



7.1: Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the institution for the promotion of gender equity during the year:

Highlight the curricular and co and extracurricular activities promoting gender equity and sensitization and the facilities available for women on campus.

Description	Pages
• Annual gender sensitization action plan(s)	1-2
• Specific facilities provided for women in terms of:	
a) Safety and Security	03-21
b) Counseling	22-29
c) Common rooms	30-39
d) Day Care Centre for young children	40
e) Any other relevant information	41-49

FILE DESCRIPTION:

Avanthi institute of pharmaceutical sciences is committed to fostering gender equality, recognizing its positive impact on employee well-being, work quality, productivity, innovation, and overall organizational success. To achieve gender equity among students and staff, the institute ensures equal opportunities across various activities, including administration, teaching, co-curricular and extracurricular pursuits, sports, committee involvement, and cultural engagements. A significant initiative has been undertaken to promote gender equity by offering equal opportunities in recruitment and appointing female students to various academic positions. This proactive approach contributes to a more inclusive and diverse academic environment.

ANNUAL GENDER SENSITIZATION ACTION PLAN:

As part of our ongoing commitment to cultivating a campus free from gender discrimination and actively promoting women's empowerment, the institute has outlined an annual gender sensitization action plan. The key components of this plan include organizing programs on the following topics:

- Conducting targeted programs to empower women and showcase various employment opportunities.
- Hosting workshops to promote gender sensitivity, address women's safety concerns, and provide strategies for handling discrimination in the workplace.



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- Providing training sessions for women faculty and students in self-defense, yoga, cyber security, and other relevant programs.
- Organizing workshops to raise awareness about health, hygiene, and nutrition, fostering a holistic approach to well-being.
- Inviting accomplished women entrepreneurs and achievers from various fields to deliver motivational talks, inspiring the campus community.
- Offering counseling sessions for girl students with the aim of fostering independence and personal development.
- This comprehensive action plan is designed to create a campus environment that not only addresses gender discrimination but actively empowers and supports women in their personal and professional journeys.
- Counseling sessions are provided by faculty to students to guide and help them.
- Conducting various sports, games and other activities to ease their mind and help in stress relieving.
- Offering psychological counseling and training programs to enhance women's skills and confidence.


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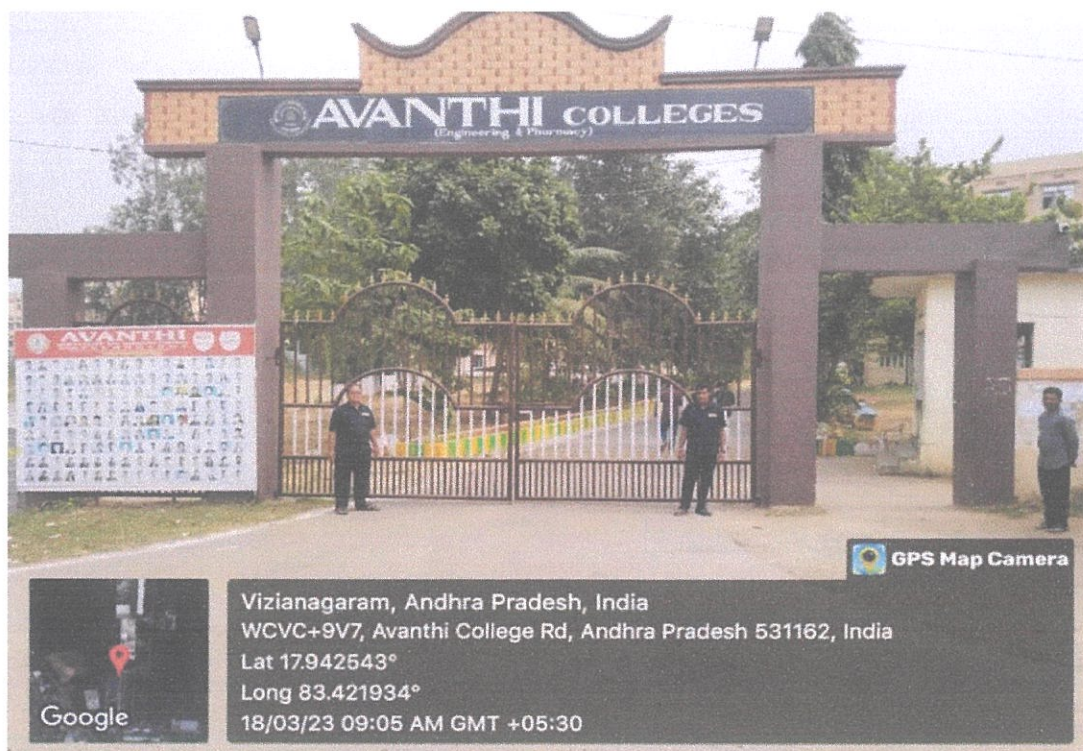
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Measures initiated by the institution for the promotion of gender equity during the year

(a) Safety and Security:

Avanthi Institute of Pharmaceutical Sciences has instituted a dedicated entity called the Women's Grievances Redressal Cell (WGRC) to efficiently address student concerns related to both academic and non-academic matters. The college prioritizes the safety and security of its students through a comprehensive range of measures. Trained security guards are stationed strategically across the campus to monitor and respond to any potential threats. The installation of CCTV cameras enhances surveillance, promoting a secure environment. Additionally, fire extinguishers are strategically placed to address emergencies promptly. An anti-ragging board is established to enforce a zero-tolerance policy, ensuring a safe and respectful atmosphere for all students. These integrated safety measures underscore the institution's commitment to providing a secure and conducive learning environment for everyone on campus.

Security guards: Diligent security guards at the college play a vital role in ensuring a safe environment for students and staff. Through their vigilant presence and proactive approach, they contribute to the overall security and well-being of the campus community.



Security Personals Monitoring Girls Students Entry-Exit at AIPS campus



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Guarding the gateway to education and empowerment in AIPS Campus



Creating a protected space for women to thrive at AIPS Campus



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Student ID checking: ID checking for college students in a college setting is a crucial measure for enhancing safety and security on campus. By meticulously verifying the identity of students through official identification cards, educational institutions establish a controlled and secure environment. These ID cards serve as an access key to various campus facilities, ensuring that only authorized individuals can enter designated areas, including residence halls, libraries, and academic buildings. Rigorous ID checking contributes to emergency preparedness by enabling swift identification of students during critical situations. Additionally, the practice aids in preventing unauthorized access to campus events and resources, fostering a sense of community trust. Overall, the systematic verification of student IDs plays a pivotal role in maintaining a secure campus, safeguarding students, and promoting a conducive learning environment.



AIPS Campus takes pride in its ID checking system to ensure safety and security



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Entry-Exit Log Book: The college logbook for safety and security purposes is an essential tool designed to monitor the entry and exit of college students, with a specific emphasis on documenting female students' movements. This logbook serves as a comprehensive record of individuals accessing campus facilities, ensuring a secure environment for all. By including this gender-specific information, the logbook contributes to the safety of female students by allowing security personnel to track their movements and respond promptly to any concerns. This practice not only enhances overall campus security but also reflects a commitment to creating an inclusive and secure environment that prioritizes the well-being of all students.

