



## COMPENDIUM ON SDG 10

### Reduce inequality within and among countries

2020-2021



**Reduce  
inequality  
within and  
among countries**

## Introduction

*Sustainable Development Goal 10* aims at reducing inequality within and among countries. This SDG calls for reducing inequalities in income and those based on age, sex, disability, race, ethnicity, origin, religion or economic, or another status within a country. The Goal also addresses inequalities among countries, including representation, migration, and development assistance. The international community has made significant strides towards lifting people out of poverty. The most vulnerable nations - the least developed countries, the landlocked developing countries, and the Small Island developing States - continue to make inroads into poverty reduction. However, inequality persists, and significant disparities remain in access to health and education services and other assets.

Space technologies can contribute in various ways, for example, through:

- Connectivity in remote and isolated areas
- Remote participation in democratic processes
- Reliable access to information
- Connectivity in remote and isolated areas
- Remote participation in democratic processes
- Reliable access to information

It consists of Achieve and sustains income growth of the bottom 40 percent of the population at a rate higher than the national average. Empower and promote all social, economic, and political inclusion, regardless of age, sex, disability, race, ethnicity, origin, religion, financial, or other statuses. Ensure equal opportunity and reduce inequalities of outcome. Adopt policies, especially fiscal, wage, and social protection policies, and progressively achieve greater equality. Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations. Ensure enhanced representation and voice for developing countries in decision-making in global international economic and financial institutions to deliver more effective, credible, accountable, and legitimate institutions. Facilitate orderly, safe, regular, and responsible migration and mobility of people, including implementing planned and well-managed migration policies. Income inequality is on the rise—the wealthiest 10 percent have up to 40 percent of global income, whereas the poorest 10 percent earn only between 2 to 7 percent. If we consider population growth inequality in developing countries, inequality has increased by 11 percent. Income inequality has increased nearly everywhere in recent decades, but at different speeds. It's lowest in Europe and highest in the Middle East. These widening disparities require sound policies to empower lower-income earners and promote economic inclusion of all regardless of sex, race, or ethnicity. Income inequality requires global solutions. This involves improving the regulation and monitoring of financial markets and institutions, encouraging development assistance, and foreign direct investment to regions where the need is greatest. Facilitating the safe migration and mobility of people is also key to bridging the widening divide.

## GENDER EQUALITY MEASURES

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

A challenged world is an alert world, and from challenge comes change. So, let's all choose to challenge.

How will you help forge a gender-equal world? Celebrate women's achievements. Raise awareness against bias. Act for equality.



**Felicitation of Dr. Bharathi M B for being selected as President-Elect of the Association Otolaryngologists of India**



Professor MB Bharathi is the National President-Elect of the Association Otolaryngologists of India. The Program was graced by Dr(Col) M.Dayananda, Director, JSS Hospital, Dr.H.Basavangowdappa, Principal, JSS Medical College, Dr. Guruswamy M, Medical Superintendent, JSS Hospital, Dr. Shyam Prasad Shetty, Deputy Director -Clinical, JSS Hospital, Dr. Manjunath, Deputy Director – Diagnostics, JSS Hospital. All HODs of JSS Medical College & Hospital and the Management & staff of JSS Hospital were present during the felicitation program.

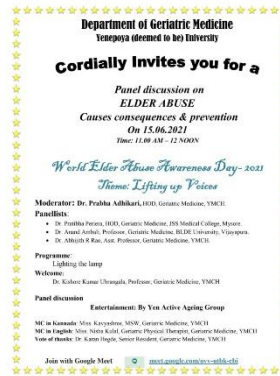
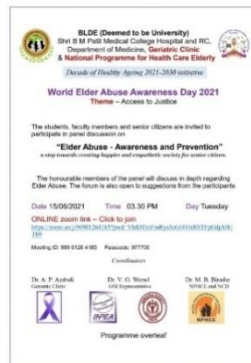
The JSS fraternity is fortunate to have, and it's our Pride and Privilege to have two distinguished personalities amongst us as National Presidents in their specialized fields.

