



SR
UNIVERSITY

5.6.6 Women's Mentoring Schemes



**PREVENTION OF SEXUAL HARASSMENT CELL (POSH)/INTERNAL
COMPLAINTS COMMITTEE (ICC)**

S.No	PARAMETERS	LINK FOR THE DOCUMENTS
1	Policy	View
2	Committee Circulars	View
3	Minutes of Meeting	View
4	Organization Awareness	View
5	Annual Reports	View

1. Women in Administrative Roles at SR University

The university is equally committed to empowering female faculty and staff by offering them leadership opportunities in various administrative roles. Several women faculty members hold key positions in administration, reflecting the institution's dedication to gender equity and career advancement for all employees. These efforts contribute to a gender-sensitive and equitable learning and working environment across the campus. The following table shows women holding key administrative roles at the university.

S.No.	Name of the Faculty	Position/Designation
1	Dr. R. Archana Reddy	Registrar
2	Dr. G. Shyamala	Dean, Planning
3	Dr. Poongodi	Head, Civil
4	Dr. Mamta Pandey	Assoc. Dean, Data Science
5	Dr. M. Sheshikala	Head, CSE & Assoc. Dean, School of CS&AI
6	Dr. D. Nigitha	Asst. Dean, Academics, School of Engineering
7	Dr. Kafila	Asst. Dean, Academics, School of Business
8	Ms. Pooja Srivatsav	Asst. Dean, Academics, School of Agriculture
9	Dr. Malathy Vanniappan	Assistant Dean, Post Graduation Programs, School of Engineering
10	Dr. J. Bhavana	Assistant Dean, Post Graduation Programs, School of CS&AI
11	Dr. M. Rajyalaxmi	Head, School of Business
12	Dr. T. Soujanya	Associate Dean, Research & Ranking
13	Dr. P. Teja	Assistant Dean, Research, School of Sciences & Humanities
14	Dr. Sharmila Banu N	Assistant Dean, Research, School of Engineering
15	Dr. K. Deepa	Associate Dean, (SW), School of CS&AI
16	Dr. N. Praveena Devi	Assistant Dean, (SW), School of Engineering
17	Dr. Venkata Purna Kumari	Assistant Dean, (SW), School of Agriculture
18	Dr. Anima Ghosh	Head, Physics
19	Dr. M. Geetha	Ph.D Coordinator, School of Business
20	Ms. Anitha GP	Warden for Girls Hostel
21	Dr. Geetha	Assistant Dean, International Affairs, School of Business
22	Ms. B. Sathyavani	Assistant Dean, Alumni Affairs, School of Engineering
23	Dr. Kafila	Assistant Dean, Branding, School of Business
24	Ms. Ritika Ojha	Assistant Dean, Branding, School of Sciences & Humanities
25	Dr. Atla Ranga Rani	Head, Plant Pathology & Microbiology, School of Agriculture

26	Dr. Y. Sudhamini	Head, Dept. of Social Sciences, School of Agriculture
27	Dr. Soumya K	Head, Dept. of Crop Production, School of Agriculture
28	Dr. Tithli Sadhu	Associate Dean, School of Agriculture

2. Active Participation of Female Students in NSS and NCC Units

At SR University, female students actively participate in the National Service Scheme (NSS) and National Cadet Corps (NCC) units, playing a vital role in promoting community service, discipline, and leadership. Their involvement in these programs highlights the university's commitment to gender equity and empowering women through co-curricular activities. By taking on leadership roles and participating in various outreach initiatives, female students contribute significantly to social welfare projects, environmental awareness campaigns, and national service activities. Their dedication and enthusiasm not only enrich their personal development but also inspire their peers and enhance the overall impact of NSS and NCC on campus and in the community.



Fig: Active Participation of Girls in NSS Unit of the University



Fig: Active Participation of Girls in NCC Unit of the University

2. Surveillance and Security Measures for Women's Safety on Campus

SR University is committed to ensuring the safety and security of women on campus through a comprehensive surveillance and security system. The campus is equipped with an advanced e-surveillance system consisting of 378 high-resolution cameras strategically placed for 24-hour monitoring. These cameras, especially at the main gate, monitor entry points to prevent the access of unauthorized individuals.