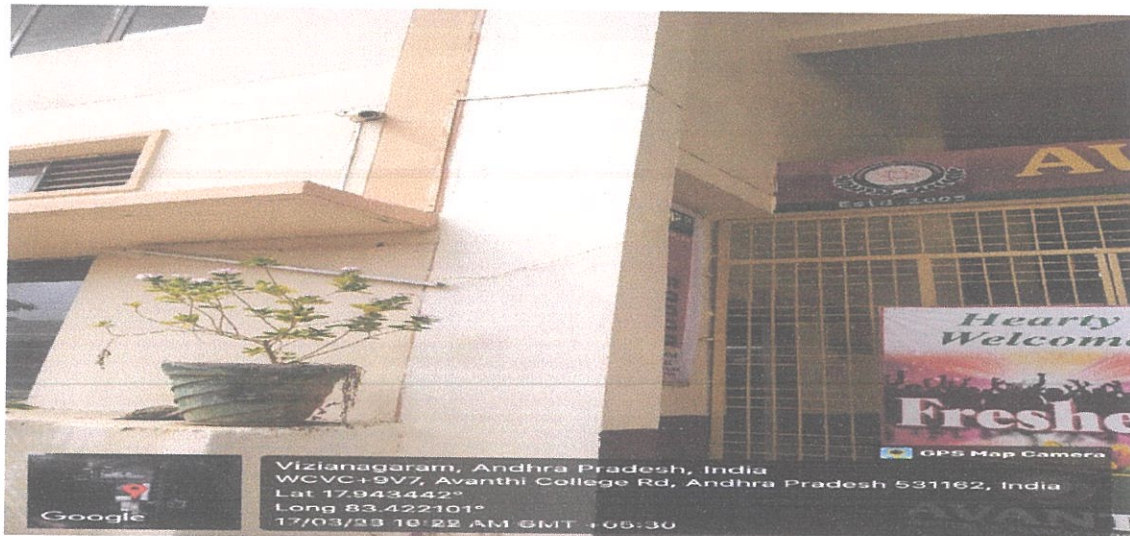


Tracking progress: The organized logbooks at AIPS keep student entry information

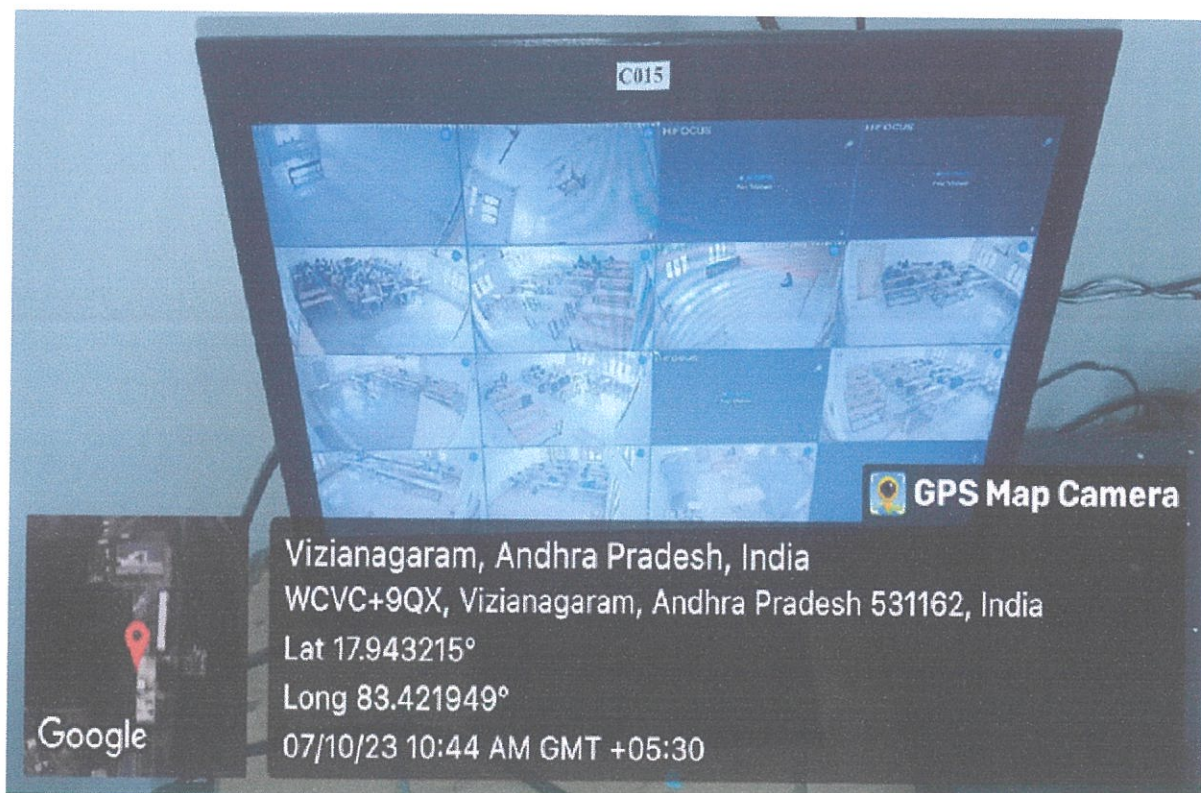


Students filling the entry-exit log book before entering AIPS campus

CC TV cameras Surveillance: CCTV cameras strategically deployed throughout the college premises bolster security by providing continuous surveillance. These cameras serve as a proactive measure, enhancing safety and monitoring activities to maintain a secure environment for students and faculty.



Guardians of safety: CCTV cameras ensuring security around the clock at the In Gate of AIPS campus



24/7 surveillance CCTV footage monitoring throughout the AIPS Campus premises

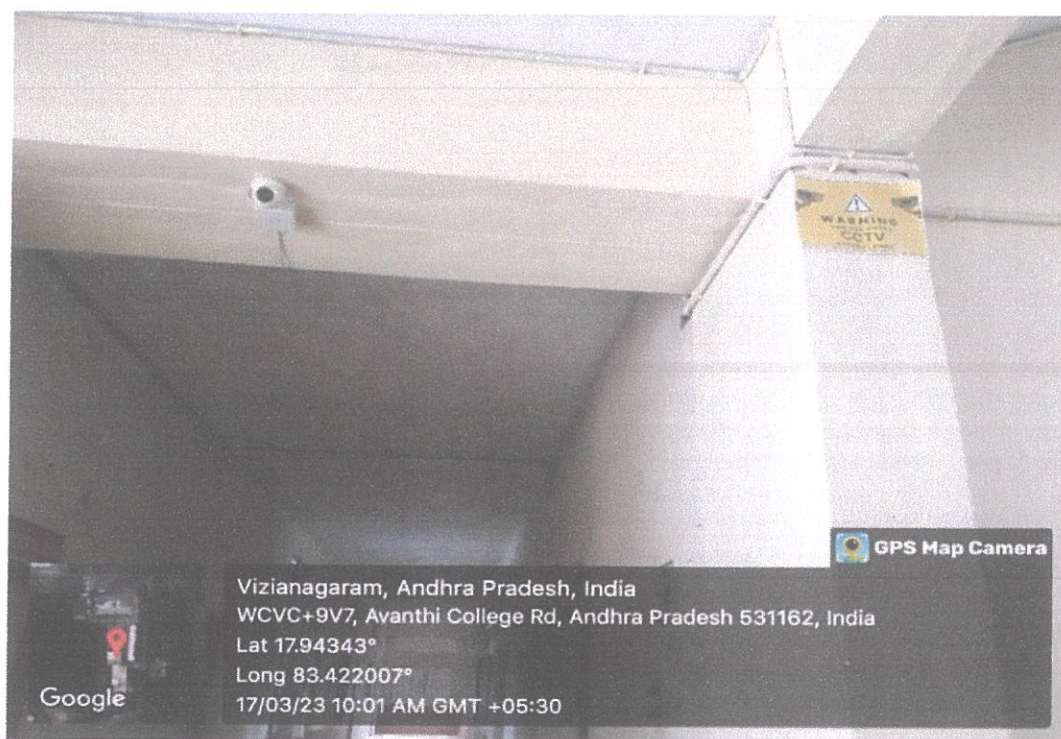


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CCTV surveillance on first floor of AIPS campus for Safety and Security



