



# **A J INSTITUTE OF MANAGEMENT**

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### **Criterion 5–Student Support and Progression**

#### **Key Indicator – 5.1 Student Support**

*5.1.4 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

- 1. Implementation of guidelines of statutory/regulatory bodies*
- 2. Organisation wide awareness and undertakings on policies with zero tolerance*
- 3. Mechanisms for submission of online/offline students' grievances*
- 4. Timely redressal of the grievances through appropriate committees*

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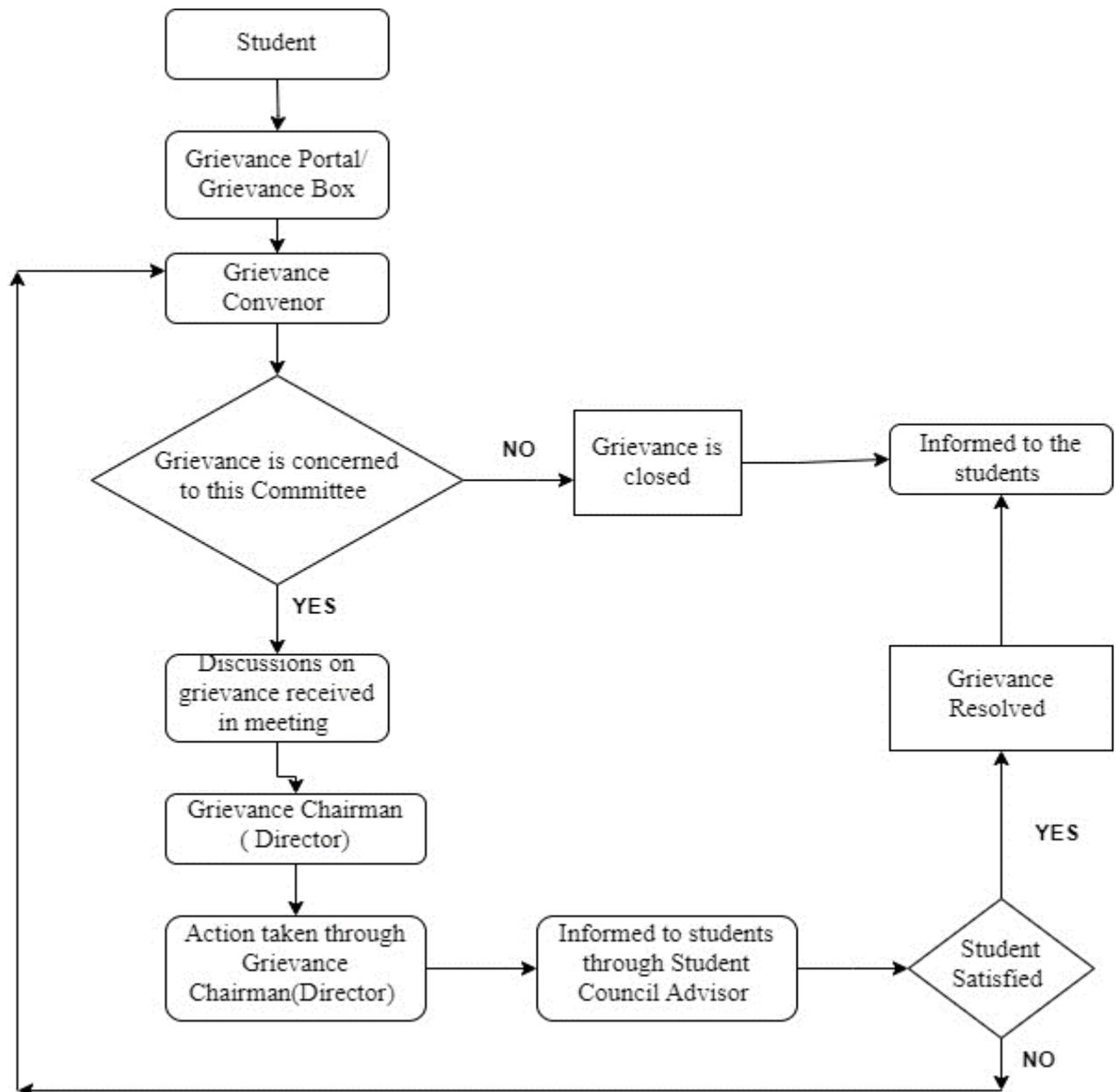
## PROOF W.R.T ORGANISATION WIDE AWARENESS AND UNDERTAKINGS ON POLICIES WITH ZERO TOLERANCE

