ANURAG UNIVERSITY

SDG-5 GENDER EQUALITY 2025



TABLE OF CONTENTS

Content	Page Numbers
Executive summary 2025	3
Institutional Mechanisms for Gender Equality	4 - 12
Women's Safety Programmes	13 - 15
Affordable Maternal and Reproductive Healthcare	16 - 17
Mental Health Awareness Outreach	18 - 22
Research contributions	23

Executive Summary 2025

Institutional Mechanisms for Gender Equality

Institutional mechanisms such as the Internal Complaints Committee and Equal Opportunity Cell support a safe, inclusive and equitable environment through grievance redressal, awareness and equal-opportunity initiatives.

Women's Safety Programmes

The T-Safe Women Security App Registration Programme introduced students to digital safety tools, emergency response features and personal security practices, encouraging greater awareness of women's safety.

Affordable Maternal and Reproductive Healthcare

The NEELIMA 9 initiative conducted 12 monthly maternity camps during 2025, reaching 528 women beneficiaries and recording 255 deliveries through programme cards. The initiative promotes access to affordable maternity care and support for expecting mothers.

Mental Health Awareness Outreach

Mental health awareness and suicide prevention programmes were conducted across five government residential girls' schools and colleges. Personal hygiene awareness activities also extended health education to government schoolchildren.

Research Contributions

Research contributions addressed women's livelihoods, adolescent health, maternal and reproductive healthcare, cardiovascular risk among women with PCOS, and sports skill development among schoolgirls.

Institutional Mechanisms for Gender Equality

Internal Complaints Committee (ICC)

The university has established an Internal Complaints Committee (ICC) to provide a safe, respectful and inclusive environment for students, teaching staff and non-teaching employees. The committee addresses concerns relating to *sexual harassment*, *gender-based violence*, *discrimination* and other forms of misconduct.

The Internal Complaints Committee (ICC) was formally constituted on 4 November 2020, in accordance with the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. The order specifies the committee's composition, including a Presiding Officer, faculty and non-teaching staff members, student representatives and external members. The constitution of the committee establishes a formal institutional mechanism for addressing complaints of sexual harassment and promoting a safe and respectful environment for women employees and students.

The committee functions in accordance with applicable legal guidelines, including the Supreme Court's 1997 guidelines on workplace sexual harassment and relevant University Grants Commission (UGC) directions.

Key Responsibilities

- Prevention of Sexual Harassment: Promoting policies and measures to prevent sexual harassment and gender-based discrimination.
- Grievance Redressal: Receiving and addressing complaints confidentially, promptly and impartially.
- Awareness and Sensitization: Conducting awareness programmes, workshops and training sessions to inform students and employees about their rights and available support mechanisms.
- Policy Implementation: Ensuring adherence to institutional policies and applicable legal guidelines and recommending appropriate action in cases of misconduct.

Grievance Redressal Mechanism

Students, teaching staff and non-teaching employees can submit complaints relating to gender violence, sexual harassment or discrimination through the designated email address.

Email: vasudhapharmacy@anurag.edu.in

ANURAG UNIVERSITY

(Established under the Act No. 13 of 2020 as per the Telangana State Private Universities Act, 2018. Sponsored by Gayathri Educational & Cultural Trust)

F. No. AU/ESTB/REG/UGC/2020-21 **Dated**: 04.11.2020

ORDER

As per the requirements of the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, the Internal Complaints Committee is constituted with the following members, as per the approval of the competent authority.

Internal Complaints Committee (ICC)

S. No.	UGC Requirement	Name & Contact Details (Department, Mobile, Email)	Designation
1	A **Presiding Officer** who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university) at the university, nominated by the Executive Authority	Dr. Vasudha Bakshi Dean, Pharmacy Mobile: 7702683048 Email: vasudhapharmacy@anurag.edu.in	Presiding Officer
2	**Two faculty members and two non-teaching** employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority	Dr. Sridevi Asso. Prof., CSE Mobile: 9866431335 Email: sridevicse@anurag.edu.in	Member
3		Dr. V. Vishnu Vandana Asso. Prof., Business Management Mobile: 9246560870 Email: hodmba@anurag.edu.in	Member
4		Mrs. Prathibha HR Mobile: 9247289944 Email: hr@cvsr.ac.in	Member
5		Ms. N. Sunitha Librarian Mobile: 9866916629 Email: library@cvsr.ac.in	Member
6	**Three students**, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected	Ms. Kothakonda Ashritha 3rd Year, CSE, School of Engineering	Member
7		Ms. J Naga Dharani 3rd Year, B.Pharm, School of Pharmacy	Member