CCTV surveillance on second floor of AIPS campus



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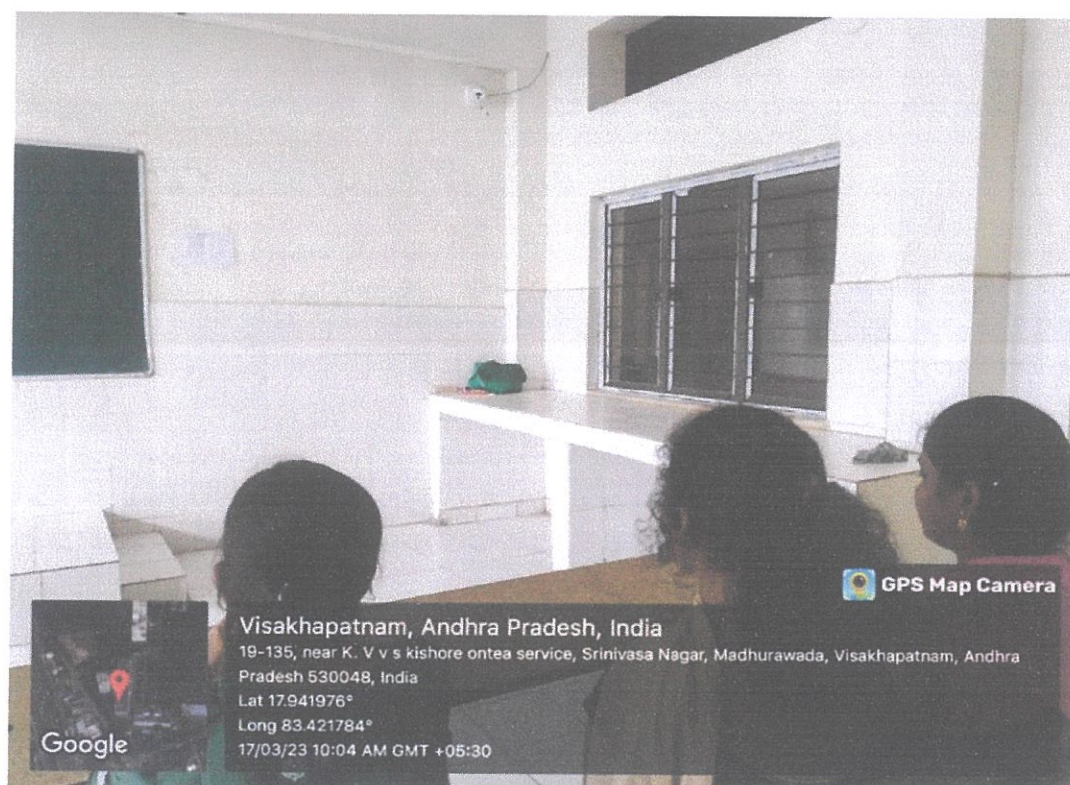
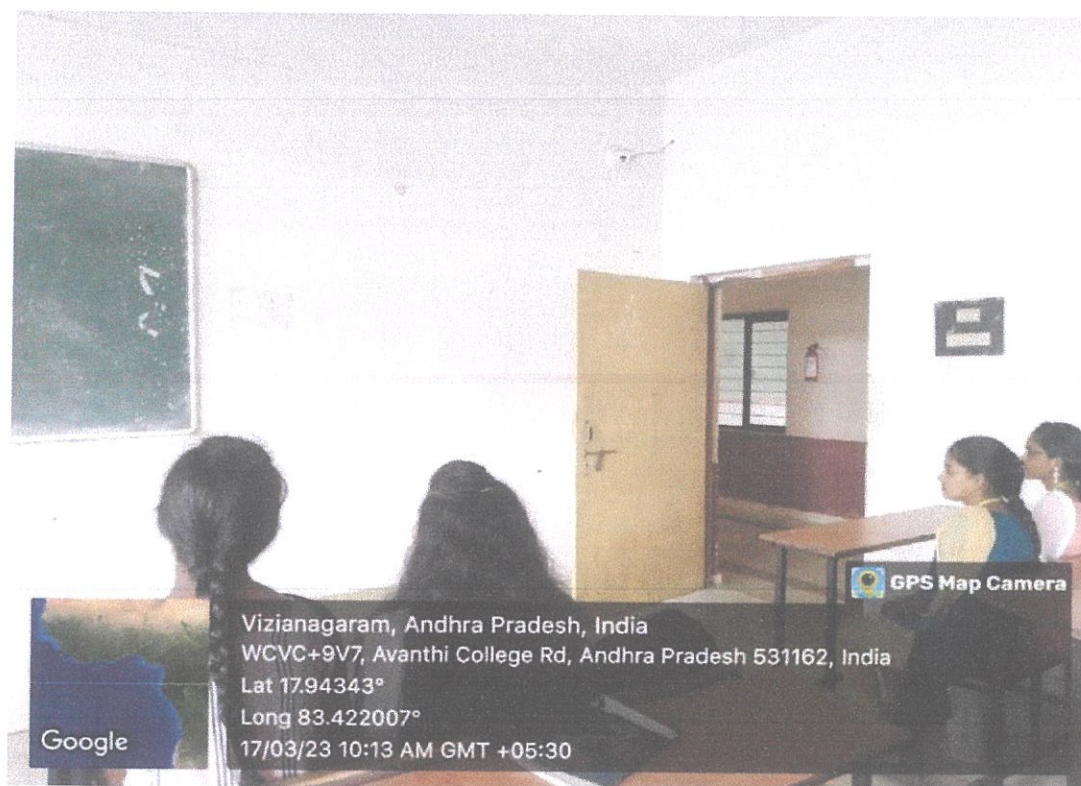


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Monitoring Class Rooms through CCTV's to avoid any disturbances



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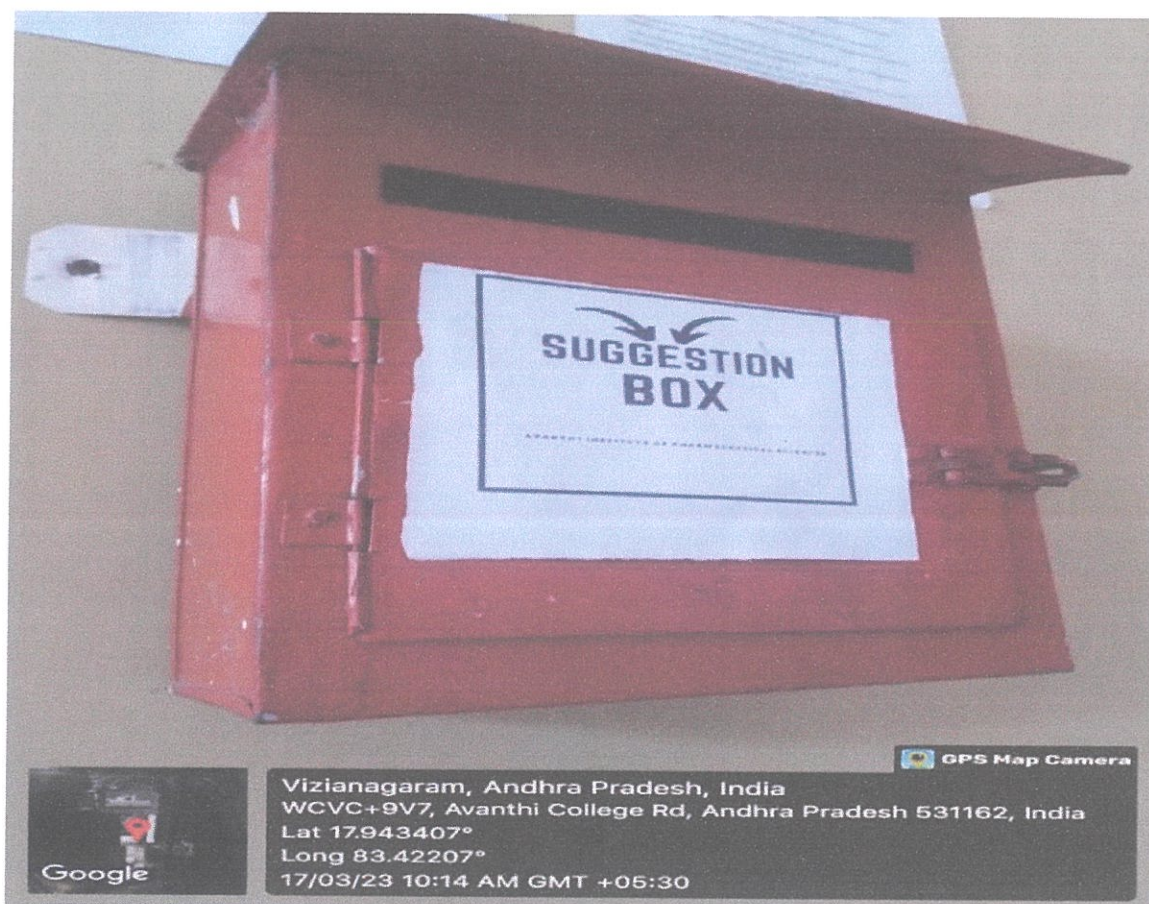
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Suggestion Box: The suggestion box for college students, particularly focused on safety and security, serves as a valuable channel for fostering a collaborative and proactive approach to campus well-being. Placed strategically within the college premises, this box invites students to share insights, concerns, and recommendations related to safety measures and security protocols. Students are encouraged to submit anonymous or identified suggestions, addressing areas such as campus lighting, emergency response procedures, or any perceived vulnerabilities. By providing an avenue for open communication, the suggestion box empowers students to actively contribute to the enhancement of safety measures on campus, ensuring that their voices are heard and concerns are addressed promptly. This proactive engagement not only strengthens the overall safety infrastructure but also promotes a sense of community responsibility and collective efforts towards creating a secure and supportive college environment.



