**7.1.1 Annual Gender Sensitization Action Plan (2023-2024)**

As a co-educational institution that focuses on gender equity through policies, programs, and infrastructure, the institution ensures inclusivity, fairness, and equal opportunities for all genders, with employment decisions based on qualifications and performance. Gender equity is maintained in academic and extracurricular activities, with equal participation for all genders in classroom learning, practical assignments, project work, industry tours, and cultural events. The institution conducts awareness programs, supports gender sensitization, and provides safety measures like 24/7 CCTV surveillance, security guards, fire safety measures, and regular fire drills. Medical facilities offer essential health services and dedicated facilities for mental health support, with separate common rooms and gymnasiums for boys and girls.

The institution’s action plan focuses on promoting awareness and inclusivity through:

* Awareness Programs: Workshops and seminars on gender equality and stereotype challenges.
* Health and Wellness Initiatives: Yoga sessions, health camps, and blood donation drives for holistic care.
* Skill Development and Grooming: Programs to enhance confidence and practical life skills.
* Collaborative Activities: Cross-departmental efforts for seamless implementation of gender-focused initiatives.

Through these measures, BCRCP has successfully created an inclusive and equitable environment, ensuring equal participation, safety, and opportunities for all genders. Dissemination of Gender Equality Information: <https://bcrcp.ac.in/gender-equality/>

**7.1.3 Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words)**

* On campus, BCRCP has adopted environmentally friendly waste management procedures. The Durgapur Municipal Corporation (DMC) regularly visits to collect solid garbage separated into blue and green bins. Composting bins are used to collect decomposable solid waste for use in gardens. To repurpose garden trash and turn it into manure, green bins are utilized as compost bins.
* An efficient sewage system handles liquid waste, with washbasins, sinks, and toilets all sending their outflows into subterranean collection pits.
* Biomedical waste is gathered in red bins in polybags at the Medical Center, Animal House, PMBJK, Microbiology Lab, Anatomy & Physiology Lab, and Girls' restrooms. The filled bags are given to the DMC collecting van separately after being labeled appropriately.
* Black trash cans are positioned thoughtfully throughout campus, and e-waste is recycled, repaired, and repurposed. Suppliers change, fix, or recharge computer batteries, printer cartridges, and peripherals are disposed of based on social standards.
* Runoff water from rooftops is collected by the college's rainwater collection system and used for irrigation.
* Because strong acids and bases are diluted to maintain a pH between 5 and 10.5 before being disposed of in drainage, college does not produce radioactive waste as a result of its operations.

**7.1.8 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (200 words)**

The institution organizes a variety of events and initiatives that emphasize tolerance, harmony, and mutual respect among all stakeholders. The college celebrates significant occasions like Doctor’s Day, Independence Day, Republic Day, and Rabindra Jayanti to honor contributions to society and promote unity. Environmental awareness is encouraged through events like Forest Week and World Environment Day.

Academic and cultural programs such as induction sessions, the Annual Technical Fest “Zentech,” and cultural celebrations like Biswakarma Puja and Basant Panchami provide inclusive platforms for intellectual and cultural engagement. Observances like International Mother Language Day highlight linguistic diversity, while workshops on soft skills and business communication address socioeconomic inclusivity.

Healthcare and ethical awareness are integrated into events like World Health Day and National Pharmacy Education Day, promoting health equity and education. Programs such as Vigilance Awareness Week and National Youth Day foster gender equity and communal harmony. Additionally, activities like fresher welcomes and farewell ceremonies ensure all students feel valued.

Through these multifaceted initiatives, BCRCP creates a cohesive and harmonious campus culture that celebrates diversity and prepares students to thrive in an inclusive global community.

**7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens**

Republic Day and Independence Day are celebrated annually at the College with great grandeur and ceremony. The principal raises the flag, and then the staff and students sing the national song. Faculty and staff members participate in cultural events, such as singing patriotic songs or reciting their own poetry. By emphasizing the importance of moral obligations to nation-building, the lectures motivate students to strive for their neighborhoods and the nation. Since humanism is the cornerstone of our nation and its constitution, it is essential to teach young people how to be better people in order to promote their general growth. Throughout college, faculty mentors assist students in becoming responsible adults. Instilling constitutional awareness in students also involves educating them about their right to vote.