To further enhance security, trained personnel are posted around the clock at all campus gates and key areas within the university. Strict protocols are in place to regulate access to the ladies' hostel, ensuring that no outsider is allowed entry without proper identification. The hostel wardens closely monitor visitors, allowing only authorized relatives to meet with female students.

When female students need to leave the hostel, careful precautions are taken. This includes obtaining permission from parents or guardians, the head of the department, and the deans, while also verifying their mode of safe travel to ensure their well-being. Further, dedicated Student Care Takers are present on campus during working hours to maintain discipline and ensure a safe and respectful environment for all students.

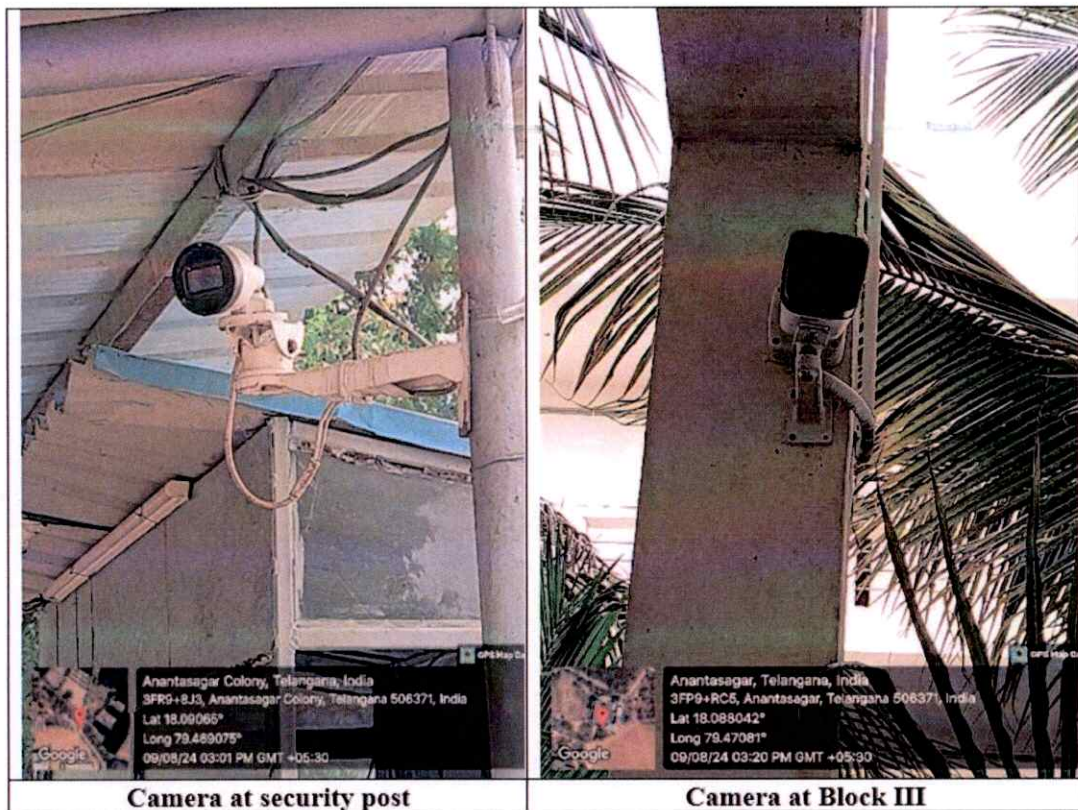


Figure: Cameras installed at various locations on campus

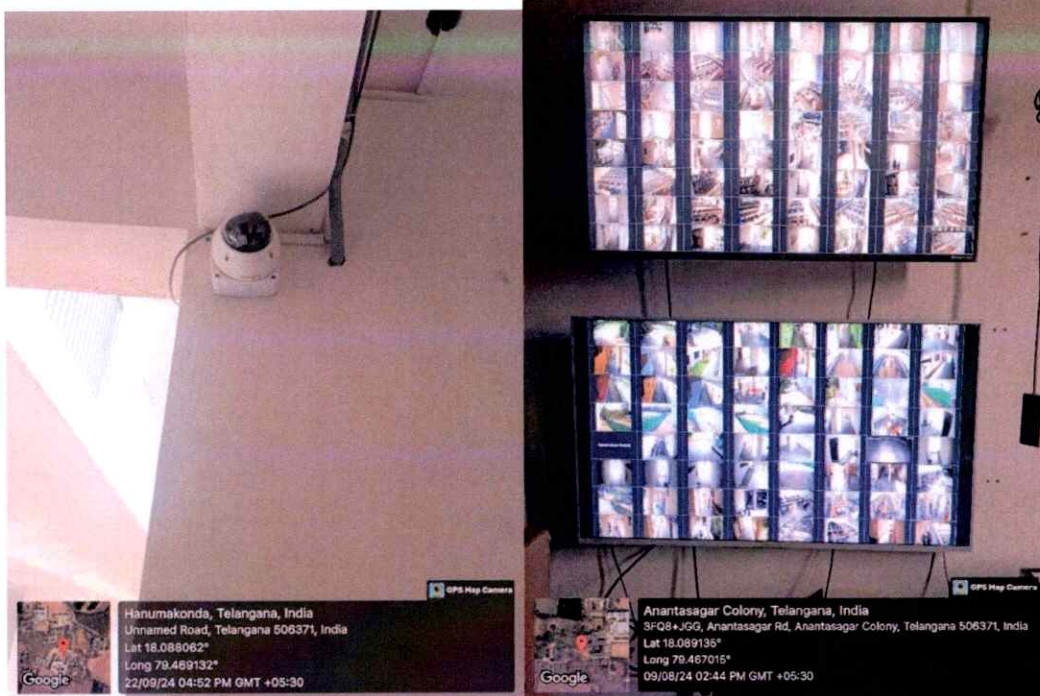


Figure: Cameras installed at Girls Hostel

Figure: Central Monitoring of all cameras

3. Separate and Secure Hostels for Female Students

At SR University, ensuring the safety and well-being of female students is a top priority, and the provision of separate, secure hostels for girls reflects this commitment. The girls' hostels are equipped with modern amenities and are designed to offer a comfortable and supportive living environment. Safety measures include 24-hour security personnel, CCTV surveillance, and strict access control, allowing only authorized individuals to enter the premises. The hostel wardens and staff are dedicated to maintaining a secure atmosphere while fostering a sense of community and care. These facilities not only provide physical safety but also create an environment conducive to academic and personal growth, empowering female students to focus on their education and campus life.



Figure: Girls Hostels



Figure: Women Security Staff



Figure: Security at the Main Gate

Figure: Female Security at the Girls Hostel

3. Counselling and Mentorship Programs for Student Well-being