Suggestion box on first floor corridor of AIPS Campus for Girl Students




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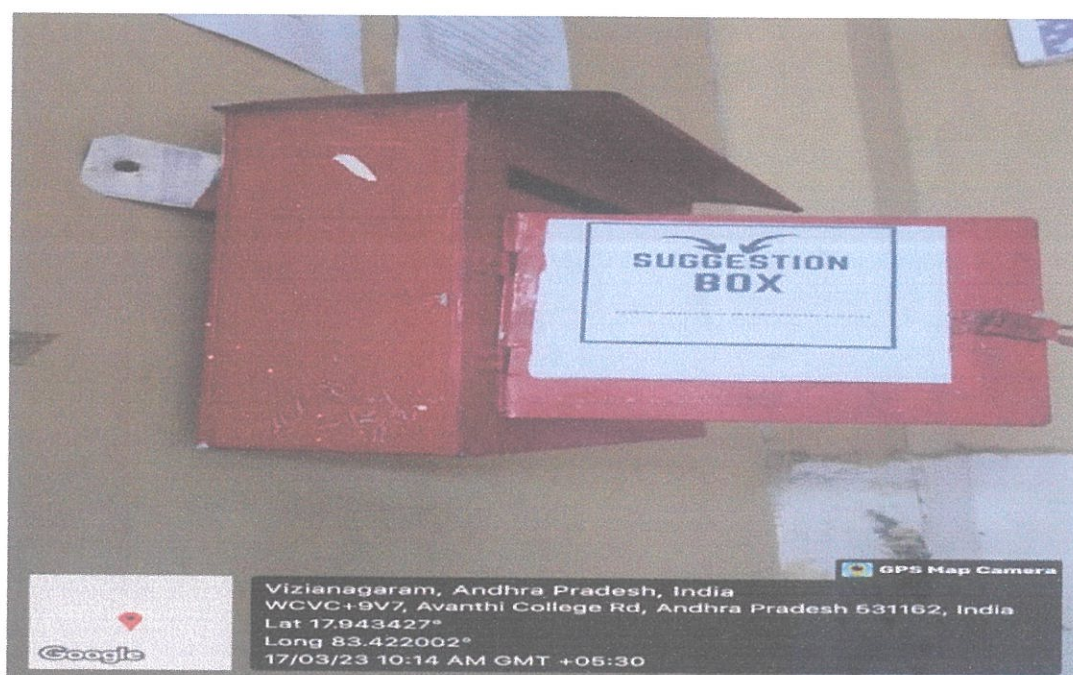
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Suggestion box at second floor in the AIPS campus for Students



Suggestion box in third floor corridor for Students



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Complaint Box: The complaint box for college students, dedicated to safety and security concerns, serves as an essential mechanism for addressing and resolving issues promptly. Placed strategically on campus, this box provides students with a confidential platform to express grievances, report incidents, or voice concerns related to safety matters. Whether it is inadequate lighting in certain areas, concerns about security personnel conduct, or observations of suspicious activities, the complaint box is designed to ensure that students can submit their complaints anonymously or identified.



Empowering Voices: First floor Complaint Box, a Gateway to Change in AIPS Campus



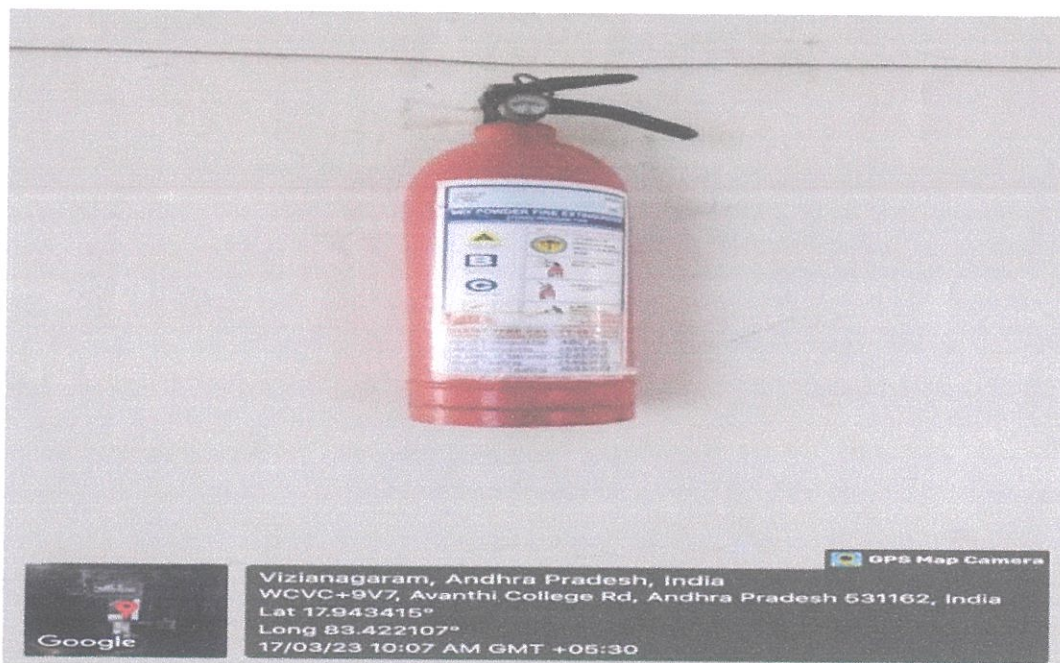

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Fire extinguisher: Strategically positioned fire extinguishers in the college act as crucial safety assets, ready to swiftly respond to any potential fire emergencies. Ensuring preparedness, these devices contribute to a secure environment by providing immediate measures to control and mitigate fire risks.



“Proactive Protection: AIPS Installs Fire Extinguishers on first floor of AIPS Campus for Enhanced Safety.”