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8	through transparent democratic procedure	Ms. G. Reshma 1st Year, Business Management	Member
9	**One member** from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority	Ms. Mounika Mesa Associate Software Engineer, Thomson Reuters Mobile: 8309438597 Email:monajay.mesa@gmail.com	Member
10	External Member	Prof. K. Shyamala Dept. of CSE, Osmania University Mobile: 9490219882 Email: prkshyamala@gmail.com	Member

Sameen Fatima

(Dr. S. Sameen Fatima)
Registrar

REGISTRAR
ANURAG UNIVERSITY
Venkatapur (V), Ghatkesar (M),
Medchal (Dist).

Copy to:
1. All the Members of the Committee
2. Vice-Chancellor
3. Regitrar
4. CEO, AU
5. All Deans & HODs
6. Website

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F. No. AU/Estb./ICC/45/2025/747 **Dated:** 07.07.2025

ORDER

As per the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations 2016, the Vice- Chancellor has accorded approval to re-constitute Internal Complaints Committee (ICC) with the following members:

Internal Complaints Committee (ICC)

S. No	UGC Requirement	Name & Contact Details (Department, Mobile, Email)	Designation
1	A **Presiding Officer** who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university) at the university, nominated by the Executive Authority	Dr. Vasudha Bakshi Dean, Pharmacy Mobile: 7702683048 Email: vasudhapharmacy@anurag.edu.in	Presiding Officer
2	**Minimum Two faculty members and two non-teaching** employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority	Dr. M.Sridevi Asso. Prof., CSE Mobile: 9866431335 Email: sridevicse@anurag.edu.in	Member
3		Dr. K.Haripriya Asso. Prof., ECE Mobile: 9177057789 Email: haripriyaece@anurag.edu.in	Member
4		Ms. P.Saritha Asst. Prof. MECH. Mobile: 9949672656 Email: sarithamech@anurag.edu.in	Member
5		Mr. T.Dinesh Asst. Prof. EEE. Mobile: 9985495912 Email:dinesheee@anurag.edu.in	Member
6		Ms. N. Sunitha Librarian Mobile: 9866916629 Email: library@ anurag.edu.in	Member
7		Ms. G.Sandhya Physical Education Mobile: 9491978709 Email: sandhyahs@ anurag.edu.in	Member

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8	**Minimum Three students**, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure	Ms,S.Yamuna Member, Student (UG) Mobile: 9121023105	Member
9		Ms. K.Harini Member, Student (PG) Mobile: 8978351341	Member
10		Mr.M.Raju Member, Research Scholar Mobile: 9701040460	Member
11	**One member** from amongst non-government organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority	Ms. Mounika Mesa Associate Software Engineer, Thomson Reuters Mobile: 8309438597 Email:monajay.mesa@gmail.com	Member
12	External Member	Prof. K. Shyamala Dept. of CSE, Osmania University Mobile: 9490219882 Email: prkshyamala@gmail.com	Member

A. Padmavathy

REGISTRAR

To
All the members

Copy to:
1. The CEO
2. The Deans / Directors/ Heads
3. The AO/ HR
4. EA to VC
5. Website

Equal Opportunity Cell (EOC)

The Equal Opportunity Cell (EOC) works towards ensuring equitable access to academic, financial and social opportunities for students and employees from diverse backgrounds. The cell supports an inclusive campus environment irrespective of community, religion, region, gender or ability.

Key Functions

- Promoting equal access to institutional opportunities.
- Providing guidance and counselling on academic, financial and social matters.
- Supporting diversity and inclusion across the campus.
- Addressing complaints relating to discrimination and unequal treatment.
- Recommending appropriate remedial measures through a structured grievance redressal process.

Grievance Redressal Mechanism

Individuals can submit a written complaint with relevant details to the designated committee. Following preliminary fact-finding and investigation, recommendations are forwarded to the Registrar for appropriate action or further enquiry, as required.