## GUEST LECTURES DELIVERED BY FACULTY



Dr. Pratibha Pereira, Prof.  
& HOD, Dept. of Geriatrics

- Delivered a lecture on Comprehensive geriatric assessment and management of elderly for palliative care in-state conference at Yenapoya University on 15<sup>th</sup> Dec.2020.
- Delivered lecture on GCP in vaccine trials in National conference on 18<sup>th</sup> Dec.202
- ELDER ABUSE Causes consequences & prevention, World Elder Abuse Awareness Day-2021 Theme: Lifting up Voices in state-level conference on 15<sup>th</sup> June 2021.
- ELDER ABUSE Awareness & prevention, World Elder Abuse Awareness Day-2021 Theme: Access to Justice in state-level conference on 15<sup>th</sup> June 2021.



**Ms. Poorvika V Babu, a Final year MBBS student, is appointed as Head of Karnataka state for the Asian Medical Student Association – India**





**ETHNIC FEST WITH DRESS CODE FOR FACULTY IN NOVEMBER 2020 ORGANIZED BY JSS  
AHER**



## INTERNATIONAL STUDENTS CELL

### Policy for Admission of International Students

#### International Affairs

JSS Academy of Higher Education & Research (JSS AHER), Mysuru, in compliance with the authorities' approval agreed in principle to open admissions to International Students through the International Students cell. The admission of International Students has started from the academic session 2008-09. The Academy has created a cell to look after the matter related to admissions of International Students. This INTERNATIONAL STUDENTS CELL headed by DEPUTY DIRECTOR (Academics) and cell supports the process of admission and accommodation of all the international students

#### International Student Cell(ISC):

International Students Cell (ISC) is set up at the University for Foreign Nationals as a single window to deal with admission and guidance of international students. This Cell will not only control the admission of the students. Still, it will also provide necessary guidance for securing visas, registration with FRRO & taking care of the general well-being of students.

#### Introduction:

These rules define the procedure for the admission of International students to various courses at JSS Academy of Higher Education & Research, Mysuru, and its constituent colleges/Departments. These rules are based on General Guidelines issued by the University Grants Commission (UGC), the Association of Indian Universities (AIU), and Statutory / Regulatory directives issued from time to time.

Under UGC Guidelines, 'International Students' will include the following:

- i. **Foreign students:** Students holding passports issued by any foreign country, including people of Indian origin who have acquired the nationality of foreign countries.
- ii. **Non-Resident Indians (NRI):** Only those Non-Resident Indian students who have studied and passed the qualifying examinations from schools or colleges in foreign countries will be included as international students. This will include the students studying in the schools or colleges situated in foreign countries even if affiliated to the Boards of Secondary Education or Universities located in India, but will not include students studying in those schools or colleges (situated in India) and affiliated to the Boards of Secondary Education or Universities of the foreign countries. The students passing the qualifying examinations from Boards or Universities located in foreign countries as external students and dependents of NRIs studying in India will not be included as international students. The entry-level status of International students on entry to the country will be maintained.

#### Documents required for admission of International Students:

- i. **Visa:** All the international students will require a student visa endorsed to JSS Academy of Higher Education & Research, Mysuru, for joining full-time courses. No other endorsement is acceptable. Students wishing to join a research program will require a research visa endorsed to this Institution. The visa should be valid for the prescribed duration of the course. Visa is not required for NRI students. In some other institutions, students who are doing full-time courses do not require a separate visa for joining part time courses provided that their current visa is valid for the entire duration of the course, within the JSS Academy of Higher Education & Research Mysuru.
- ii. **No Objection Certificate:** All international students wishing to undertake any research work or join Ph.D. or M. Phil. programs will have to obtain prior security clearance from the Ministry of Home Affairs and the approval of the Ministry of External Affairs, Government of India, and this approval must be endorsed on the research visa.