Sl.No.	Name	Download
01	Grievance Redressal Cell Mechanisms	<a href="#">View</a>
02	Notice Board Initiatives	<a href="#">View</a>
03	Campus wide awareness	<a href="#">View</a>
04	First year orientation	<a href="#">View</a>
05	Open Assembly	<a href="#">View</a>
06	Seminars/ Webinars	<a href="#">View</a>
07	Pantomime	<a href="#">View</a>
08	Website	<a href="#">View</a>

*I certify that all the evidence included in this document is authentic and duly verified*



### 1. Grievance Redressal Cell Mechanisms





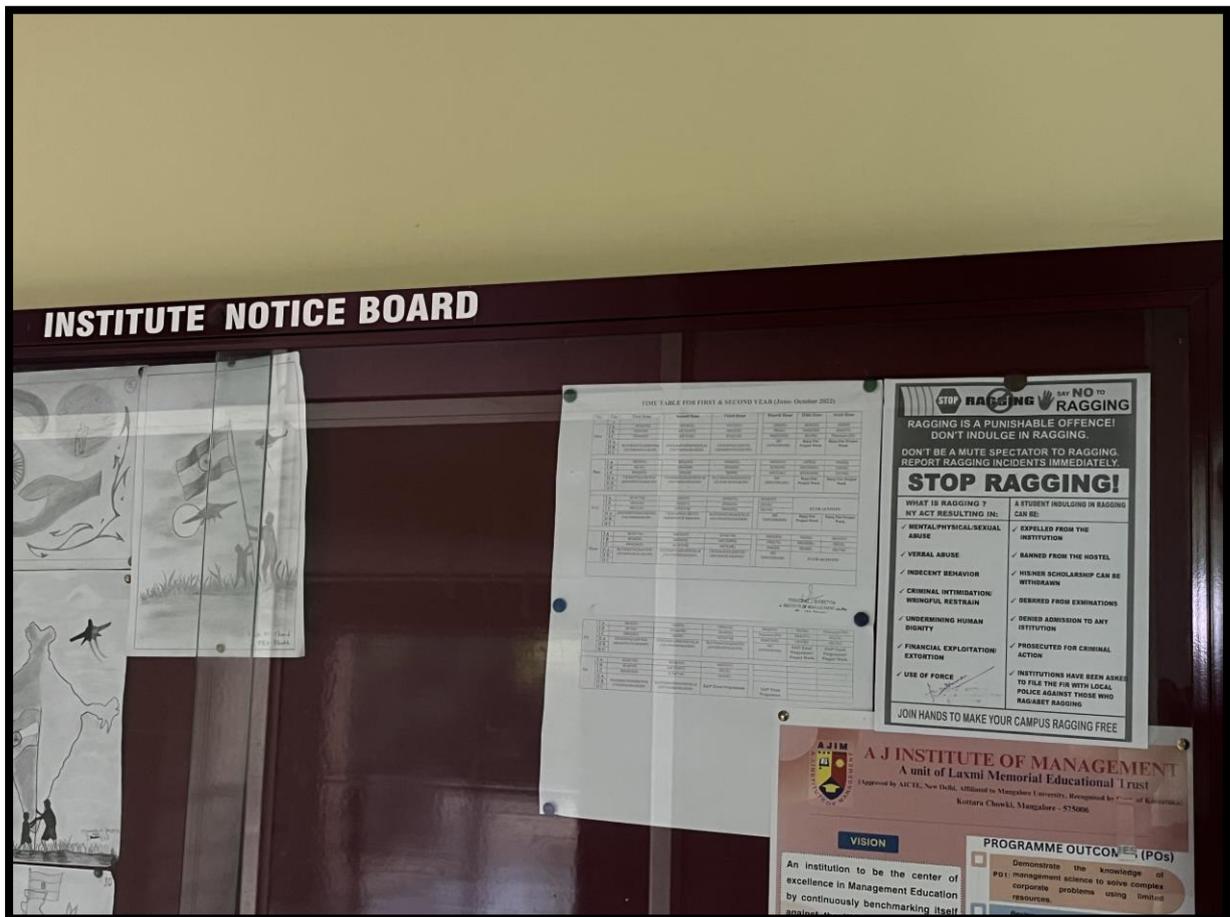
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## 2. Notice Board Initiatives