Email: narendarsinghece@anurag.edu.in

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No: AU/Admin/ EoC/SEDGs /2024/620 **Date: 24.07.2024**

ORDER

The Hon'ble Vice Chancellor of Anurag University is pleased to constitute the "Equal opportunity Cell (EoC) / Socio-Economically Disadvantaged Groups (SEDGs)" of Anurag University, which will be committed for providing Equal opportunities and creating an inclusive environment and culture in which all will be equal treated with respect and dignity.

Equal Opportunity Cell (EoC) / Socio-Economically Disadvantaged Groups (SEDGs)

S.No	Name	Designation	Contact No	Role
1	Dr M Srinivasa Rao	Director, Directorate of Admissions	9849471394	Chairperson
2	Dr Narender Singh	Associate Professor, Department of ECE	9014067636	Coordinator/ Convener
3	Dr K Rama Devi	Associate Professor, School of Pharmacy	9989170679	Member
4	Dr Sreedhar Beese	Assistant Professor, School of Agricultural Sciences	7619291420	Member
5	Prof. K Usha Rani	Professor, School of Nursing	9866275641	Member
6	Dr Sindhu Gugulothu	Assistant Professor School of Medical Sciences	6305525968	Member
7	Ms. J Salomy	Administrative Staff	9676105739	Member
8	One/Two Representatives of the student Council (in case of student related complaints) from SC/ST/OBC/Minority	-	-	Member

The maximum tenure of the committee will be three years from the date of this office order; The role and responsibilities of the committee will be to ensure that decisions are purely based on the merit, qualification and abilities without any bias towards gender race, religion, caste, ethnic origin, nationality, age, disability, birth, HIV Status, family status, sexual orientation, marital status, etc.

(Dr.Balaji Utla)
Registrar

To

All members of the committee

Copy to:
1. The CEO, AU
2. All the Deans, Directors, HOD's
3. Website
4. PA to VC/Registrar

15

Women's Safety Programmes

T safe women security app registrations program

Date: 17 October 2025

Organised by: NSS Cell

Programme Focus: Women's safety and digital security

On 17-10-2025, the NSS Cell of Anurag University conducted a large-scale awareness and registration drive for the T-Safe Women Security App, a safety initiative developed by the Telangana Police. As part of the campaign, NSS volunteers proactively visited multiple classrooms across different departments to ensure that every student on campus received the information directly and clearly. The volunteers explained the purpose of the T-Safe app, emphasizing how it plays a crucial role in safeguarding women during emergencies by offering features such as SOS alerts, live tracking, and instant communication with the Women Safety Wing. They spoke about real-life situations where safety apps have helped prevent harm and stressed the importance of being prepared for unexpected circumstances.

Inside each classroom, volunteers gave a step-by-step demonstration of how the T-Safe app works, starting from downloading it from the Play Store, registering a profile, setting trusted emergency contacts, and using the live SOS button. They interacted with students, answered their doubts, and explained how the app's integration with the Telangana Police control room ensures that help arrives quicker during unsafe situations. Many students, especially female students, appreciated the clarity of the demonstration and expressed that they were unaware of some of the app's safety features before this session.

Volunteers also guided students to immediately download and install the app on their mobile phones during the session itself. They encouraged

everyone to complete the registration process on the spot, ensuring that the app was fully set up and ready to use. This hands-on approach helped many students gain confidence in using the app effectively. The presence of NSS volunteers in classrooms created an open and comfortable environment where students felt free to ask questions about personal safety, emergency scenarios, and how the app can assist during travel, late-night work, or while commuting alone.

Apart from app usage, the volunteers educated students about the broader importance of digital safety, online awareness, and self-protection strategies. They highlighted how technology can empower women, reduce risks, and create safer communities when used responsibly. The session also covered basic safety practices such as sharing travel details with trusted contacts, avoiding unsafe routes, and being alert in both physical and digital spaces.

The classroom visits helped the program reach a large number of students within a short time, creating a strong and immediate impact across the university. Faculty members appreciated the dedication of the volunteers and acknowledged the importance of such safety initiatives. The program also encouraged students to spread awareness about the T-Safe app among their families, friends, and neighborhood communities, thereby extending the impact beyond the campus. Overall, the T-Safe app awareness and registration drive conducted by the NSS Cell not only increased the number of registered users but also strengthened the culture of safety, responsibility, and empowerment within Anurag University.