Professional female counsellors are available for students who may experience age or gender related psychological challenges. Counselling services are provided to help students manage issues such as depression, anxiety, and behavioural disorders, with a focus on gender sensitization. Further, general counselling sessions are organized once a semester, primarily to assess academic performance but also providing an opportunity for female students to discuss any personal concerns with the counsellors.

The university timetable includes dedicated counselling periods, and students can also meet with their counsellors during breaks or in case of emergencies. A general counselling session is arranged each semester primarily to assess academic performance, where students can meet faculty members outside their department to speak openly and without fear, ensuring a supportive and confidential environment.



Figure: Ms. Swapna, a Professional Counsellor interacting with students

Mentoring: In addition to the general counselling services available to all students, a specialized mentorship program has been implemented to provide personalized and focused guidance. Under this program, each group of 30 students is assigned a dedicated mentor, ensuring individualized attention and support tailored to their academic and personal development.

Mentors play a crucial role in continuously monitoring the academic progress of students, identifying their strengths and areas of improvement. They work closely with students to help them set clear academic and career goals, guiding them through their educational journey. Mentors provide advice on academic strategies, encourage participation in extracurricular activities, and assist students in aligning their aspirations with career opportunities.

A key feature of the mentorship program is the regular updating of student progress on the **SRAaP** portal. This platform allows mentors to track and document the academic performance and personal growth of their mentees, ensuring a transparent and organized system of guidance. It also enables students and faculty to review progress at any time, facilitating timely interventions when needed.