#### Visiting students (Under MoU / Non-MoU)

Foreign Nationals registered for a degree in a recognized Institute/University and who is officially sponsored by that Institute/University to carry out Course work / Research or to avail laboratory or other facilities at JSS Academy of Higher Education & Research, Mysuru for a period not exceeding two semesters can be accepted as visiting students under the MoU or otherwise. Admission of Foreign Nationals under the MoU will be made in accordance with the terms and conditions spelled out in the MoU agreed to between JSSU and the Country/ Government/University/Institution concerned. Students have to bear the everyday living expenses, including boarding, lodging, and travel. Accommodation, if required, will be provided in Hostels on a payment basis.

#### Admission of International Students:

Admission of all the international students will be made through the International Student Cell of JSSAHER. The students will generally be admitted at the beginning of the course.

The information on the courses available, eligibility requirements, application form, and admission procedure are available in the prospectus or the website of the University

The eligibility application form shall be submitted to the International Student's Cell along with the prescribed fees and documents. The Cell will forward the filled application to the eligibility committee for checking the eligibility of the candidate, and after recommendations of the eligibility committee, the cell will issue the eligibility certificate and provisional admission letter to the candidate. This is required to get the visa and to complete other formalities.

On obtaining the student visa, the student shall complete all other formalities of the University, such as payment of fees, submission of the transcript, etc. The student should then report for final admission to the institute/department where they want to join the course. The next step is to fill up and submit the admission form to the concerned institute/department and pay the prescribed fee. After this, the student should undergo a medical examination.

## OBSERVERSHIP PROGRAMME

Meher Cheran from American International Medical University, St Lucia, completed his observership at JSS Hospital in the Department of Nephrology, Gastroenterology and Emergency Medicine each for 04 weeks between 11/01/2021 to 8/04/2021.



## FACILITIES PROVIDED FOR DIVYANGJAN AT CAMPUS

For the Divyangjan (physically challenged personnel), the following facilities are made available on the college campus.

- Wheel Chairs
- Stretches
- Ramps provided on all the floors of the college and hostel
- Suitable toilets provided in college and hostels
- Lift facilities available



Ramps

Wheel Chair



## FREE EDUCATION FOR POOR STUDENTS AT JSS FREE RESIDENTIAL SCHOOL, SUTTUR



### Efforts made to achieve the goal

- Removing barriers for those living with disabilities.
- JSS College of Pharmacy provides free medication counselling and free medication to lower income people.
- Reducing the gender inequality
- Provide equal opportunities for all students irrespective of gender, caste, creed etc.
- Provide training and placement services for all students equally
- Equal opportunities to pursue their higher/ doctoral studies in pharmaceutical sciences
- Faculty encouraged to attend seminar / conferences and to deliver expert talks
- Facilities provided in the campus for Divyangjan/ differently able persons at Campus
- Achievements of the faculty and students at national and international level

## GENDER EQUALITY

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
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**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 $\alpha$ signaling via PPAR- $\gamma$ 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- $\gamma$	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 Collaborations, Regulatory Requirements, Challenges, Opportunities and Strategies	21/02/2020 to 22/02/2020 Online - Organized by NIPER Guwahati	National	Delegate
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	12/06/2021 Online	National	Delegate

		College of Pharmacy, JSS AHER			
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-	03/06/2021 Online	National	Delegate



		Organized by Dept. Pharmaceutical Chemistry, JSSCPM, JSS AHER, Mysuru			
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 Professor & Head	Ion kudos software training program	9/04/2021 and 16/04/2021	Institutional	Delegate
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 oppurtunities for practicing pharmacist during Covid 19 pandemic	12/06/2021 Dept of Pharmacy Practice, JSS College of	National	Delegate

			Pharmacy, Mysuru		
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,	National	Delegate

			Dept of Ph. Chemistry		
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	"SAMBAV" - 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

#### Achievements of Faculty/ Roll of Honor (National/ international level)

Sl. No.	Name of the Faculty	Achievement/Honor Roll
1	Dr. M. Ramesh	Invited Member for 15 <sup>th</sup> MvPI Partner's Meeting Organised by NCC, MvPI, Indian Pharmacopoeia Commission, Ghaziabad held on 30 <sup>th</sup> June 2021