**"Fostering Accountability: Policies with Zero Tolerance – AJ Institute of Management's Notice Board Initiatives."**



"Promoting Zero Tolerance: A glimpse of the Anti-Ragging Policies Brochure displayed on the first floor notice board at A J Institute of Management. We're committed to ensuring a safe and respectful learning environment for all students. Say no to ragging!"



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## 3. Campus wide awareness



"Fostering a Culture of Respect: Anti-ragging hoardings prominently displayed on the walls of A J Institute of Management across the first, second, and third floors. We stand united in our commitment to zero tolerance for ragging. Let's create a safe and inclusive learning space together!"



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## 4. First year orientation

During the First Year Orientation, The Director of the Institute address the assembly of students, reinforcing the critical importance of adhering to the guidelines established by statutory and regulatory bodies. Our Institute resolute stance on maintaining a campus environment free from any form of harassment, particularly underlining the zero tolerance for ragging. This commitment to student well-being and a harmonious campus atmosphere is mirrored in the focused expressions of the students, who recognize the institution's dedication to their safety and security.



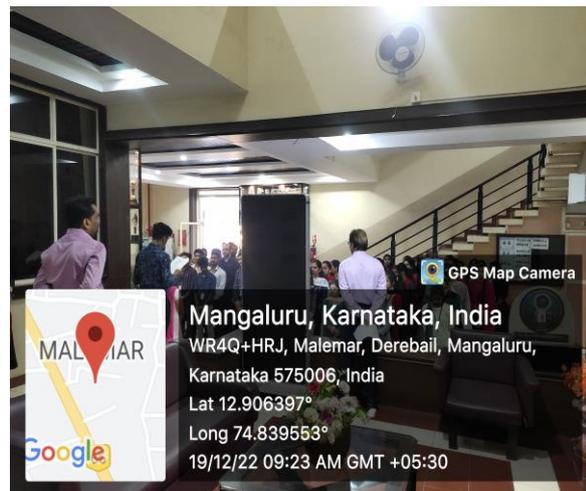
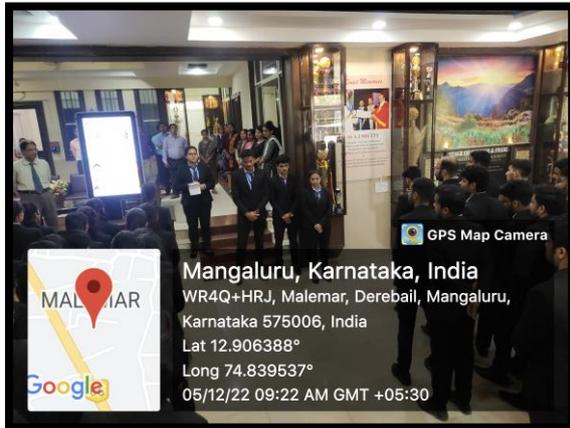


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## 5. Open Assembly



This open assembly serves as a platform for building solidarity and a shared commitment to upholding both academic excellence and a safe, nurturing campus environment. The Director's address resonates as a call to action for the entire student body, faculty, and staff to collectively ensure a campus that is free from fear, harassment, and any form of ragging. The Director, through their words and demeanor, conveys the seriousness with which the institution views any form of harassment, especially ragging. They emphasize that such behavior will not be tolerated under any circumstances