Fire Extinguisher on second floor of AIPS campus



Fire Extinguisher on third floor of AIPS campus



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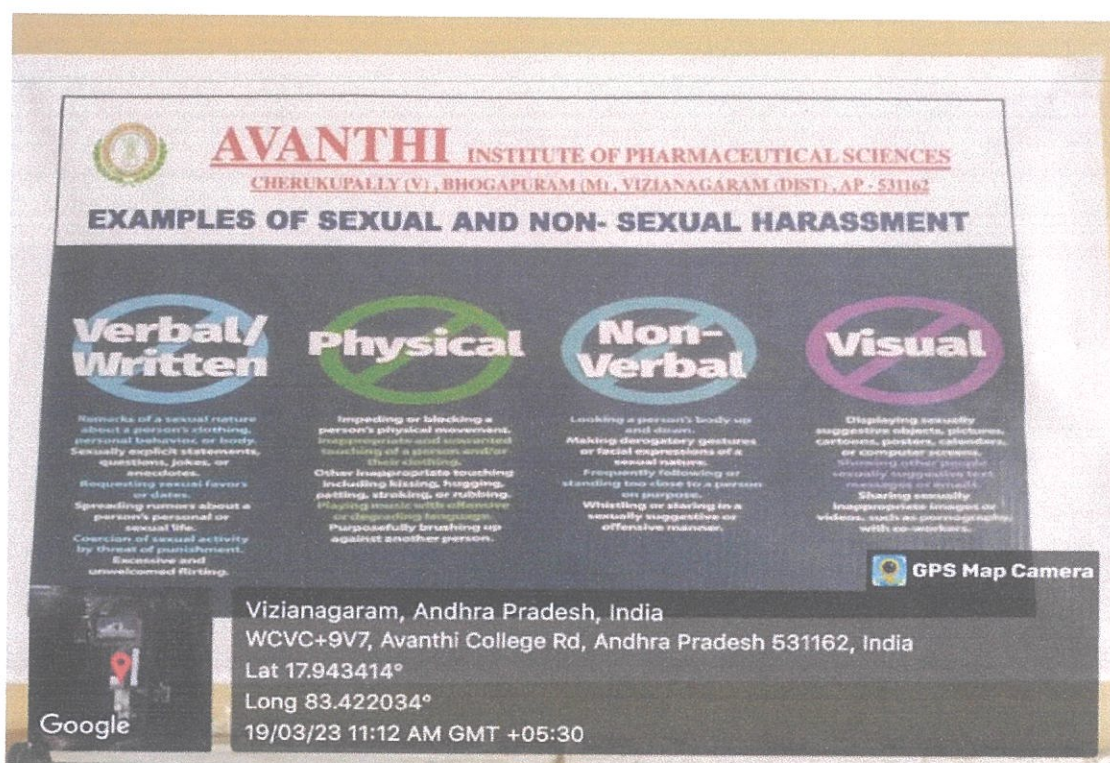
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Anti-Sexual Harassment Committee Board: The Anti-Sexual Harassment Committee within a college is a dedicated and proactive initiative established to ensure the safety, well-being, and dignity of students. Comprising a diverse group of professionals, faculty members, and student representatives, the committee is entrusted with the crucial responsibility of preventing, addressing, and resolving cases of sexual harassment on campus. By fostering an environment that prioritizes the safety and security of its students, the Anti-Sexual Harassment Committee plays a vital role in promoting a campus where everyone can thrive without fear of harassment or discrimination.



Breaking the Silence: A Commitment to Anti sexual Harassment at AIPS



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Examples of Sexual and Non-Sexual Harassment

Sexual harassment in the workplace

- Sharing sexually inappropriate images or videos
- Sending suggestive letters, notes, or e-mails
- Making inappropriate sexual gestures

Non-Sexual Harassment in the workplace

- Using racist slang, phrases, or nicknames
- Making negative comments about an employee's personal religious beliefs
- Sharing inappropriate images, videos, emails, letters, or notes

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Safe Spaces, Strong Voices: Standing United Against Sexual Harassment

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SEXUAL HARASSMENT ERADICATION COMMITTEE MEMBERS

SL.NO.	NAME OF THE COMMITTEE MEMBER	DESIGNATION	ROLE IN THE COMMITTEE
1.	Dr. M. B. V. Raju	Professor & Principal	Chairperson
2.	Mrs. B. Bhagyavathi	Associate Professor	Coordinator
3.	Mr. V. Uma Shankar	Vice principal	Member
4.	Mrs. M. Krishna Rekha	Associate Professor	Member
5.	Mrs. B. Ramavathi	Associate Professor	Member
6.	YVishnu Vandana	Associate Professor	Member
7.	M. Abhisekar- Student of VI Pharm D	Member	Member
8.	B.Meghana- Student of V Pharm D	Member	Member
9.	G.Tejeswi - Student of IV B.Pharm	Member	Member
10.	N. Shivani - Student of III B.Pharm	Member	Member

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Together Against Harassment: AIPS Promotes a Safe Learning Environment



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Anti ragging boards: Anti-ragging boards in the college actively enforce a zero-tolerance policy, fostering a campus culture free from harassment. These dedicated boards work to create awareness, prevent incidents, and provide a confidential platform for reporting, ensuring a safe and respectful learning environment for all students.



Contacts for anti-ragging help line centers in AIPS campus



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ESTD. 2005
Cherukupally Village, Bhogapuram(M), Vizianagaram Dt 531 162
Management, Principal, Faculty, Staff & Students

Ragging is prohibited under the following Acts

Supreme Court in SLP No. 24295 of 2006 dt. 15-05-2007
High Court Judgement dt. 11-09-1997 in W.P.No. 26132/96
Act 26 of A.P. Legislative Assembly dt. 19-08-1997
Indian Parliament Notice dt. 26-07-2008
as per AICTE Notice dt. 01-07-2009
as per UGC Notice dt. 22-10-2009

Ragging within or outside any educational institution is Prohibited.
Ragging means doing an act which causes or is likely to cause insult or Annoyance or Fear or Apprehension or Threat or Intimidation or outrage of modesty or injury to a student.

	Imprisonment upto		Fine upto
Teasing, Embarrassing and Humiliation	6 Months	+	Rs.1000/-
Abetting or using criminal force or criminal intimidation	1 Year	+	Rs.2000/-
Wrongfully restraining or confining or causing hurt	2 Years	+	Rs.5000/-
Causing grievous hurt, kidnaping or rape or committing unnatural offence	5 Years	+	Rs.10,000/-
Causing death or abetting suicide	10 Years	+	Rs.50,000/-

Dr. M.B. Venkatapathi Raju
Principal : 9704012603

Dr. V. Uma Sankar
Professor: 9885498549

IN CASE OF EMERGENCY CALL

M. Santosh Kumar A.O. : 8374447328 Mrs. B. Chaitnya Associate. Professor : 9642456075
Ms. Y.V. Vandana Associate Professor : 9704922784 Mr. A. Nanaji Associate Professor : 9912616124

GPS Map Camera

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Google

AIPS notice board regarding ragging Acts and Punishments, Fine



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Anti-ragging banners in corridors to avoid ragging in AIPS Campus



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Women Empowerment/Grievance Cell: Ensuring a safe and supportive environment for all students is paramount in any educational institution recognizing the specific challenges that women may face. AIPS have implemented robust women's grievance redressal mechanism, affirming its commitment to gender equality, safety, and the overall wellbeing of its female student community. The women's grievance redressal mechanism at AIPS was established to provide a structured platform for female students to address and resolve concerns related to any form of harassment, discrimination, and other grievances. This mechanism is rooted in the principles of transparency, impartiality, and confidentiality.

