

Criteria 7: Institutional Values and Best Practices

7.1.1 Measures initiated by Institution for the promotion of gender equality during the year:

We ZIMCA always treat each stakeholder with equally and by no means differentiate on based on gender. We have made necessary arrangements for all to ensure safety by creating Grievance Redressal Cell and Internal Complaint Committee (ICC) to ensure guaranteed resolution of the grievances in case any arises in a systematic way.

ZIMCA emphasizes on women empowerment and as a result organizes various sessions to encourage them to be self-reliant and lookup & interact with role models across the globe through activities like International Women's Day celebration named “Glo w Talk”.

a) Safety and Security

The ZES Campus has fully equipped with security and safety for the faculty and all the students. To ensure unfailing security, the ZES has outsourced security services to professional security service provider. The Institute has number of security and safety measures taken to assure safety and security at 360 degree in the campus:

- By displaying emergency contact numbers at various locations.
- Maintained first aid box at the easily reachable common area at administrative office.
- Medical Room is provided, accessible to staff and students in case they feel sick or not well
- The ZES Campus is under CCTV surveillance which covers 360 degrees of institute.
- To ensure a safe and carefree environment from external nuisance, institute has heightened boundary wall and huge entry gate with security guards.
- Non-teaching & Teaching staff ensure safety atmosphere at every corner within and around the campus.
- All Students and staff carry college ID cards at all times and outsiders/visitors are enquired by security staff followed up by entry at main gate before letting entering the campus.

- Various counseling sessions on personal safety were organized for female faculty and girl students.
- All students and staff are divulged with the awareness of sexual harassment and how they need to perform to steer clear of such misconducts through different sessions.



Image-7.1.1.1-Security at Main Gate

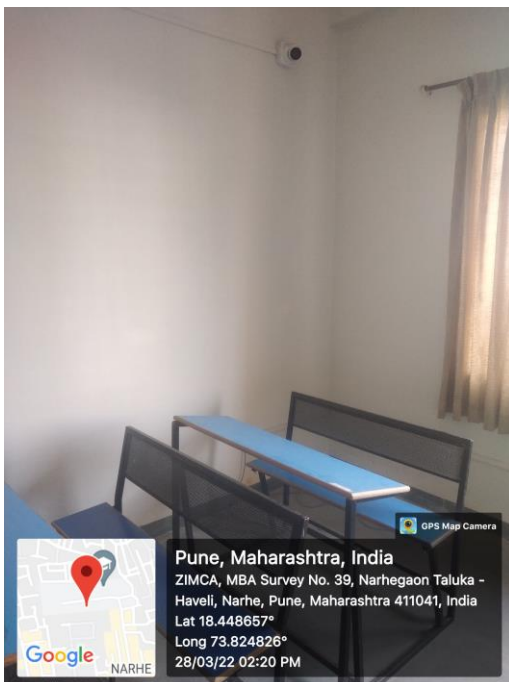


Image-7.1.1.2-CCTV at ZIMCA Classrooms



Image-7.1.1.3-CCTV at ZIMCA Corridor

b) Counseling

To ensure right counseling related to personal and professional matter of students, ZIMCA has Mentor-Mentee activity where designated faculty interacts with group of students. In addition to these scheduled meetings of Mentor & Mentee were arranged to stay connected with the students so that not lose track of their academic and professional sphere. This activity is also utilized to improve personal grooming of the students by sharing tips by the mentors, so that students can get personalized feedback for improvement.

c) Common Room

ZIMCA has provided comfortable girls' common room furnished with a bed, attached washroom, and dressing mirror and ladies hygiene related things place. It can also be accessible girl's students in case sickness and not feeling well. The washrooms are upkeep & cleaned at regular intervals to maintain hygienic condition.

On the similar lines, the institute has provided boy's common room to accommodate both boys' student and gents' faculty to take rest in case of feeling sick or unwell.

Note: Report: International Women's day Report

Photograph: Girls Hostel, CCTV @ buildings, Security guards, Girls common room, Boys common Room



Image-7.1.1.4-CCTV@Girls Hostel



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Image-7.1.1.5-Security @Girls Hostel



Image-7.1.1.6(a)-Girls Common Room



Image-7.1.1.6(b)-Girls Common Room



Image-7.1.1.7(a) Boys Common Room



Image-7.1.1.7(b)-Boys Common Room

- **Environment Consciousness and Sustainability**

ZIMCA has taken initiatives by conducting 'World Bicycle Day' to create awareness for fuel saving and minimizing traffic problems and a step towards making zeal campus pollution free. Most of the Staff and students staying nearby institute prefer to walk to the Institute or practice car/bike pooling. For the ease of movement on campus for pedestrian, the institute has pedestrian friendly Footpaths. Institute also has ERP system to make office paperless, which helps the faculty and staff to maintain and review administrative,

academic record etc. This initiative has helped in promoting paperless work culture at institute. To ensure quicker, effective and paperless communication with all stakeholders Institute has made it possible through various means like Microsoft Teams, WhatsApp groups and Official e-mail id & groups. The photocopying machine is used at office, staffroom and exam cell which has double sided printing facility, to save paper for printing. To create awareness about clean and green campus Institute is conducting/ participating in events like Swachh Bharat Abhiyan, tree plantation, ecofriendly 'Ganesh Visarjan'. For water conservation, bushes & green lawn near the playground is maintained using sprinklers and drip irrigation system.



Image-7.1.1.8-Sprinkler System at ZES Campus



Image-7.1.1.9-Drip Irrigation Facility at ZES Campus



Image-7.1.1.10-Playground at ZES Campus



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Image-7.1.1.11-Pedestrian Footpath at ZES Campus



Image-7.1.1.12-Pedestrian Footpath at ZES Campus

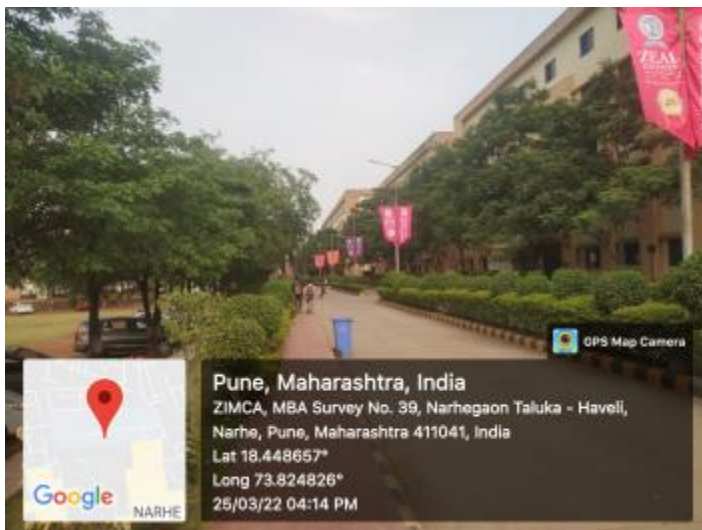


Image-7.1.1.13-Landscaping at ZES Campus