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## 6. Seminars/ Webinar

SI No	Theme of the Seminars/ Webinar	Report
1.	Contribution of women in developing entrepreneurship	<a href="#">View</a>
2.	Tobacco Consumption , Hypertension and Present life style	<a href="#">View</a>
3.	Legal Rights and Gender Sensitization	<a href="#">View</a>
4.	Drug abuse and Human Trafficking	<a href="#">View</a>
5.	Mental Health among students- Issues and Concerns	<a href="#">View</a>
6.	Human Rights and Gender equity	<a href="#">View</a>



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## 1. CONTRIBUTION OF WOMEN IN PROMOTING SOCIAL ENTREPRENEURSHIP

<b>Date of event</b>	06-03-2019
<b>Theme</b>	Life Skills
<b>No. of participants</b>	113
<b>Resource Person</b>	Dr. Devi Prabha Alva (Associate Professor of Commerce, St. Agnes College,(Autonomous), Mangalore

**Brief Report:** A seminar on "Contribution of Women in Promoting Social Entrepreneurship" was held for MBA students on March 6, 2019, by Dr. Devi Prabha Alva, an associate professor of commerce at St. Agnes College. Dr. Alva emphasized how crucial women are to the advancement of social entrepreneurial activities. She emphasized the beneficial effects that successful female social entrepreneurs have on communities and society as a whole while showcasing illustrative instances of their work. The discussion shed important light on the distinctive perspectives and methods that women in social entrepreneurship bring to the area. By using inclusive and creative business models, students were better able to comprehend the possibilities for positive change. Everyone in attendance was deeply affected by Dr. Alva's knowledge and captivating presentation.





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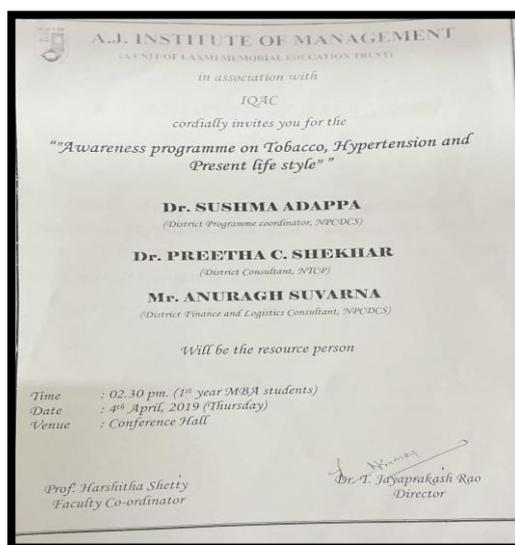
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## 2. TOBACCO CONSUMPTION, HYPERTENSION AND PRESENT LIFE STYLE

<b>Date of event</b>	04-04-2019
<b>Theme</b>	Life Skills
<b>No. of participants</b>	115
<b>Resource Person</b>	Dr. Sushma Adappa, (Dist. Programme Co-ordinator, NPCDCS, Mangalore) Dr. Preetha C Shekhar (Dist. Consultant, NTCP, Mangalore) Mr. Anuragh Suvarna(Dist. Finance and Logistics Consultant, NPCDCS, Mangalore

### Brief Report:

At the AJ Institute of Management on April 4, 2019, a session on "Tobacco Consumption, Hypertension, and Present Lifestyle" was held for MBA students. Dr. Sushma Adappa, District Programme Coordinator of NPCDCS, Mangalore, Mr. Anuragh Suvarna, District Finance and Logistics Consultant of NPCDCS, Mangalore, and Dr. Preetha C. Shekhar, District Consultant of NTCP, Mangalore, delivered the seminar. The lecture emphasized the significance of adopting healthier habits by highlighting the detrimental effects of cigarette use and bad lifestyle choices on hypertension. The experts shared insightful data and tools that helped students develop a culture of wellness and disease prevention by increasing their knowledge of the dangers of such behaviors.