**7.1.11 Institution celebrates / organizes national and international commemorative days, events and festivals**

The institute observes a series of commemorative events celebrated throughout the academic year, highlighting diverse themes such as health, environment, culture, and education. Doctor’s Day recognizes the invaluable contributions of medical professionals, while Forest Week emphasizes the importance of environmental conservation. National Sports Day celebrates physical fitness and sportsmanship, and the 3rd National Pharmacovigilance Week, along with World Pharmacist Day, focuses on promoting pharmacovigilance and the pivotal role of pharmacists in healthcare. Vigilance Awareness Week underscores the significance of integrity and vigilance in both personal and professional spheres. National Youth Day celebrates the energy and ideals of young people, inspiring their active role in societal progress. International Mother Language Day promotes linguistic diversity and cultural heritage, while National Science Day showcases scientific achievements, encouraging interest in innovation. National Pharmacy Education Day honors advancements in pharmacy education, fostering professional growth. World Health Day raises awareness about global health challenges and encouraged healthy lifestyles. World Environment Day reinforces the need for sustainable practices and environmental stewardship. Lastly, World Music Day and International Yoga Day highlights the importance of music and yoga for holistic well-being and cultural unity. These events collectively nurture awareness, education, and community engagement.

**7.2 - Best Practices**

**7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.**

**BEST PRACTICE I: TRAINING, PLACEMENT & ENTREPRENEURSHIP DRIVE**

The practice's goals are to provide practical training, internships, and career chances, satisfy job expectations, and enable students to pursue entrepreneurship.

In this regard, the college's T&P and E-Cell groom students, teach them entrepreneurship, and prepare them for the workforce.

As part of the practice, the Training & Placement Officer (TPO) plans placement drives, works with hospitals and businesses, and coaches’ students on corporate aptitude and resumes.

Increased employability and improved education attaining an NBA accreditation rating 94th among India's Top 100 Colleges of Pharmacy as per NIRF rankings demonstrate the practice's success.

The state's few flourishing pharmaceutical firms and rural students' low level of English proficiency are issues.

**BEST PRACTICE-II: MENTOR-MENTEE SYSTEM**

The goal of the system is monitoring students' overall growth and assisting them in pursuing further education while providing counseling on a range of social concerns.

In this situation, mentoring improves the learning environment, closes the gap between students and families, and assists students from a variety of backgrounds in overcoming obstacles related to their academic performance, social lives, mental health, and finances.

Upon admission, students are paired with faculty mentors who will help them in their academic journey.

Better dedication, enhanced interpersonal abilities, and parental involvement in the process are indicators of success.

If a student is absent due to a medical issue, he or she must submit a medical certificate to the concerned mentor on the day of returning to college.

In the Faculty Induction Program (FIP), there is a special session to discuss mentor mentee system among the newly joined faculty members.

For effective communication with parents regarding wards’ attendance monitoring, undertaking is taken from guardian for poor attendance.

As a limitation, due to their hectic schedules, mentors at times find it difficult to devote more time to their mentees which is tried to be overcome through communication beyond college hours.

**7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust**

Dr. B. C. Roy College of Pharmacy & Allied Health Sciences (BCRCP) demonstrates exceptional performance in its commitment to enhancing student skills and career prospects through a range of add-on courses tailored to meet emerging industry demands. These initiatives reflect the institution's focus on equipping students with cutting-edge knowledge in critical fields, aligning with its priority to provide a well-rounded education that prepares graduates for a dynamic professional environment.

BCRCP offers courses in **Python, AI/ML, and Biostatistics** to students beyond college hours. Python courses equip students with programming skills for pharmaceutical and healthcare data analysis, AI/ML courses help them understand and implement machine learning algorithms, and Biostatistics courses teach statistical techniques for designing, analyzing, and interpreting clinical research data. These courses are crucial for drug discovery, personalized medicine, and predictive analytics. BCRCP also provides **GPAT Coaching** to students preparing for the GPAT, providing targeted guidance to help them excel in the competitive exam, enhancing their opportunities for advanced studies and career advancement in pharmacy.

These add-on courses not only provide valuable knowledge but also give BCRCP students a competitive edge in the job market, showcasing the institution's forward-thinking approach to education and its dedication to producing skilled, industry-ready professionals.