



EQUITY ACTION PLAN (EAP) FOR TANUVAS

Name of the PI with contact details: Dr.J.John Kirubaharan, Dean and PI (IDP), Madras Veterinary College, Tamil Nadu Veterinary and Animal Sciences University, Tamil Nadu, Chennai – 600 051. Mobile: +91-9840278491 Email: johnkirubaharan.j@tanuvas.ac.in

Name of the Nodal Officer(EAP) with contact details: B.Samuel Masilamoni Ronald, Professor, Department to Veterinary Microbiology, Madras Veterinary College, Vepery, Chennai – 600 007. Mobile: +91-9884080856 Email: smronald.b@tanuvas.ac.in

S.No.	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators
1	To identify academic weaknesses in all students and offer remedial courses for the needy	Designing an evaluation test for students at the beginning of each semester. In the beginning of the first academic year bridge courses will be arranged for students coming from vocational stream (without physics, chemistry, biology background)	TANUVAS	Once in a year	Pass percentage of students from vocational stream in the first Annual Board Examination
2.	To improve language competency	Students coming from vernacular medium in secondary education to collegiate education will be imparted scientific English writing and communication skills	MVC, VCRI, CFDT	Continuous	Pass percentage of the students in English and improvement in class average in English
3.	Institution to improve non-cognitive and soft skills including communication and Presentation skills	Conduct of training by experts and specialists in the area	TANUVAS	Continuous	Improvement in job placement of students, with disadvantaged backgrounds and compensation

4.	Priority in training opportunities to faculty to upgrade their teaching skills	Formulation of Faculty Development Plan through cross sectional training need assessment	TANUVAS	Yearly	Increase in the percentage of faculty enrolled for such Opportunities
5.	Creation of gender and differently abled friendly campuses	Provision of ramps, toilets and hostel which are suitable for differently abled. <ul style="list-style-type: none"> • Provision for ramps, lifts, toilets and up-gradation of hostel facilities, • Installation of CCTV cameras for social safeguard where needed to make campus gender friendly. • Improving accessibility for physically challenged through barrier free access. • Signs inside and outside of the building • Provision of alarms or hooters to alert building inmates in case of emergency and untoward incident • Provision of spacious and well lit parking • Installing sanitary napkin vending machine • Incinerators for sanitary napkin for safe disposal 	TANUVAS	Continuous	Reduction in incidence of gender bias and increase in comfort level for differently abled
6.	Grievance redress mechanism (GRM)	Install a toll free landline phone and an email id with nomination of a senior faculty as Grievance Redressal Officer	TANUVAS	Continuous	Number of grievances received and time taken to resolve
7.	Creation of an institutional mechanisms to protect and address the needs and concerns of women students	Formation of Gender Committees in each institution, Installing vendor machine/ incineration for safe disposal of sanitary napkins	MVC VCRI CFDT	Continuous	
8.	Appointing Student Mentors and Faculty Advisers for Students	Assigning Student mentors for 6-8 junior students and Appointing Faculty Advisers for 10-15 students/ student mentors. Faculty Advisers will guide the students and monitor their progress	MVC VCRI CFDT	Continuous	Increased rate of students performance

9.	Labour Management Plan.	<p>For safety of the workers engaged for civil works under NAHEP</p> <p>Insuring the following in tender document</p> <ul style="list-style-type: none"> • Labour license for the requisite number of labour deployed in project. A copy of labour license must be supplied to PEA/PIC by Contractor • Insurance for its labours so as to ensure that adequate financial provisions are available in case of any injuries during the accident or emergency • Equal wages for men and women workers • Child labour free zone • Minimum space with ventilation and washing facilities • Potable water, Cooking and storage facilities • Caution boards needs to be displayed at construction zones especially where habitation is nearby to aware public. 	TANUVAS	Continuous	Increases safety measures for labour, student and staff
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