



**Turkayamjal(V), Abdullapurmet(M),RRDist-.Telangana State-501510**

## **ANTI-DISCRIMINATION POLICY**

**Approved in Governing Body meeting held on 5<sup>th</sup> January 2017**



Principal  
St. Pauls College of Pharmacy  
Turkayamjal, R.R. Dist-501 510.

## ANTI-DISCRIMINATION POLICY

St. Pauls College of Pharmacy values the complexity and diversity of the world in which we live and seeks to be a community that recognizes the dignity and inherent worth of every person. The College is committed to the principles of fairness and respect for all and believes that a policy embodying these principles fosters a community that favors the free and open exchange of ideas and provides its students, faculty and staff with the best environment for study, work and fellowship. Accordingly, no member of the College community shall willfully harass, discriminate against, or interfere with the activities or legitimate rights of any person in a way that deprives that person of due consideration as an individual.

For the purposes of this document, the "College community" includes: students, faculty and staff; prospective students and employment applicants; visitors to and guests of the College. Any person engaged in St. Pauls College of Pharmacy activities is subject to and protected by the provisions of this policy.

- Discrimination is an act or communication that interferes with an individual's or a group's ability to participate fully in the St. Paulscollege community on the basis of race, gender, disability, age, national origin, religion, sexual orientation or gender expression.
- Harassment is conduct and/or verbal action which, because of its severity and/or persistence, interferes significantly with an individual's or a group's work or education, or adversely affects living conditions.
- Discriminatory harassment of this sort includes but is not limited to incitement to or threat of violence; epithets referring to race, gender, disability, age, national origin, religion, sexual orientation or gender expression; and/or physical conduct that is unwelcome, hostile or intimidating.
- College policy also recognizes as discriminatory harassment other forms of conduct and/or verbal communication that are derogatory, hostile, intimidating, threatening, "bullying," humiliating or violent, although not necessarily illegal and that do not necessarily refer to a legally protected status or environment.
- Sexual harassment is a form of discrimination which includes unwelcome sexual advances, requests for sexual favors and/or other verbal or physical acts of a sexual nature which, because of their severity and/or persistence, interfere significantly with an individual's or a group's work or education, or adversely affect an individual's or a group's living conditions.
- Sexual harassment may include but is not limited to quid pro quo (something for something, such as a demand or offer of sexual activity to retain or obtain academic or employment benefits), and/or an abusive or hostile environment which interferes with the ability to function as a full participant in the College community.

  
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- Sexual Misconduct is also a form of discrimination and refers to physical sexual acts perpetrated against a person's will or when a person is incapable of giving consent due to the victim's use of drugs or alcohol. An individual also may be unable to give consent due to an intellectual or other disability.

Victims may initiate the complaint procedures by bringing complaints of discrimination, harassment, or sexual misconduct directly to the Anti-discrimination committee. At the complainant's request, the Anti-discrimination committee College will make an effort to maintain the complainant's confidentiality unless otherwise required by law (e.g., an investigation is required in sexual misconduct cases) or if doing so would unreasonably endanger the safety of the community; however, note that requests for confidentiality may impede the College's ability to respond or investigate.



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### MINUTES OF THE GOVERNING BODY MEETING HELD ON 05/01/2017

The minutes of the meeting of the Governing body of St. Pauls College of Pharmacy, Turkayamjal held in the boardroom on 05/01/2017 at 11.00pm.

**Members present:**

1.	Prof. A. Narasing Rao, Department of Geology, UCS, OU	University nominee
2.	Mr.K.Sudhir, President St.Pauls Educational Society	Chairman Management
3.	Mr.T.Raghava Reddy, Secretary St.Pauls Educational Society	Management
4.	Mrs. K. Veda Samhitha, Member St.Pauls Educational Society	Management
5.	Dr.J.Venkateshwara Rao, Principal St.Pauls College of Pharmacy	Member- Secretary
6.	Mr. Ramalingam , HOD Department of Pharmaceutical chemistry	Faculty Member
7.	Dr.P.Sunil Kumar Chaitanya, HOD Department of Pharmaceutical Analysis	Faculty Member

The following agenda items were discussed

**1. To confirm the minutes and report the action taken on the minutes of the previous meeting held on 09/09/2016**

The governing body confirmed the following minutes of the previous meeting and approved the action taken regarding the minutes of the last meeting held on 09/09/2016


- To comply strictly on all deficiencies pointed out earlier during the PCI inspection
- Faculty to work on innovative Research.
- Upgradation of qualification of teaching faculty.

**Action taken:**

- Fulfilled the deficiencies made in compliance with previous PCI
- Inspection
- Faculty published articles.
- Conducted staff meeting to all the faculty members to discuss the importance of upgradation of qualification

**2. Conduction of National conference**

The G.B had advised to conduct a national conference on "Recent innovation in New Drug discovery and challenges in health care system" on 17<sup>th</sup> & 18<sup>th</sup> feb 2017, and the Convener of the conference- Dr. Hyma had been advised to form the required committees for conduction of the conference.

  
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### **3. Research centre:**

The Governing Body also recommended to plan and write an application to O.U for the recognition of St. Pauls College of pharmacy as a Research centre, as the college has enough senior faculty i.e. Professors, Associate professors and others qualified in the college available for conducting Various Research works.

### **4. Service Rules:**

The Governing Body has approved the proposed service rules and instructed to update the service rules whenever necessary/needed and made sure the faculty and students are aware of the updated service Rules.

### **5. Procurement of Chemicals, equipment, Books and other**

The Governing Body had also advised to procure all the requirements for the academic year 2017-2018 and approved the budget.

### **6. Approval of Policies**


The Governing body has approved the statutory committees policies and the best practice related policies required for the effective functioning of the Institution.

#### **Statutory Policies**

- 1) Grievance Policy
- 2) Anti-ragging Policy
- 3) Internal Complaints Policy
- 4) Gender Sensitization
- 5) Anti-discrimination Policy

#### **Other Policies**

- 1) Green Policy
- 2) Disabled Policy
- 3) Strategic & Deployment plan
- 4) Code of conduct
- 5) Staff welfare policy

  
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