By maintaining close interaction and using the SRAaP portal for continuous tracking, mentors ensure that students remain focused on their goals, helping them overcome challenges and stay on course toward their academic and professional success. This holistic approach ultimately empowers students to become confident and capable professionals in their chosen fields.

S.No	Photo	HTNo	Student Name	Father Name	Father Mobile No	Student Mobile No	Action
1		2405A41091	PANDITH SHIRINY	PANDITH SRINIVAS	9062291751	6303606505	
2		2405A41092	DATTI PAJAN SAI	DATTI JAGAN MOHAN RAO	7702270580	9670535983	
3		2405A41093	PARBA TE JASW	PARBAASHOK	9296089367	814212846	
4		2405A41094	MUSKULA BHOGI REDDY	MUSKULA DEVENDER REDDY	9848974430	9298062870	
5		2405A41095	DONIKELA VARSHINI	DONIKELA SRINIVAS	9948930871	9948930871	
6		2405A41096	BUKYA SATHIWIKA	BUKYA BITTU	9908423182	7981200317	

Figure: Sample screenshot of mentees allotted for a faculty

4. On-Campus Health Center and Emergency Medical Support

SR University is equipped with a fully functional health center on campus to ensure the well-being of its students, faculty, and staff. The health center is staffed by a qualified and experienced doctor, along with trained nursing staff, who are available to provide medical care and consultations. The facility is well-prepared to address a wide range of medical needs, from routine check-ups to more immediate health concerns.

In addition to general medical services, the health center is equipped to handle minor injuries and ailments, offering first aid, health advice, and ongoing monitoring for students requiring additional care. The nursing staff ensures that any health-related concerns are promptly attended to, creating a safe and supportive environment for all students.

For more serious health situations or medical emergencies, the university provides a fully equipped ambulance service. The ambulance is available 24/7 to transport students or staff to nearby hospitals or specialized medical centers when necessary.



Figure: On-Campus Health Center



Figure: Ambulance

5. Women Harassment Prevention Cell

An active Women's Harassment Prevention Cell is functioning at the university, led by a committee chaired by a senior female faculty member. The committee includes faculty representatives from various departments, student members, and an external member who holds a respected position in society. The committee is vigilant in addressing even minor gender-related issues promptly, ensuring a zero-tolerance approach to such incidents.

The committee plays a pivotal role in maintaining a safe and respectful academic environment, free from harassment. Its primary responsibility is to implement and enforce the university's policy on the prevention of harassment. The committee's tasks include raising awareness through training programs, providing a confidential and supportive platform for reporting incidents, conducting thorough and impartial investigations, and recommending appropriate actions against offenders. The goal of the committee is not only to prevent harassment but also to respond effectively to any incidents, ensuring a safe and inclusive environment for all students, faculty, and staff.

The university provides a Complaint and Suggestion Box where students can submit their grievances confidentially. These grievances are addressed by either the Women's Grievance

Cell or the designated counselor, depending on the nature of the issue, ensuring that concerns are handled appropriately and efficiently.

Table: Composition of Women's Harassment Prevention Cell

S. No	Composition	Proposed Member	Department	Role
1	Associate Dean, SoCS&AI	Prof. M. Sheshikala	CS&AI	Chairperson
2	Faculty	Dr. K. Rajesh Kumar Dr. E. Purushotham Dr. Nigitha Dr. N. Praveena Devi Ms. B. Sathyavani Dr. Nageena Parveen Dr. K. Deepa Dr. Arpita Baronia Dr. T. Suhasini Ms. Pooja Srivastav Mr. T. Surendar Ms. Anitha Akula	CE Physics CE ME EEE ECE CS&AI CS&AI MBA Agriculture/ Admin CS&AI	Members
3	Student	Ms. Veligeti Pravalika Ms. Banda Sirini Ms. Panugothu Anitha		Members
4	External	Mr. P. Sudhakar, President/forum for better, Warangal		Member
5	Head, English	Dr. Nallala Hima Varshini	English	Ex-officio Secretary

