

7.1.1 Specific facilities provided for women:

a) Safety and Security

b) Counselling

c) Common Room

A 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% women 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 A R B Garud College. 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
- *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 Mobile 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.
- Student Counselling Committees are available for counselling of both males and females' students.
- 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 justice.
 - Gender equality.
 - Gender sensitization workshop
 - Campaigns against female feticide.
 - Alumni Placement Assistance Cell.
 - Medical Counselling, Moral Counselling, Career Counselling, Village Counselling etc.

(c) Common Rooms:

- In college, well-equipped common rooms have been allocated for men and women. Especially, women's common has the facility of Sanitary Napkin Vending Machine.

(d) Other Measures

Other measures of Gender Sensitization include –

- Curriculum and Coursework.
- Co-curricular activities.

A R B Garud College has been successful in caring for its diverse students from rural background and staff population harmoniously in its efforts to steadily achieve its vision and mission. This is also evident from regular feedback from all its stakeholders.

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.

- **Response:**

The College in assistance with the Maharashtra Police Department looks after the safety and security of the girl students and women staff in the college campus, where the squads of police frequently visit the college premises. The helpline numbers for assistance are displayed at the common places, ladies room, verandas', offices, staffroom, etc. Once in a year, the Prevention to Sexual Harassment Committee shows various special video clips on women's safety and security and suggests being cautious accordingly. This committee also provides a strong platform in women's empowerment. It always tries to educate and create awareness in the girl students about fundamental human rights as well as laws regarding domestic violence and sexual harassment at work places. In concern to gender sensitivity, the college has organized 7 Days Workshop on "Gender Sensitivity" organized by in collaboration with MAWA (Men Against Women Violence) during 28th July-2nd August, 2017. **Ms Zareena Khan** an Alumni, conducts special demonstration on Self Defense Programme i. e. Karate under the platform of "Ti Chi GarudZep", Mr. Ashok Utekar (API) Pahur Police Station, Pahur has conducted a session on "Use of Mobile and Cyber Security" and created awareness among students about cyber security and cyber crime.

- The college has organized a seminar on "Women's Laws and Rights" **under Internal Complaint Committee for Women and Yuvati Sabha.**
- The College has organized wrestling for women in college campus, also Marathon for Girls and Boys for creating gender equity in campus.
- The college also organized "Mazi Aai Maze Mahavidyalaya", the prime objective was to introduced the college mechanism and to maintain healthy dialogue with the parents of the girls, who enrolled in the college.
- To create awareness on gender equity our college has organized and our staff has initiated in Save Girl Child activity, like using logo of save girls on vehicles and in

and around campus. The College has also organized many activities which reflects the theme of Save Girl Child under title

- **Counseling:** The issue of gender equality plays very important role in students counseling. Equal opportunities are provided in college campus for participation of girl students in sports, cultural activities, NSS and all other co-curricular activities. In college administration, we have Student Development Cell and Training and Placement Cell. For the peace of mind and to increase concentration of youth of college, college has established well furnished Yoga and Meditation Center, which facilitates to the staff and students also. According to equal opportunities, the college has attempted to make available the facilities of competitive examination through well-furnished competitive examination center. The Student Grievance Redressal Cell is proactive in the college. Every year we organize counseling programmes and seminars for security, safety and gender equality.
- **Common room:** This college has separate common room for girl students. It is situated on the ground floor of the building. It is well equipped with facilities such as, first aid kit, toilet blocks, 2 sanitary napkin vending machines, and sanitary napkin disposal apparatus, etc. for girl students. This room has sufficient carpet area, which is used regularly by all girl students. Extra efforts are taken to maintain the hygiene of this room and frequently monitored by women faculty members.