		Reviewer for Manuscript for Diabetology & Metabolic Syndrome
		Chairman, Board of Studies, Pharmacy Practice, JSSAHER, Mysuru (2021-23)
		Research abstract reviewer for Virtual ISPOR 2021 conference held on 17-20 May 2021
2	Ms Shilpa Palaksha	Member of Board of studies in Pharmacy Practice, JSSAHER, Mysuru (2021-23)
3	Dr Sri Harsha Chalasani	Member of Board of Studies in Pharmacy Practice, JSSAHER, Mysuru (2021-23)
		Certified Publons Academy Supervisor
		Nominated as Medication Safety Officer at JSS Hospital from 02nd July, 2021
4	Dr. K L Krishna	Member of Board of studies in Pharmaceutical Sciences JSSAHER, Mysuru (2021-23)
		BoS Member for PG Studies in M.Sc. Clinical Embryology and Pre-Implantation Genetics @ University of Mysuru
		EC member for IPGA KTK local Chapter
5	Dr. H Yogish Kumar	Reviewer in Medicinal Chemistry Research (Springer Journals)
6	Dr Juny Sebastian	Research abstract reviewer for Virtual ISPOR 2021 conference held on 17-20 May 2021
		Reviewer for African Journal of Pharmacy and Pharmacology
7	Dr. Ann Vazhayil Kuruvilla	Recognised as Member of Antimicrobial Stewardship Committee of JSS Hospital, Mysuru
8	Dr B M Gurupadayya	Member of Board of studies in Pharmacy Practice, JSSAHER, Mysuru (2021-23)
9	Dr. M P Venkatesh	Member of Board of studies in Pharmaceutical Sciences, JSSAHER, Mysuru (2021-23)
10	Dr. K Mruthunjaya	In charge, Drug Centre, JSS Hospital, Mysuru
		Member of Board of studies in Pharmaceutical Sciences, JSSAHER, Mysuru (2021-23)
		Visiting faculty, Govt. Ayurvedic Medical College & Hospital, Mysuru
		Pharmacognocist, JSSAMCH, Mysuru

11	Dr. G V Pujar,	Received participation certificate Drug Discovery Hackathon
12	Dr. C Saravana Babu,	
13	Dr. T Durai Ananda Kumar	
14	Dr. Sheshagiri Dixit	
15	Dr. B R Prashantha Kumar	

#### Achievements of Students / Honor Roll (National/ international level)

Sl. No	Name	Honor Roll
<b>Best poster awards</b>		
1.	Ms. Jalapa Pradhan VI Pharm D	Ms. Jalapa pradhan was awarded with Best Professional Poster Presentation at RAKCOPS-ICDD 2021 e-Conference, May 23-24, 2021 for the title Assessment of patient satisfaction, outcomes, and experience measurements among patients receiving general anesthesia.
2.	Ms. Amruta Potdar Ashok VI Pharm D	Ms. Amruta Potdar Ashok was awarded with Best Professional e-Flash Talk Presentation at RAKCOPS-ICDD 2021 e-Conference, May 23-24, 2021 for the poster titled Active Surveillance of Hemovigilance in a Tertiary Care Teaching Hospital: A Developing Country Scenario.
3.	Dr Sujit Sah PhD Scholar	RUNNER-UP position in the E-Poster Presentation Competition at the PharmaNEST'21 International Virtual E-tech Fest on Data Science, Computational Tools, Artificial Intelligence and more Novel Technologies: Evolution and Contribution in the Pharmaceutical Research Organized by Operant Pharmacy Federation from May 21, 2021 to June 10, 2021
4.	Mr. Subhankar P Mandal PhD Scholar	Received best poster award for the tittle Synthetic Non-proteogenic Amino-acid Analogues as Novel Selective PPAR $\gamma$ Agonist Enhances Glucose Uptake Synthesis <i>In silico</i> and Protein Binding Approach at Krupa pharma con 2021. a 3 <sup>rd</sup> global online conference & workshop on drug development and emerging technologies by krupanidi college of pharmacy, Bengaluru on July 02, 2021
5.	Akhila A R PhD Scholar	Received best poster award for the tittle Scientific benefit of polymer boosting its prerequisite study in human intestinal fluid at Krupa pharma con 2021. a 3 <sup>rd</sup> global online conference & workshop