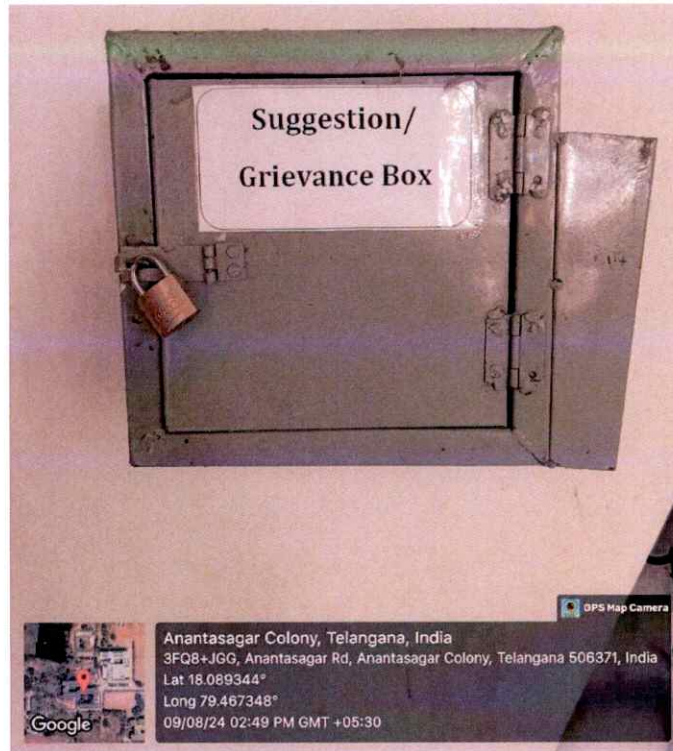


Figure: Suggestion / Grievance Box

6. Girls' Waiting Halls

At SR University, the Girls' Waiting Halls are designed to provide a comfortable and welcoming environment for female students. These spacious and well-furnished halls offer a relaxing space where students can unwind, making them feel at ease, much like a second home. Female students who feel unwell during college hours are encouraged to rest in these waiting halls until they are ready to resume their day.

