Discrimination based on sex might be seen in the areas of recruiting, conditions of employment, promotion, benefits, dividing work tasks based on whether staffs are male or female.

Any such discrimination shall be prohibited at JSS Academy of Higher Education & Research.

Discrimination on this ground is **prohibited** by **Article 15** of the Constitution which says no citizen shall on the grounds of sex, caste, place of birth be ineligible for, or discriminated against in respect of, any employment or office.

3.5 Discrimination on the grounds of pregnancy

Discrimination can be refusal of grant of job to a women who is pregnant or dismissal of the women from the organisation subject to her disclosure of the fact of pregnancy.

Such a discrimination shall be prohibited at JSS Academy of Higher Education & Research.

3.6 Discrimination based on caste

Under the Protection of Civil Rights Act, 1955 and the protection of civil rights rules 1977 if a person molests, injures, annoys, boycott, obstructs, or insults or attempt to do such act toward a person of Scheduled Caste, that person may be punished with imprisonment of term not less than one month and may extend upto six months and with fine not less than one hundred rupees and not more than five hundred rupees. If a person of Scheduled Caste faces boycott in form of not allowing that person to work or do business with other person or receive from him the services he renders, or any other things which are commonly done in ordinary course of a business is a punishable offence and he may file a FIR in the local police station.

Such a discrimination shall be prohibited at JSS Academy of Higher Education & Research.

3.7 Prevention of sexual harassment of women:

JSS AHER strictly prevents, prohibits and redresses sexual harassment of women as per Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013. As per this Act under Sec.4 an internal compliance committee shall be constituted for the purpose.

4. Authority

The Vice-Chancellor, Registrar & Director (Academics), HRD Section of JSS Academy of Higher Education & Research and Principals of the constituent colleges and Heads of the departments holds delegated authority and is responsible for all aspects of this policy.

5. Date of implementation:

This policy will come into immediate effect from 16.06.2016

6. Date of revision:

16.06.2020