		on drug development and emerging technologies by krupanidi college of pharmacy, Bengaluru on July 02, 2021
<b>GPAT qualified students</b>		
6.	Mr. Naithik Jain	Secured 217 <sup>th</sup> Rank in GPAT entrance test
7.	Ms. Padmashree	Secured 258 <sup>th</sup> Rank in GPAT entrance test
8.	Mr. Bhuvaneshwaran	Secured 730 <sup>th</sup> Rank in GPAT entrance test
9.	Ms. Jagriti Bigonia	Secured 8746 <sup>th</sup> Rank in GPAT entrance test
10.	Ms. Komal	Secured 1234 <sup>th</sup> Rank in GPAT entrance test
11.	Ms. Donker Chonzam	Secured 5185 <sup>th</sup> Rank in GPAT entrance test
<b>List of students qualified NIPER All India entrance test</b>		
12.	Mr. Naithik Jain	Secured 22 <sup>nd</sup> Rank in NIPER All India entrance test
13.	Ms. Padmashree	Secured 85 <sup>th</sup> Rank in NIPER All India entrance test
14.	Mr. Bhuvaneshwaran	Secured 542 <sup>nd</sup> Rank in NIPER All India entrance test
<b>PhD Scholars received Inspire fellowships</b>		
15.	Ms. T. Spandana	Received DST Inspire fellowship, Govt. of India
16.	Mr. Hemanth Kumar	Received DST Inspire fellowship, Govt. of India
<b>Recognition</b>		
17.	Mr. Divyansh Sharma V PharmD(PB)	Recognised as Yuva State President by Chhattisgarh Society of Pharmaceutical Science

## **THE IMPORTANCE OF DIVERSITY IN EDUCATION**

Student performance	Combatting prejudice	Creativity	Business competence	Teaching faculty
<ul style="list-style-type: none"> <li>• Students achieve more, and work harder,</li> <li>• Develop a deeper knowledge in multicultural environments.</li> </ul>	<ul style="list-style-type: none"> <li>• Diverse classrooms help develop tolerance and a greater sense of security</li> </ul>	<ul style="list-style-type: none"> <li>• Bringing diverse students together helps with critical thinking or problem-solving.</li> </ul>	<ul style="list-style-type: none"> <li>• It has become essential to hire students with a global mindset.</li> </ul>	<ul style="list-style-type: none"> <li>• Cultural relevant lesson-planning taking center stage, where a teacher not only highlights the importance of academic performance.</li> </ul>

JSS Academy of Higher Education & Research is a renowned Institute for its educational and employment policies and has certainly earned its name for the level of transparency it maintains in all its deeds.

The institute has been functioning in line with the below policies

- Managing the pay gap between lowest and highest paid staff
- Instituting an equity agenda and plan that commits to equal opportunity and reduced inequalities in all processes and activities, most notably in the working environment.
- Committing to the elimination of discrimination across the university by ensuring the diversity of the population has the opportunity to be represented and have a voice in the decision-making process
- Providing a supportive, inclusive and safe working and learning environment for people from financially and socially disadvantaged, backgrounds, people from rural and regional areas, people with disabilities, women in the workplace, people of diverse genders and sexualities and people from diverse cultural and faith communities
- Scaling up and delivering sustainable solutions to global challenges developed by the university for the wider community and industry
- Providing safe and affordable on-campus and/or university supported housing
- Committing to the development of and investment in the university's local community and areas of greatest influence (where possible)
- Committing to ensure the campus always remains safe, green, and provides accessibility for all levels of mobility
- Implementing best practice pollution control (including air) and waste management processes and policies.