This cell provides moral support to every female student and lady faculty by providing quick solutions to their problems raised. It also helps in eliminating the under esteem, gender biased deep rooted beliefs and discriminations. This cell imparts ethical value, positive self esteem and confidence in the young women so that they can take the right decision in right time.



The female faculty members are dedicated to addressing the concerns and issues faced by female students, while also empowering them through their involvement in the women empowerment cell.



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Students engaging in a conversation with the faculty members at the women grievance cell.


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(b) Counselling sessions: Counseling sessions led by psychologists provide students with a confidential and supportive space to explore personal challenges, manage stress, and enhance their mental well-being. Through expert guidance, these sessions empower students with coping strategies, fostering a positive mindset for academic and personal success.

Internal counselling: Faculty counseling for girl students in the college provides a supportive and empowering environment, addressing academic concerns, personal development, and career aspirations. This personalized guidance from experienced faculty members aims to enhance the overall well-being and success of female students.



The students receiving counselling as part of the counselling sessions offered by AIPS women empowerment cell.



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AIPS Female faculty members are addressing to the female students in the classroom regarding their concerns



An internal counseling session taking place within a B Pharm classroom by AIPS Women Empowerment Cell



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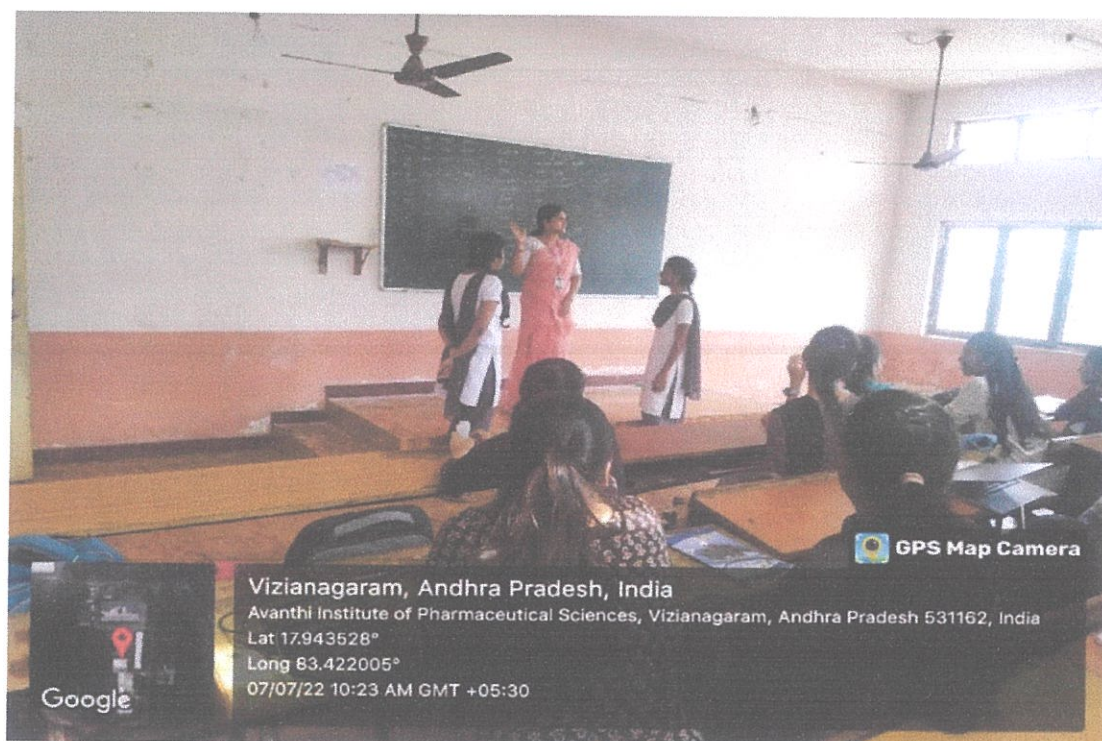


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Mentor of Pharm D addressing the Pharm D Girl students.



The Pharm D class teacher is providing guidance and counseling to AIPS Girl students.



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Internal counseling session for Bachelor of Pharmacy (B Pharm) students



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External Counselling: AIPS is committed to supporting the holistic well-being of students through a range of counseling facilities. The Women Empowerment Cell faculty conducts student counseling sessions, fostering a supportive environment that addresses gender-specific concerns and empowers female students. Additionally, the college organizes motivational speeches by guest speakers, offering students valuable insights and inspiration for personal and academic growth. Professional counseling sessions led by psychologists further contribute to mental health and emotional resilience, ensuring that students have access to a comprehensive support system for their overall development and success.



Dr. Gladys, a psychologist, offers professional counseling sessions for AIPS Girl Students




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AIPS Girl students are being provided with counseling by the psychologist through a Power Point presentation during the lecture.



Dr. K. Nandini engaging in a counseling session with the AIPS Girl students.



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Dr. Gladys is providing a personalized counseling session for a student of Pharm D.


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Motivational speech for Girl Students: Motivational speeches at the college inspire students with powerful messages of encouragement and resilience, encouraging them to overcome challenges and pursue their goals with determination. These impactful sessions aim to ignite a sense of purpose and motivation, fostering a positive and driven mindset among the student body.



During a session, Dr. K. Mutyala Balaji, a hypnotherapist, provides motivation to the AIPS Girl students.



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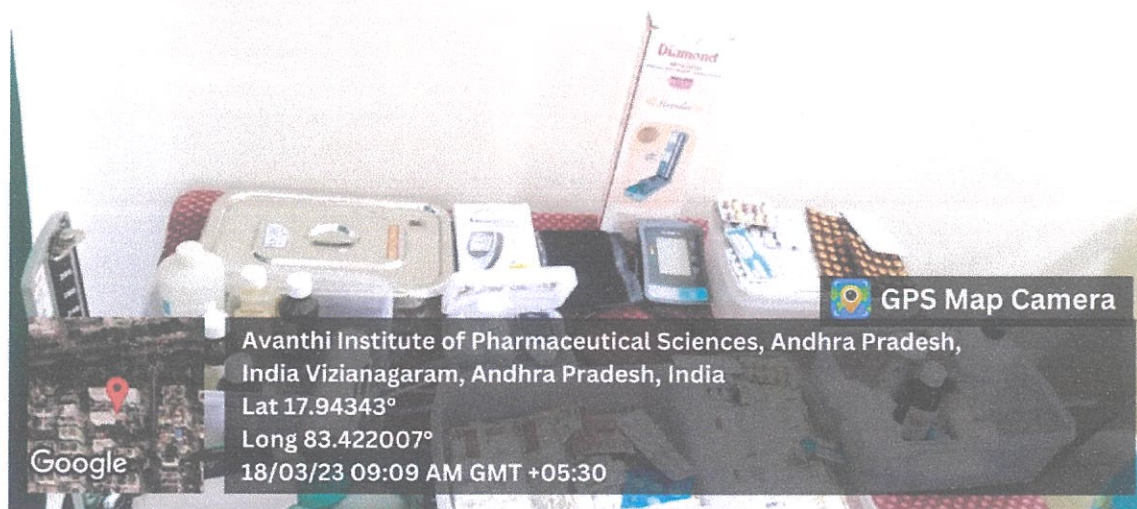
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(c) Girls Common rooms:

Campus facilities designed for student well-being include common rooms for socializing and relaxation, fostering a sense of community among students. Additionally, the presence of a first aid room ensures immediate medical assistance for injuries or illnesses, staffed by trained personnel equipped with necessary supplies. A sick room offers a quiet and restful space for un-well students to recover without disrupting their peers. Recognizing diverse needs, a lady's waiting hall provides a comfortable space for female students. These facilities collectively contribute to a nurturing and inclusive campus environment, prioritizing the health, safety, and comfort of all students.