Each waiting hall ensures privacy and a peaceful atmosphere, allowing students to prepare for classes with a calm and refreshed mindset. Separate waiting halls are available in every block, equipped with essential amenities such as fans, lights, chairs, and tables, ensuring that the students have all the necessary comforts. These facilities help create a supportive and nurturing space for female students to regroup and continue their academic activities with renewed energy.

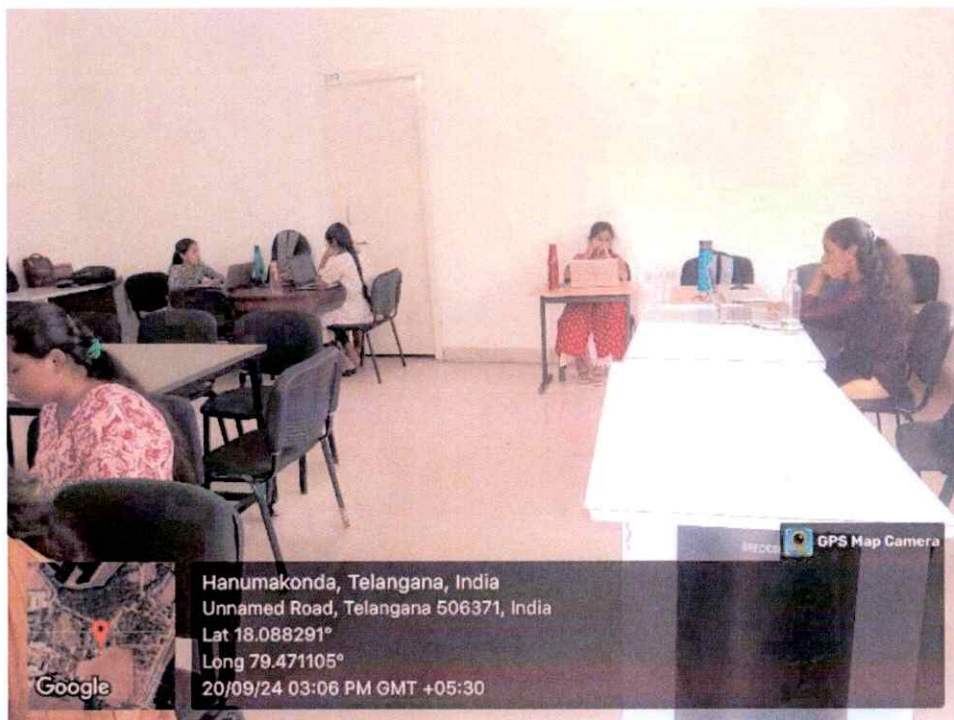
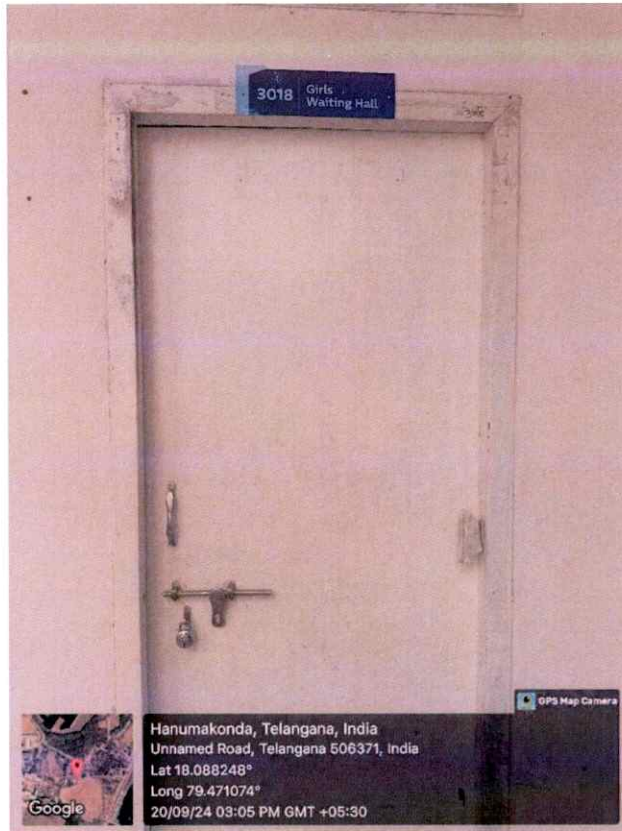