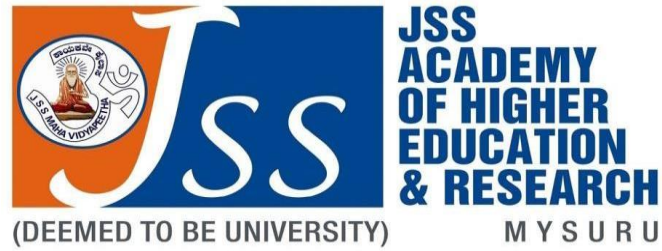
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1. Arulalan S.L., Vadivu S., Dharmarajan S., Dham D.R., Kameswaran M., Cochlear implantation in different socioeconomic groups - bursting the myth, Sept.2020, International Journal of Pediatric Otorhinolaryngology, Vol.136, ISSN-0165-5876 (INTERNATIONAL). (Related SDGs: 03 and 09)
2. Debanjan Banerjee, T S Sathyanarayana Rao,, 'Koro and Migration': Observational study of an outbreak of Koro in a migrant population working in South India, Jun.2020, Journal of Psychosexual Health, Vol.2, Issue.2, ISSN-2631-8318 (NATIONAL). (Related SDGs: 03)
3. Rakshitha J., Krishnamurthy K V., Jose Jom Thomas., Praveen Kulkarni., Anil S Bilimale., Narayana Murthy M R, Exploring the child-friendliness of high schools in two southern Karnataka districts: a cross-sectional study, Sept.2020, International Journal of Community Medicine and Public Health, Vol.7, Issue.9, P-3649-3653, ISSN-2394-6032 (NATIONAL). (Related SDGs: 03)
4. Dr Mahesh P.A., Burden of injury along the development spectrum: associations between the Socio-demographic Index and disability-adjusted life year estimates from the Global Burden of Disease Study, Oct.2020, Injury Prevention, P-1-15, ISSN-1353-8047 (INTERNATIONAL). (Related SDGs: 03)
5. V Kirthana., Dr Praveen Kulkarni., Dr Nayanabai Shabadi., Dr Narayana Murthy M.R., Dr Anil S Bilimale, Perceptions and possible solutions for violence against children among mothers of under five, Jun.2020, International Journal of Community Medicine and Public Health, Vol.7, Issue.5, P-1843-1847, ISSN-2394-6032 (NATIONAL). (Related SDGs: 03)
6. Dr Sathyanarayana Rao T.S., "Unheard voices of the pandemic": Psychosocial vulnerabilities of the Indian migrant population during COVID-19 crisis, Oct.2020, Indian Journal of Social Psychiatry, Vol.36, Issue.5, P-84-86, ISSN-0971-9962 (NATIONAL). (Related SDGs: 03)
7. Dr Deepa Bhat, Health-related quality of life and coping strategies among families with Down syndrome children in South India, Oct.2020, Medical Journal Armed Forces India, ISSN-0377-1237 (NATIONAL). (Related SDGs: 03)

8. Dr Deepa Bhat, Improving the Capacity of Health System and Community for Sickle Cell Disease Screening and Management Among Tribal Population in India: Protocol of an Intervention Study, Nov.2020, Current Health Sciences Journal, Vol.46, Issue.3, P-270-279, ISSN-2067-0656 (INTERNATIONAL). (Related SDGs: 03,09)
9. Rajgariah R., Malenahalli Chandrashekarappa S., Venkatesh Babu D.K., Gopi A., Murthy Mysore Ramaiha N., Kumar J., Parenting stress and coping strategies adopted among working and non-working mothers and its association with socio-demographic variables: A cross-sectional study, Sept.2020, Clinical Epidemiology and Global Health, ISSN-2213-3984 (INTERNATIONAL). (Related SDGs: 03)
10. Mohan Bairwa, Praveen Kulkarni, Combating the COVID-19 pandemic in a resource-constrained setting: Insights from initial response in India, Nov.2020, BMJ Global Health, Vol.5, Issue.11, (INTERNATIONAL). (Related SDGs: 03)
11. Debanjan Banerjee., Migita Michael Dâ€™Cruz., Dr Sathyanarayana Rao T.S., Coronavirus disease 2019 (COVID-19) and the elderly: Focus on psychosocial wellbeing, ageism and abuse prevention, An Advocacy Review, Jun.2020, Journal Of Geriatric Mental Health, Vol.7, Issue., P-4-10, ISSN-2348-9995 (NATIONAL). (Related SDGs: 03)
12. Prama Bhattacharya, Prama Bhattacharya, Sathyanarayana Rao T S, The “Untold” Side of COVID-19: Social Stigma and Its Consequences in India, Jul.2020, Indian Journal of Psychological Medicine, Vol.42, Issue.4, P-382-386, ISSN- (NATIONAL). (Related SDGs: 03, 13)
13. Dr Mahesh P A, Mapping subnational HIV mortality in six Latin American countries with incomplete vital registration systems, 2021, BMC Medicine, Vol.19, Issue.4, P-1-25, ISSN: 1741-7015 (INTERNATIONAL).
14. Dr Praveen Kulkarni, Kavita Yadav, Manohar Prasad, Dr Narayana Murthy M R, Patterns of utilization of maternal and child health care among tribals of H D Kote Taluk Mysore, 2021, Indian Journal Of Medical Specialities, Vol.12, Issue.2, P-69-72, ISSN: 0976-2884 (NATIONAL).