First aid room for Girls: The College's first aid room is a well-stocked facility with a range of medicines like diclofenac, paracetamol, antibiotics, pantoprazole, ondansetron and essential medical supplies like sphygmomanometer, glucometer, bandages, overseen by trained personnel. It serves as a crucial resource for immediate and comprehensive care, ensuring the health and safety of students in times of need.



Accessible to first aid kit at AIPS for Girl Students


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AIPS Incharge pharmacist providing OTC medication to the student suffering with illness.



AIPS Girl student being treated in the first aid room.



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Sick room: The College sick room is a restful space equipped with beds and amenities, providing a quiet environment for students to recover from illnesses. Staffed by caring professionals, it offers a supportive setting for students in need of temporary respite and recuperations.



AIPS Girl students undergoing screening and primary treatment in Sick Room




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AIPS Students Undergoing Primary Screening as a part of regular health checkups



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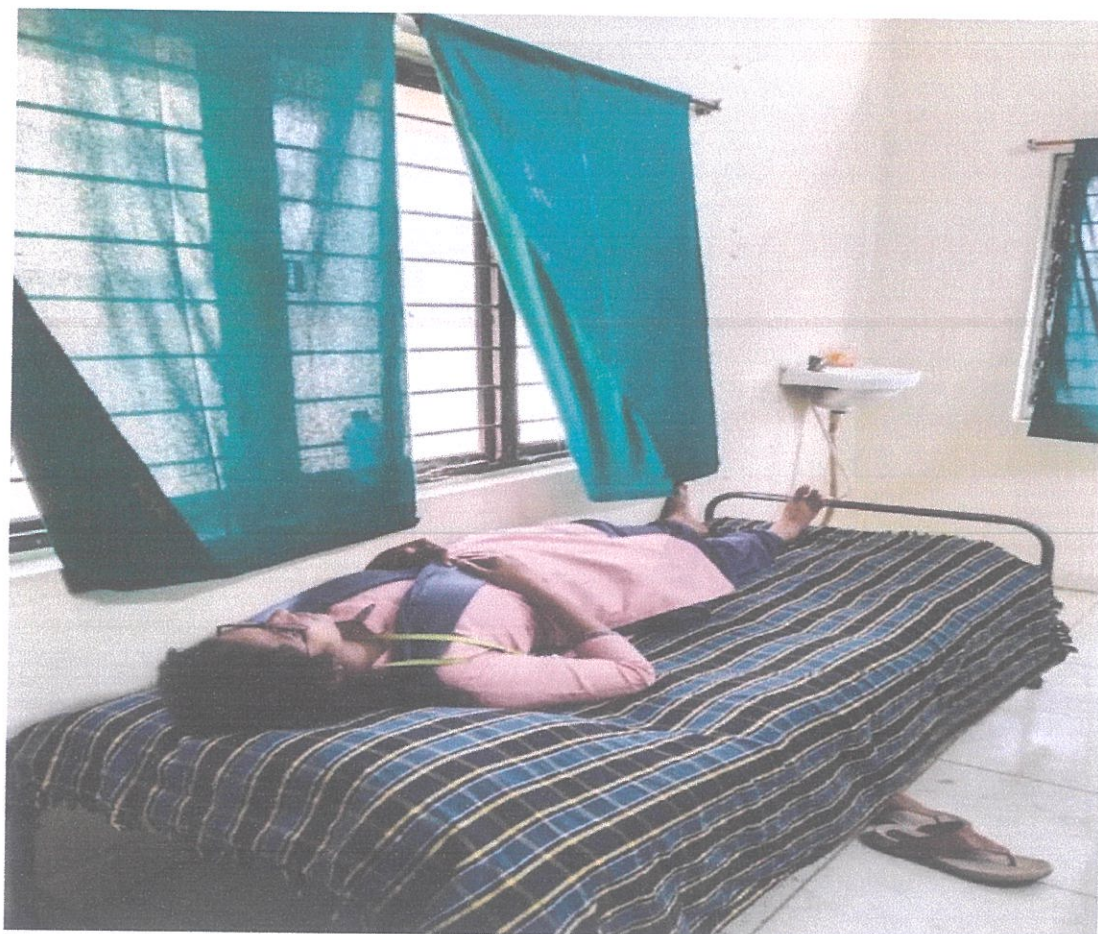


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AIPS student resting in the sick room due to her illness




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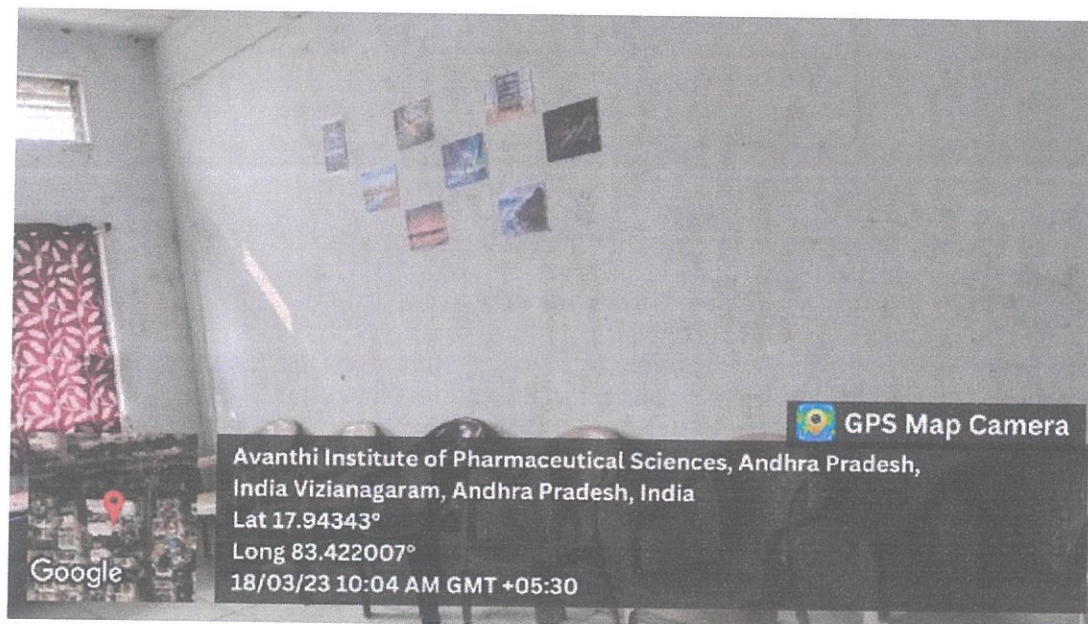
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Ladies waiting room: The ladies waiting room in the college is a comfortable and designated space offering a welcoming environment for female students. It provides a convenient and secure area for waiting, ensuring their comfort and convenience while on campus.



AIPS Female students studying in the ladies waiting room



The assigned restroom for the AIPS female students and faculty members.



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India Vizianagaram, Andhra Pradesh, India
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AIPS Female students in ladies waiting room.


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Washrooms: The washrooms for college students are designed to provide a clean, safe, and accessible environment that meets the hygiene needs of the student body. Strategically located throughout the campus, these facilities are equipped with essential amenities, including sinks, toilets, and hand hygiene stations. Maintained regularly to ensure cleanliness and functionality, the college washrooms are an integral part of the overall campus infrastructure, promoting the well-being and comfort of students. The college prioritizes the provision of well-maintained washrooms to contribute to a positive and inclusive campus experience, recognizing the importance of sanitation facilities in supporting students' health and overall quality of campus life.



AIPS girls' washroom facility in AIPS Campus




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AIPS girls' washroom facility in AIPS Campus



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AIPS girls' washroom facility in AIPS Campus


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(d) Day care Centre for young children:


The institution provides daycare services to ensure the supervision and well-being of infants and young children throughout the day, supporting parents in maintaining their employment. Offering on-site daycare stands as a valuable employee benefit, granting parents the opportunity to spend quality time with their children during the workday. Employees are given the flexibility to share lunch and breaks with their children, and new mothers are encouraged to visit for breastfeeding.