Principal
Appasaheb R.B. Garud Art's
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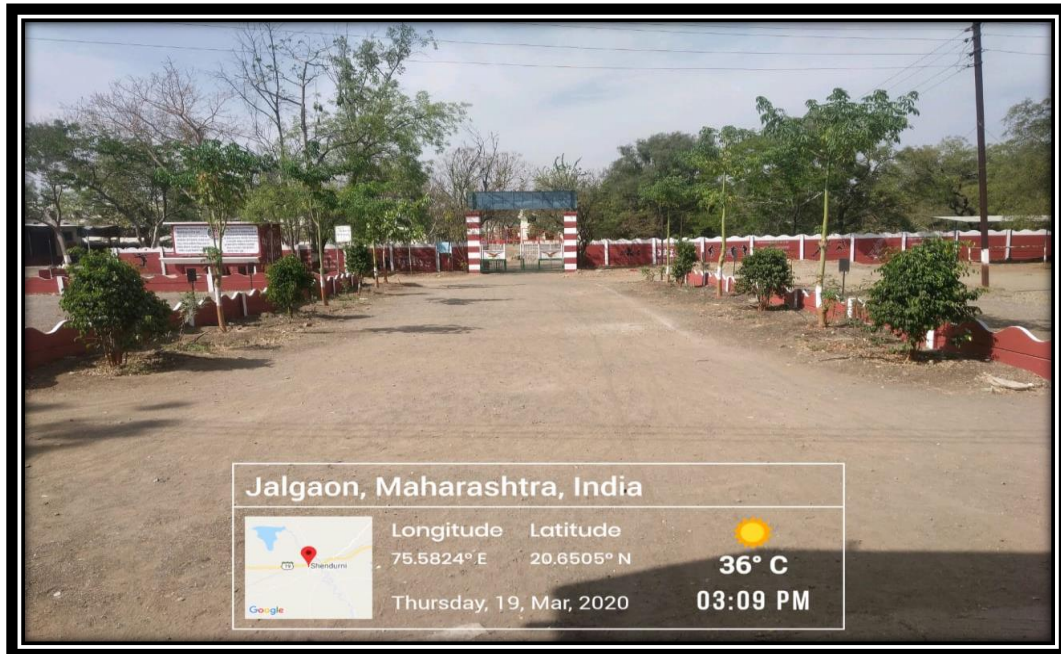
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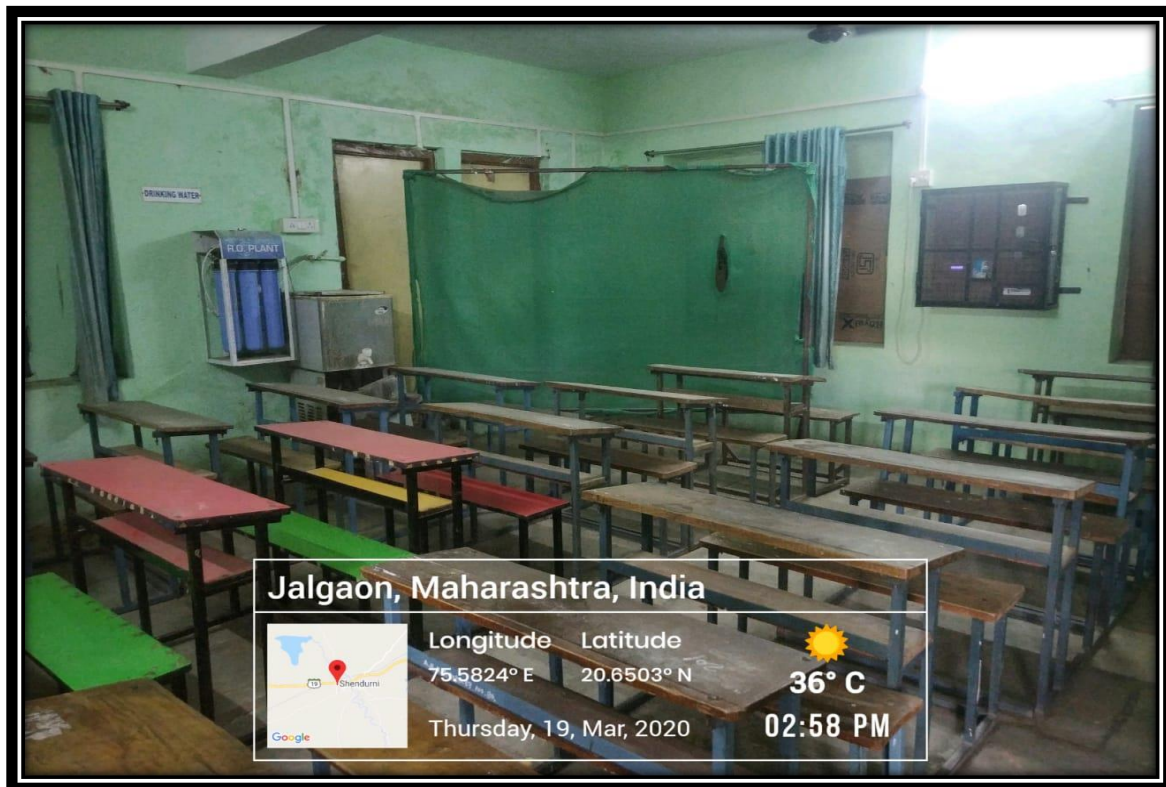
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