15. 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).
16. Babu B.V., Sridevi P., Surti S., Ranjit M.R., Bhat D., Sarmah J., Sudhakar G., Sharma Y., Prevalence of sickle cell disease among children of tribal population in India: Feasibility of screening at community level in low-resource settings, 2021, *Pediatric Blood and Cancer*, Vol.68, Issue.6, ISSN: 1545-5009 (INTERNATIONAL). (SDG:03)
17. S Alyssa N, P A Mahesh, Hay S I, Mapping routine measles vaccination in low- and middle-income countries, 2021, *NATURE*, Vol.589, Issue.7842, P-415-415, ISSN: 0028-0836 (INTERNATIONAL).
18. Venugopal R Bovilla, Preethi G Anantharaju, Sireesh Dornadula, Prashanthkumar M Veeresh, Vidya G Bettada, Kunka Mohanram Ramkumar, Dr Subba Rao M V S S T, Mahadevaswamy G Kuruburu, Caffeic acid and protocatechuic acid modulate Nrf2 and inhibit Ehrlich ascites carcinomas in mice, 2021, *Asian Pacific Journal of Tropical Biomedicine*, Vol.11, Issue.6, P-244-, ISSN: 2221-1691 (INTERNATIONAL).
19. Kavitha Ravi, Vijaya Srinivas, Anisa Khan, SubbaRao V Madhunapantula, Poornima Jayakrishna, Karl Krupp, Sasha Herbst De Cortina, Holly Nishimura, Purnima Madhivanan, Community-based Mobile Cervical Cancer Screening Program in Rural India: Successes and Challenges for Implementation, 2021, *Asian Pacific Journal of Cancer Prevention*, Vol.22, Issue.5, P-1393-1400, ISSN: 1513-7368 (INTERNATIONAL).
20. Bontha V Babu, Parikipandla Sridevi, Shaily Surti, Manoranjan Ranjit, Dr Deepa Bhat, Jatin Sarmah, Godi Sudhakar, Yogita Sharma, Inadequate community knowledge about sickle cell disease among the Indian tribal population: a formative assessment in a multicentric intervention study, 2021, *Transactions of the Royal Society of Tropical Medicine and Hygiene*, ISSN: 0035-9203 (INTERNATIONAL).





## **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

JSS Academy of Higher Education & Research (JSSAHER)  
Mysuru, Karnataka, India

## **Social Responsibility Statement**

*‘Touching the lives of Millions’*



Proud moment

**His Holiness Swamiji-Chancellor with  
Excellency Late Dr. APJ Abdul Kalam,  
Former President of India**

JSSAHER’S Social Responsibility is an approach of ethical and intelligent management, which involves both its impact on its human, social and natural context, and its active role on the promotion of Sustainable Human Development of the country. Within this approach, “Sustainable Campus” is a strategy that strives to reduce the ecological footprint of the Institution via a rational use of resources and to educate the JSSAHER community on the ethics of sustainability.