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## 3. LEGAL RIGHTS AND GENDER SENSITIZATION

<b>Date of event</b>	09-09-2019
<b>Theme</b>	Life Skills
<b>No. of participants</b>	113
<b>Resource Person</b>	Ms. Avni Bhatia (Trainer and Campaign Manager, Josh Talks, ITC Vivel)

### **Brief Report:**

Under IQAC and Anti-Harassment Women Cell, an expert lecture program was organised on the theme "Legal Rights and Gender Sensitisation" for the II nd year MBA students on 9th September 2019 in the Conference Hall, AJIM. The resource person started off her session by narrating the story of an elephant who is chained since its childhood but is unaware about its strength and capabilities just like how many of us are unaware of our rights. She tried to explain the meaning of gender its types and the difference between gender and sex. She highlighted on marginality of women, the kind of problems faced by women in cases of crime against women and types of legal remedies used to put such crimes to an end. She further stated that "We all are aware that women safety is one big move taken into consideration by most nations. She emphasised on gender equity and spoke about the existing gender stereotypes with regard to time, age, culture, and hierarchy. From Sexual Harassment at Work Place(SHWP) to eve teasing and flirting, informed about penalty and charges taken against the accused. Finally, the students had to fill in and handover the feedback form and were awarded with the certificates and goody bags at the end of the session.





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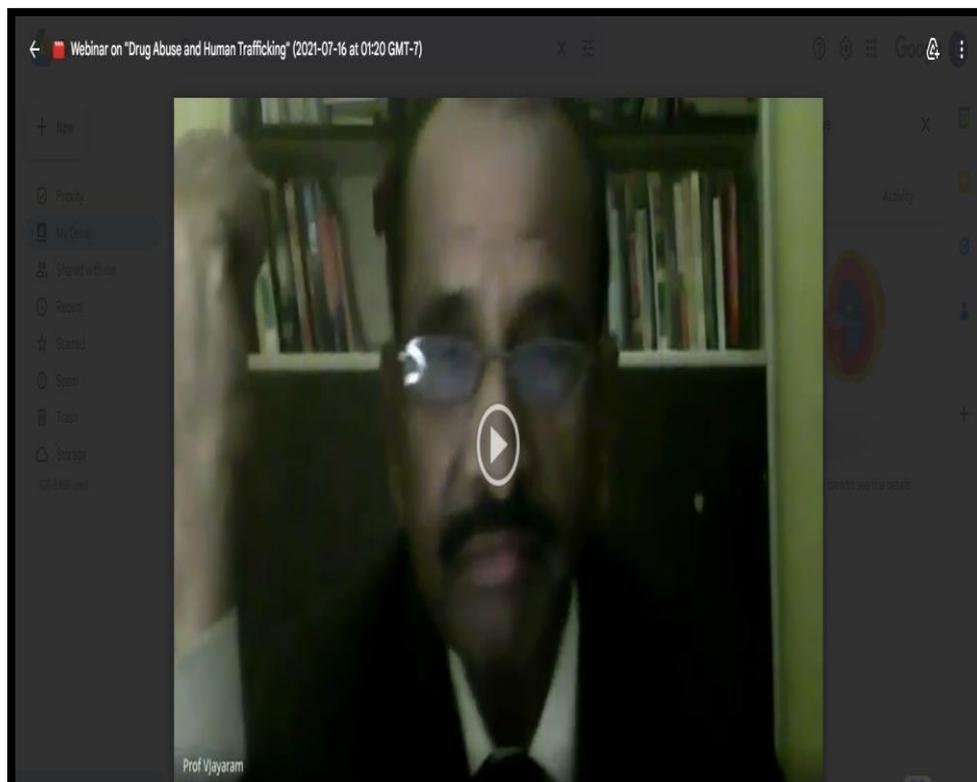
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## 4. DRUG ABUSE AND HUMAN TRAFFICKING