Figure: Girls' Waiting Room

7. Activities for Women's Empowerment

International Women's Day

Every year in March, SR University celebrates Women's Day by inviting distinguished women achievers to campus. These accomplished individuals deliver inspiring lectures aimed at motivating female students and faculty to set ambitious goals in their areas of interest and specialization, encouraging them to pursue these goals with determination. This initiative is seen as a vital step toward empowering women in society. By empowering women, the university believes that they, in turn, will inspire their families and communities, fostering progressive thinking and helping to eliminate gender-based challenges.



Figure: International Women's Day Celebrations

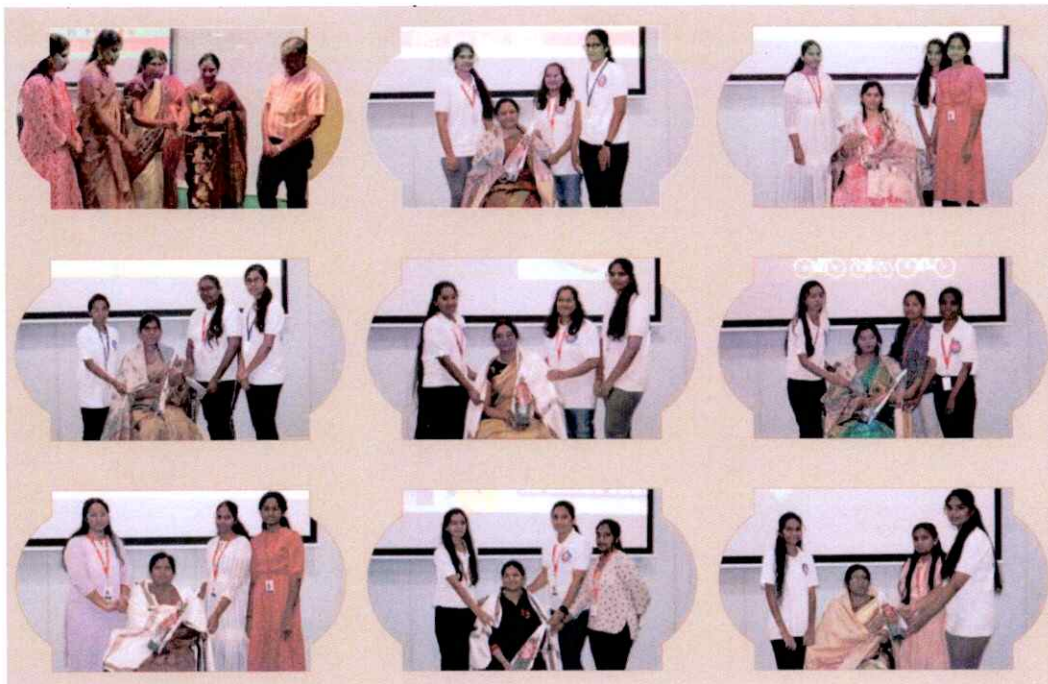


Figure: Facilitation to Female Faculty on the occasion of Women's Day



Figure: Yoga Session organized for faculty and Students on International Yoga Day

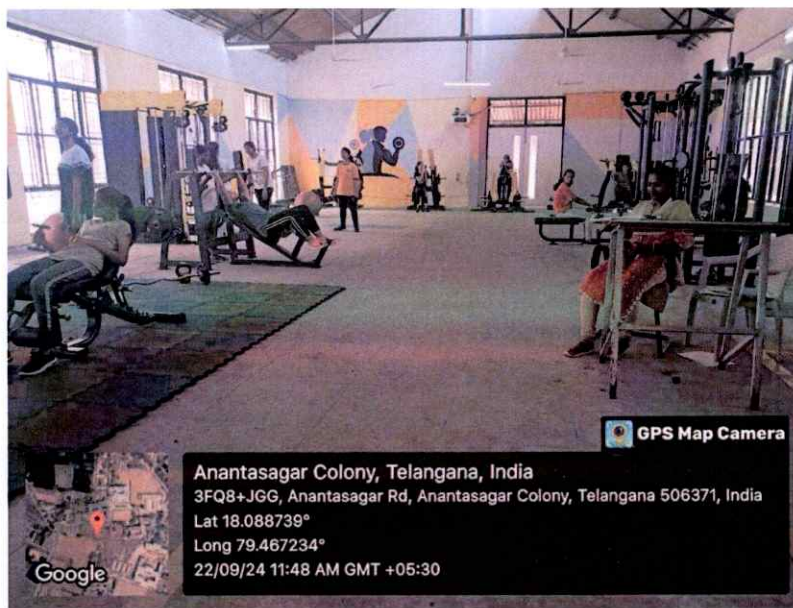
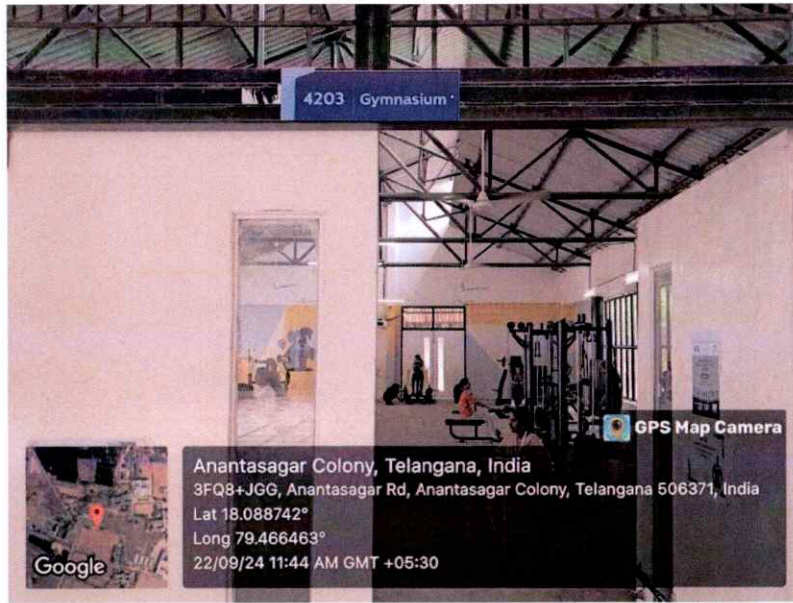


Figure: Gym facility for Girls

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