

## **Student & Internship Policy of the ant**

the ant gets a number of requests from students and young professionals to intern and spend varying amounts of time for a learning experience. While dealing with students and interns and making sure that they get a rich learning experience does take a lot of energy, time and effort, we accept our responsibility as we believe that field experience have a lot to teach students and young people. On the other hand, there are very important lessons for the ant team too to learn when students and interns interact with our team and the community and it helps us remain an open and learning organisation. Many interns have also contributed effectively to the knowledge base of the ant with their reports and studies.

However, over the years we have seen that the best learning – both for the students and also the ant – happens when there is a dialogue beforehand and we enter into this experience with mutually accepted conditions and clarity. Hence, from feedback taken from interns and also from the ant's field and administrative staff, we have put together a small internship policy which we hope will benefit both the parties concerned.

### **Conditions for Acceptance of Interns at the ant**

We are a rural development organisation working to improve lives of the poor and vulnerable people in village area. Hence, we will accept only interns with an open mind, who are willing to engage and learn not just from our field staff (who might be lesser in education but richer in field experience) but also from the poorest and marginalized people in our village areas.

1. As part of this learning and lived experience, we ask that interns be prepared to accept personal hardship – like staying in far flung villages many a times with no electric connection to charge mobile phones or laptops, having no toilets, running water and other amenities that one may be used to.
2. Since our village area has no easy public transport, interns are expected to cycle – 15-20 kms a day and should be appropriately prepared to do so. We will make arrangements for cycles for interns.
3. In dialogue and consultation with the intern and the institute they come from, we will draw up a list of tasks that the intern will have to carry out in his/ her period of internship with us. The tasks thus outlined will be a balance between academic requirements of the institute, the skills set of the intern in question and also the need of the ant. These tasks will be reviewed and in dialogue with the intern, can be changed in keeping with changing field conditions and performance / skills of the intern.
4. The intern is expected to report on and make a presentation of the tasks performed - to some of the senior team members of the ant in the last week of internship and after getting feedback from the team, will have to finalize and submit a written report of satisfactory quality before leaving the ant to the programme coordinator. Internship experience certificate will not be given unless this is done. Reporting format will be discussed and mutually decided upon during the orientation before starting internship.
5. the ant has certain norms, rules and a Code of Conduct that includes norms about smoking, drinking, appropriate dressing, behavior towards women, non-discrimination towards minorities, financial honesty etc. which before the start of internship, the intern will be oriented and is expected to follow. the ant reserves the right to terminate the internship if there is gross misconduct and flaunting of the Code of Conduct.
6. To offset the costs incurred on the intern for food, stay, cycle hire, volunteers/ interpreters to guide the intern in the field, supervision etc., we charge a monthly charge which is subject to change from time to time which the interns (or the institute they come from) will have to pay the ant upon starting the internship.
7. the ant will designate a field supervisor as well as an internship coordinator who will work with the student and institute to ensure a rich learning experience. We will also make arrangements for stay, food, safety and other logistics during the period of the internship.
8. Evaluation of the students (if needed) will be done according to the norms of the institute from which the interns hail and we will provide an experience certificate at the end of the internship.

The conditions therein is not to intimidate but to ensure that the grounds of partnership between the intern/ institute and the ant are made as clear as possible so that the parties involved are able to fulfill the goals for which the internship is being sought or taken in the first place. In case you are okay with the conditions therein, please do let us then continue the dialogue and make sure we have an interesting, rich and meaningful mutual learning experience.