<b>Date of event</b>	16-07-2021
<b>Theme</b>	Life skills
<b>No. of participants</b>	180
<b>Resource Person</b>	Mr V Jayaram, Mangalore

### **Brief Report:**

On July 16, 2021, a webinar was held with the theme "Drug Abuse and Human Trafficking" under the broader context of "Life Skills." The event drew the participation of 180 attendees and featured Mr. V Jayaram from Mangalore as the resource person. Mr. Jayaram's insights and expertise shed light on the critical issues of drug abuse and human trafficking. The webinar fostered awareness and understanding of these societal challenges, emphasizing the importance of life skills in addressing and preventing these issues. It provided a platform for interactive discussion and encouraged participants to engage actively in their communities to combat drug abuse and human trafficking, equipping them with the knowledge and skills necessary to make a positive impact.





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## 5. MENTAL HEALTH AMONG STUDENTS- ISSUES AND CONCERNS

<b>Date of event</b>	23-03-2022
<b>Theme</b>	Life skills
<b>No. of participants</b>	168
<b>Resource Person</b>	Ms Vishaka Vishwanath M, Nexstar Extrusions, Mangalore

### Brief Report:

Ms. Vishaka Vishwanath, from Nexstar Extrusions, Mangalore, delivered a compelling seminar on "Mental Health Among Students: Issues and Concerns" on March 23, 2022, which was attended by 168 MBA students. The seminar shed light on the pressing challenges that students face in terms of mental well-being, emphasizing the need for open conversations and support systems. Ms. Vishwanath highlighted the impact of academic pressures, social expectations, and the importance of work-life balance. She also discussed effective coping mechanisms, stress management techniques, and the significance of seeking professional help when needed. The session resonated strongly with the audience, prompting a lively Q&A session where students actively engaged with the speaker, seeking practical strategies to enhance their mental health. Overall, the seminar proved instrumental in raising awareness and fostering a more empathetic and understanding approach towards mental health in the academic environment.





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## 6. HUMAN RIGHTS AND GENDER EQUITY

Date of event	02-03-2022
Theme	Life skills
No. of participants	178
Resource Person	Mr Udayananda, Advocate, Mangalore

### Brief Report:

On March 2, 2022, Mr. Udayananda, an esteemed Advocate from Mangalore, delivered an insightful seminar on "Human Rights and Gender Equity" to an attentive audience of 178 MBA students. The main aim of the lecturer was to create awareness of human rights and gender equity and their impact on society. He stressed that in the Indian context human rights should be given more importance because people in India are discriminated in many ways .





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## 7. Pantomime

2021-22

Under IQAC, Human Rights & Vermi Culture Club Organized a Mime competition on the theme " PANTOMIME" – an art beyond words " for the first- and second-year students on **10/03/2022** in the conference Hall at 2.30 pm. The main aim of the competition was to create awareness among the students on human rights and waste Management and their impact on society. The main theme of the mime act: First-year MBA: **Human Rights** Second Year MBA: Waste Management. The sub-themes chosen by the first year on human rights were as follows: Batch A- "Human Rights Warrior," batch B was "Right to Humanity." and Batch C was "women's safety. The sub-themes chosen by the second year on waste Management were as follows: Batch A was "water waste management," Batch B was "Swatch Bharath." and Batch C was "plastic management."





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2022-23

Under IQAC, Human Rights & Community Development cell Organized a **Mime competition on the theme " PANTOMIME"** – an art beyond words " for the first- and second-year students on **25/04/2023** in the conference **Hall at 1.30 pm**. The main aim of the competition was to create awareness among the students on human rights and waste Management and their impact on society. The main theme of the mime act: Human Rights

## Sub-Theme:

- First year MBA (Batch – A) : **Gender Discrimination.**
- First year MBA (Batch – B) : Citizenship & Participation.
- First year MBA (Batch – C) : Environmental Issues.
- **Second year MBA (Batch – A) : Human Trafficking.**
- **Second year MBA (Batch – B) : Drug Abuse.**
- Second year MBA (Batch – C) : Child Labour.





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## 8. Website



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