Affordable Maternal and Reproductive Healthcare

NEELIMA 9: A Special Reproductive Maternity Care Initiative by Neelima Hospital, NIMS, Anurag University

Neelima Hospital offers NEELIMA 9, a dedicated program designed to support expecting mothers with safe, affordable, and compassionate maternity care.

Every Month on the 9th, Pregnant women who register between 8:00 AM and 1:00 PM can avail exclusive benefits:

Normal Delivery – FREE

Cesarean Section – ₹10,000 only including pharmacy and procedures. Any emergency situation, 5000 will be charged extra.

50% Discount on Investigations, Pharmacy, and Radiology – valid for OPD

With NEELIMA 9, we aim to make quality maternal care accessible and stress-free for every mother. At Neelima Hospital, your comfort, health, and birthing experience are our top priorities.

Progress of Neelima 9 Programme in 2025

During January–December 2025, the Neelima 9 Programme of Neelima Hospitals conducted **12 monthly camps**, organised on the 9th of every month. The programme recorded a total of **528 women beneficiaries** during the year, with monthly participation ranging from 30 women in February to 61 women in September.

A total of **255 deliveries** were recorded through Neelima 9 cards during the reporting period, reflecting the programme's continued engagement with women beneficiaries and follow-up through pregnancy and delivery. The monthly records also capture the mode of delivery. These include **13 normal deliveries recorded during January–June and 164 LSCS deliveries** across the months for which delivery-mode details were

entered. Since mode-wise entries are incomplete for certain months, these figures represent the recorded data and not the complete distribution of deliveries by mode.

The conduct of camps every month throughout the year, together with the number of beneficiaries and deliveries recorded, demonstrates the programme's continued progress in reaching pregnant women and facilitating access to maternal healthcare services.

NEELIMA HOSPITALS

NEELIMA 9 PROGRAMME | PROGRESS NOTE | JANUARY–DECEMBER 2025

The Neelima 9 programme conducted its camps on the 9th of every month during 2025. The monthly register records women beneficiaries and deliveries linked to Neelima 9 cards, reflecting continued outreach and follow-up through the year.

528	255	12
Women beneficiaries recorded	Deliveries through Neelima 9 cards	Monthly camps (Jan–Dec)

Key progress highlights

- The register shows 528 women beneficiaries across the 12 monthly camps. Monthly beneficiary counts ranged from 30 (February) to 61 (September).
- A total of 255 deliveries are recorded as having taken place through Neelima 9 cards during the year.
- The delivery-mode columns record 13 normal deliveries for January–June and 164 LSCS deliveries across the months where figures are entered. Some monthly mode entries are blank, so these figures should be treated as recorded entries rather than a complete mode-wise total.

Photographs from Neelima 9 camp activities








Mental Health Awareness Outreach

CSR Initiative in Government Residential Girls' Institutions

As part of the Corporate Social Responsibility (CSR) initiative of Neelima Institute of Medical Sciences, a series of one-hour programmes on "Mental Health Awareness and Suicide Prevention" were conducted in five government residential schools and colleges.

The programmes were organised in accordance with the directions of the District Medical and Health Officer (DMHO) and in coordination with the concerned district authorities. The initiative represented the University's and its associated medical institution's commitment to extending mental health awareness and preventive support beyond the campus and reaching students in government residential educational institutions.

The programmes were conducted between 22 and 24 August 2025 (Friday to Sunday) at the following institutions:

1. Govt. ST Girls Post-Matric Hostel.
2. TMRS Balanagar Girls, Nagole School.
3. TMRS Balanagar Girls College, L.B. Nagar.
4. TMRS Quthbullapur Girls, ECIL.
5. TMRS Medchal Girls, Nagaram.

The outreach activities were organised in close coordination with the Deputy Collector, District Medical and Health Officer (DMHO), District Minority Welfare Officer (DMWO) and District Tribal Development Officer (DTDO).

The participation of district-level officials added institutional support to the initiative and facilitated interaction with students and the respective

educational institutions. The District Tribal Development Officer (DTDO) personally attended the programme at the Govt. ST Girls Post-Matric Hostel on 24 August 2025, interacted with the students and encouraged them to participate actively in the discussions.