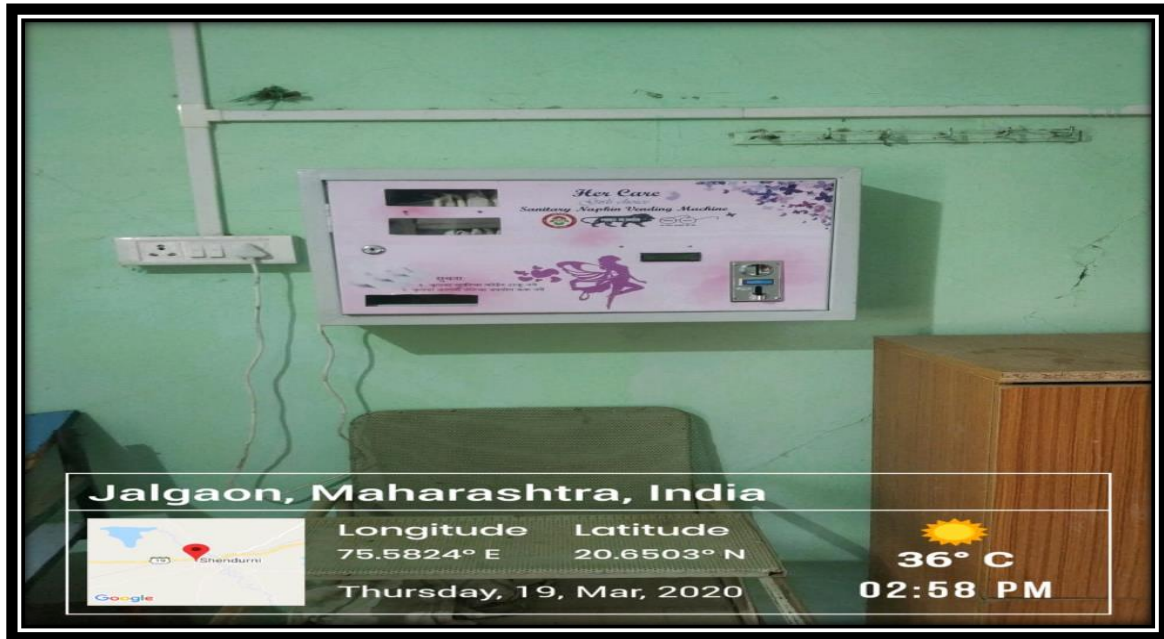
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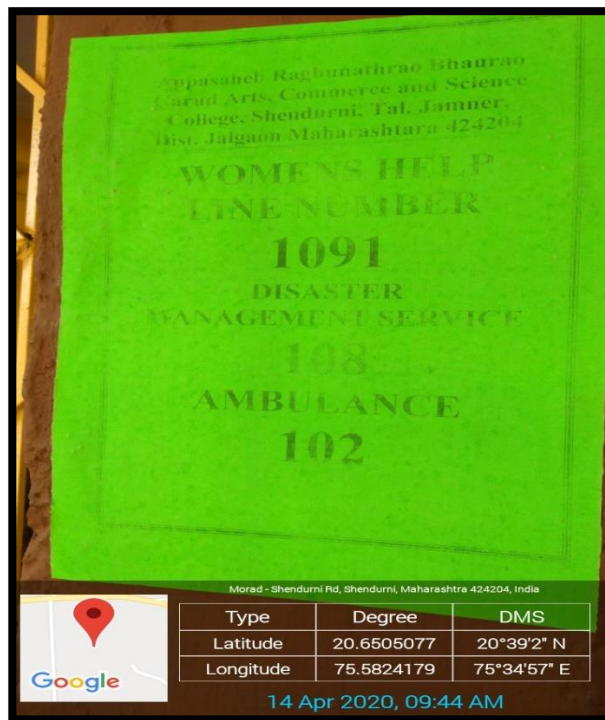
Common room:



Sanitary Napkin Vending Machine



Women's Helpline:



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