JSSAHER with the legacy of more than 1000 years of its Founding organization Sri Suttur Math and the sponsoring society–JSS Mahavidyapeetha is acutely aware of its social responsibilities and is confident in stating that it already goes well beyond what is expected of an organization.

## *JSSAHER and its Social Responsibility*

Although Corporate Social Responsibility (CSR) is a relatively new concept, JSSAHER has embraced CSR principles based on the contributions made for several decades, particularly at a local and regional level. An organisation's internal and external practices can influence their employees, customers, partners and environment in a positive manner.

This document highlights our commitment to CSR locally, regionally, nationally and internationally. The JSSAHER's vision is nurture and develops the talents of students and to create applicable knowledge in order to support social and economic advancement.

Social Responsibility is part of the JSSAHER'S Strategic plan and is important to our Institution, Faculty and students and aims at making Organizational, Cognitive, social and educational impact.

*JSSAHER is committed –*

1. To promote ethical standards to be adopted by students, staff and other members of JSSAHER community.
2. To raise the educational aspirations of people in the community, as well as across the country and encourage their greater participation in higher education.
3. To encourage an inclusive environment without barriers to achievement, where students and staff are highly valued, based on mutual respect.
4. To provide a Higher Education Institute campus environment and range of facilities, both educational and recreational, which are attractive, accessible and stimulating.
5. To integrate with and support the needs of our community and our region.
6. To embrace environmental responsibility and sustainable development principles, to make a positive contribution to urban regeneration and to ensure that any adverse environmental impact of our activities is minimized.



## Touching the lives....

### *To the students*

1. As a most respected Higher Education Institute in the health sciences attract students from a range of backgrounds nationally and internationally.
2. Listening and responding to the student voice, with a shared understanding of our mutual responsibilities.
3. Providing a range of student support that covers all issues including support too low-income group students.
4. Student preparation towards a responsible citizenship for a Sustainable Development.

### *To the staff*

1. Adopt best practices in its Human Resources Management policies and Practices.
2. Assist staff to develop their full potential as members of the JSSAHER's workforce and provide opportunities for professional development.
3. Observe the fundamental tenets of human rights, safety and non-discrimination.
4. Provide fair compensation and implement minimum wages policy.
5. Involve employees in the decision-making processes, where appropriate.
6. Providing opportunities for staff to undertake projects with local communities.

### ***To our environment***

1. Ensure that the developments in JSS AHER are sustainable and do not have a negative impact on the environment.
2. Promote the concepts of the 3Rs of Reduction, Reuse and Recycling and eliminate, where possible, the use of non-degradable materials.
3. Aim for a continuous reduction of the carbon footprint of the Institution.
4. Provide equipment, training and other resources to ensure a healthy and safe environment for the students and staff.
5. Continuously work and evolve environmental improvements in the way we manage our transport, waste and energy.

### ***To our City and our community***

1. To work with the City of Mysore and regional partners to raise the health profile of the City and the Mysore and neighboring districts ; and in partnership help secure the economic, health, social and cultural regeneration of the City and region.
2. Enriching the Institution and City socially, culturally and economically, with our diverse and vibrant student population.
3. Make significant and major contributions through our Faculty to the Social Responsibility agenda including:
  - the training of the future health professional workforce
  - the ongoing support for health professionals
  - support JSS Hospital to provide access to quality healthcare at affordable costs
  - Nurture and contribute to research that impacts healthcare and health policies and makes significant contribution to national and global health.
4. Working with young people in local schools:
  - to discuss health and science and its relevance to their everyday lives
  - to inspire them to consider careers in science and health and apply to Institution in the future
  - to devise creative and fun activities to help engage them
5. By involving the public/patients in our work to improve the quality of our teaching and healthcare delivery.

## **Proud to be touching the lives of millions!**

Being socially responsible, be it as an individual, a group, or an organization is something we believe in very strongly and it makes us proud, as a Higher Education Institution, to highlight our commitment in this area. JSSAHER is acutely aware of its responsibilities to its community, its city and its wider environment and the way it touches the 'Lives of Millions'.

### ***JSS Academy of Higher Education & Research***

*Sri Shivarathreeshwara Nagara,*

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