



### 7.1.1 Annual gender sensitization action plan (2020-21)

Appasaheb R B Garud College has a strong ethical work culture that is based on inclusivity. It observes highest ethical standards in all its activities. Equal opportunities are provided to all individuals irrespective of gender, race, caste, colour, creed, language, religion, political or other opinion, national or social origin, property, birth or other status. Its unique work culture, healthy traditions and ethos have led to enrolment of 50% (Approx.) Girl students and 13% women staff.

Safety, security and well-being, along with gender equity and friendly working atmosphere are the issues of prime concern to Appasaheb R. B Garud. College, Shendurni. Gender sensitivity is an inherent value in the cultural ethos of the institute and its neighbouring community, as is evident by the following facilities –

#### (a) Safety and Security

- **Well-trained and vigilant security guards stationed across the campus.**
- Security checkpoints at all campus entries and exits.
- Internal Complaint Committee for Women
- Prevention of Sexual Harassment Committee at Work Place.
- *Yuvati Sabha* organizes annually for the Girls and Women staff of college.
- Organizes “Beti Bachao, Beti Padhao” programme.
- Extensive surveillance network (CC TV) with 24x7 monitored control rooms.
- Discipline Committee - Rotational duty by all faculty members for discipline and security.
- Summer Patrols by students.
- Strict implementation of Anti-Ragging, Anti-Smoking and Plastic Free Campus.

- Awareness campaigns on women safety and gender sensitivity through street plays (*Nukkad Natak*), rallies and camps by NSS student volunteers.
- Separate hostels for women with dedicated wardens.
- The Institute is the preferred destination of parents for education of their female wards as evidenced by the Stakeholder Feedback.
- Eco-friendly crèche for wards of institute staff with dedicated staff and faculty supervisors.

#### **(b) Counselling**

- Formal and informal avenues for counselling male and female students and staff for academic and other issues/problems.
- Grievance and Redressal Committees for staff and students.
- Gender sensitization camps in slums and rural areas Shendurni region that include the following aspects:
  - Women's rights.
  - Human rights.
  - Gender Equality and justice.
  - Gender equality.
  - Gender sensitization workshops (MAWA).
  - Campaigns against female feticide (Save Baby Girl Child).
  - Alumni, Placement Assistance Cell.
  - Counselling, Moral Counselling, Career Counselling, Village Counselling etc.

#### **(c) Other Measures**

Other measures of Gender Sensitization include –

- Curriculum and Coursework.
- Co-curricular activities.

#### **Other Initiatives**

Additional initiatives ensure active participation of students in co-curricular activities including sports as it is a compulsory core course in all UG programmes and also at intra-faculty, inter-faculty and inter-university, state and national level levels.



*[Signature]*  
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