To further enhance the work-life balance, the institute facilitates employees in traveling to and from work with their children, increasing the time spent together with their families. This approach aims to reduce anxiety among employees, enabling them to concentrate better on their work. In prioritizing the safety and well-being of employees' children, the institution ensures that daycare facilities are equipped with essential materials, including a first aid kit and a fire extinguisher.



Day care center facility for female staff and students in AIPS Campus




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(e) Other Facilities/Measures:

Students are encouraged to actively participate in a diverse range of extracurricular activities, spanning games, sports, and cultural pursuits, with a commitment to preventing any form of discrimination. The institution guarantees equal opportunities for engagement in both indoor and outdoor activities, offering separate spaces and courts exclusively designated for girls and consistently encouraging their participation.

In pursuit of academic success, character development, social skills, time management, leadership capabilities, and community engagement, students are actively urged to engage in sports and games on a weekly basis. Furthermore, the institute orchestrates an annual Youth Fest, fostering widespread student involvement and celebration throughout the entire campus community.



Rangoli competition winners in Sankranthi Sambaralu female faculty AIPS as a part of extracurricular activities



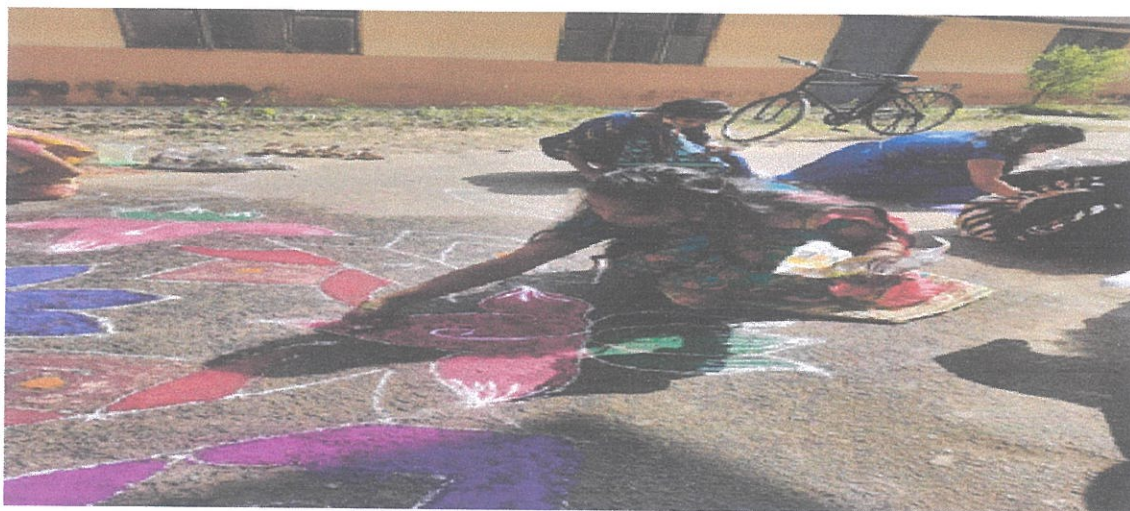

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Rangoli competition:

The Rangoli Competition at AIPS was more than just an artistic showcase; it was a celebration of diversity, creativity, and teamwork. The event provided a platform for students to express themselves, learn new skills, and foster a sense of community. As the colorful designs adorned the college campus, they served as a visual reminder of the beauty that emerges when talent and culture come together in harmony. The success of this event ensures that the tradition of celebrating creativity through rangoli art will continue to thrive in the vibrant tapestry of AIPS.



“Artistic symphony: AIPS students come together for a visually stunning Rangoli competition”



“Festival of colors on campus: AIPS Rangoli competition, where creativity takes center stage”





“Rangoli marvels: AIPS students express their artistic talents in a friendly campus competition.

Traditional Wear: One of the primary reasons traditional wear matters is its role in defining and preserving cultural identity. Whether it is the vibrant saris of India, the elegant kimonos of Japan, or the intricate kaftans of the Middle East, traditional clothing communicates a profound connection to one's roots. It acts as a visual language, instantly recognizable and deeply symbolic. Traditional attire often carries symbolic meanings, representing various aspects of life, spirituality, and societal roles. For instance, the colors, patterns, and fabrics chosen for wedding attire may symbolize prosperity, fertility, or religious beliefs. Rituals and ceremonies are accompanied by specific traditional clothing, adding a layer of symbolism to these significant life events.




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Cultural elegance: AIPS students showcase traditional wear, celebrating diversity on campus.




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Heritage in style: AIPS students in traditional wear, creating a vibrant tapestry on campus



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SPORTS CLUB:

The AIPS College recognizes the importance of fostering an inclusive and empowering environment for women, both among faculty and students. In line with this commitment, the college has established a state-of-the-art sports club exclusively for women. This facility aims to not only promote physical well-being but also serves as a platform for fostering camaraderie and team spirit. Whether it's faculty members or students, the sports club provides a space where women can engage in various athletic activities, promoting a healthy lifestyle and encouraging active participation in sports. This initiative is a testament to the college's dedication to women's empowerment and creating opportunities for personal and collective growth within the academic community.



Empowering Women through Sports: AIPS Campus Sports Club in Action




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Breaking Barriers: AIPS Faculty and Student Athletes Unite for Fitness and Fun



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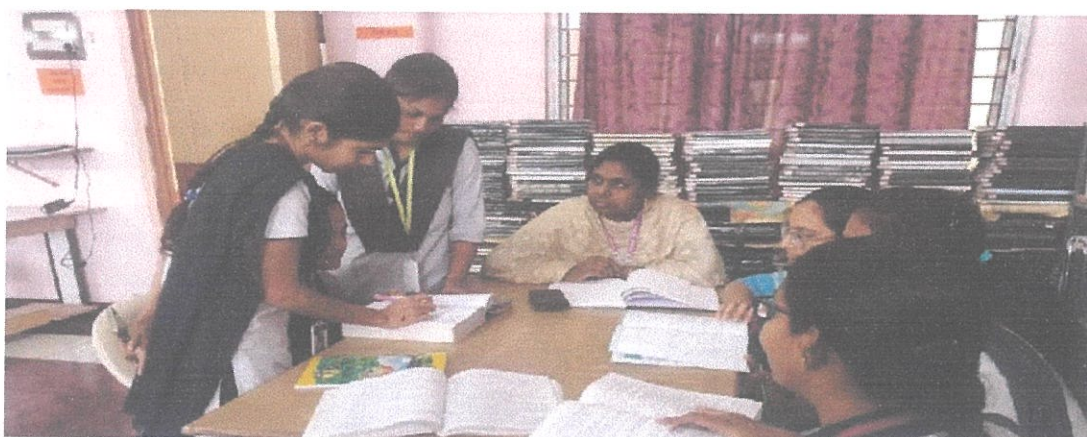
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AIPS Campus: Where Passion for Sports Meets the Spirit of Empowerment

EDUCATION CLUB:

Complementing its commitment to women's empowerment, AIPS college has also established an education club that caters to both faculty and students. This club serves as a hub for intellectual exchange, discussions, and collaborative learning. Faculty members and students alike can engage in educational initiatives, workshops, and seminars that contribute to their academic and professional development. By fostering a culture of continuous learning and knowledge-sharing, the education club plays a pivotal role in enhancing the overall academic experience within the college. This initiative underscores the institution's dedication to providing a holistic and empowering educational environment for all its members.



Knowledge Hub at AIPS: The Vibrant Community of the Education Club



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Education Redefined: Join the Journey with AIPS Education Club



"Empower, Educate, Excel: AIPS Education Club Paying the Way."



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