Key Themes Addressed During the Outreach Programmes

The one-hour interactive sessions covered several important aspects of adolescent mental health and suicide prevention.

a. Developmental Stages and Behaviours of Adolescents

Students were sensitised to the emotional, psychological and behavioural changes associated with adolescence. The discussions focused on understanding the challenges of this developmental stage, including changes in relationships, self-perception, emotional responses and social expectations.

b. Barriers to Mental Health During Adolescence

The sessions explored common barriers that prevent adolescents from recognising mental health concerns or seeking help. These included social stigma, fear of being misunderstood, peer pressure, family and academic expectations, emotional isolation and lack of awareness about available support systems.

c. Handling Mental Health Barriers and Preventing Self-Harm

Particular attention was given to recognising emotional distress and responding constructively to challenging situations. Students were encouraged to communicate their feelings, approach trusted adults and seek professional assistance rather than dealing with serious emotional difficulties in isolation. The discussions also highlighted the importance of identifying warning signs and seeking timely help to prevent self-harm and other harmful outcomes.

d. Awareness of Government Helpline Numbers

Students were informed about government helpline numbers and support services that could be contacted during emotional or psychological crises. This component aimed to improve awareness of accessible assistance mechanisms and encourage students to reach out for help when faced with difficult situations.

e. Supporting Friends Experiencing Suicidal Thoughts

An important component of the sessions focused on helping students understand how to respond when a friend expresses suicidal thoughts or exhibits signs of severe emotional distress. Students were sensitised to the importance of listening without judgement, taking such expressions seriously, informing responsible adults and facilitating access to appropriate professional assistance. The discussions emphasised that students should not attempt to manage serious crisis situations on their own.

Individual Interactions and Support for Students in Crisis

In addition to the group awareness sessions, the programme incorporated one-on-one interactions with students who were identified as experiencing emotional distress or requiring additional support.

These interactions provided an opportunity for students to discuss their concerns privately in a more comfortable and supportive setting. Their concerns were heard and addressed, and appropriate guidance was provided based on the nature of the issues raised.

This individual engagement complemented the broader awareness programmes by ensuring that students who needed more focused attention were not overlooked. It also reinforced the importance of combining preventive mental health education with opportunities for personal interaction and appropriate support.



Picture from "Mental Health Awareness and Suicide Prevention" at TMRS Balanagar, Nagole

Personal Hygiene Awareness Program

Date: 7 August 2025

Venue: Pillapally Village, Bhudan Pochampally Mandal, Yadadri Bhuvanagiri District

Organised by: NSS Unit-1

Participants: Government schoolchildren

On 7 August 2025, NSS Unit-1 volunteers of Anurag University conducted an awareness program on Personal Hygiene for government school children at Pillapally village, Bhudan Pochampally Mandal, Yadadri Bhuvanagiri District. As part of the initiative, the volunteers interacted with the students and guided them on the importance of maintaining cleanliness, healthy habits, and basic hygiene practices in daily life.

The program was attended by Dr. J. Rajendra Kumar, Program Officer of NSS Unit-1, and Mr. B. Tirupathi, Pharmacy Department Coordinator, who appreciated the active involvement of the volunteers. The event aimed to instill good hygiene practices among children and promote health awareness at the grassroots level.









Research Contributions

Research activities contribute to gender equality by examining issues affecting women and girls across areas such as livelihoods, adolescent health, maternal healthcare, reproductive health, and sports participation.

The following are the list of publications:

Title	Journal	Home Authors
Investigating the role of women in small-scale fisheries	International Journal of Aquatic Research and Environmental Studies	Kotte Navya
Potato Chips and Their Effects on the Well-being of Adolescent Girls	Asian Journal of Dairy and Food Research	Vadapalli Lakshmi
Maternal and foetal outcomes of scrub typhus in pregnancy: A retrospective study	Tropical Doctor	Nilofer A Rajasab
A Comprehensive Review on Cardiovascular Disease Risk Assessment for PCOS Women Using Machine Learning Techniques	Lecture notes in networks and systems	G Swapna; Rakesh Roshan
DEVELOPMENT OF KABADDI OFFENSIVE SKILLS TEST FOR HIGH SCHOOL GIRLS	Journal of Science Engineering Technology and Management Science	C H Mahesh; T Hanumanthu