



Janvikas Shikshan Sanstha, Yeoda's

ARTS COMMERCE COLLEGE, YEODA

Tq. Daryapur, Dist. Amravati, Maharashtra,

Permanent Affiliated to S.G.B. Amravati Institution, Amravati

(NAAC ACCREDITED "B+" GRADE)

Recognised by U.G.C. u/s 2(f) & 12B

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Phone No: 07224-237063

College Code: 155

Specific facilities provided for women in terms of a. Safety and security b. Counselling c. Common Rooms d. Day care center for young children or. Any other relevant information

1: SAFETY AND SECURITY OF WOMEN

Women's safety and security is an important part of our college's priorities and to achieve this goal, the college administration has taken some important steps with the establishment of the college, the details of which are given below.

A: ANTI-SEXUAL HARASSMENT COMMITTEE:

About the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at workplaces, the Institution Grants Commission (UGC) has issued circulars since 1998, to all the universities, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. It has further advised the universities to be proactive by developing a conducive atmosphere on the campus, where the status of women is respected and they are treated with. Keeping the above guidelines in view our institution has constituted a Committee Against Sexual Harassment since 2000.

Objective Anti-Sexual Harassment Committee:

The objectives of the Committee are:

Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees; Deal with cases of discrimination and sexual harassment against women, in a time-bound manner, aiming at ensuring support services to the victimized and termination of the harassment.

- ❖ To develop guidelines and norms for policies against sexual harassment.
- ❖ To develop principles and procedures to combat sexual harassment.
- ❖ To work out details for the implementation of these policies.
- ❖ To prepare a detailed plan of action, both short and long term.
- ❖ To organize a gender sensitization awareness programme.
- ❖ To deal with cases of discrimination and sexual harassment in a time-bound manner, aiming at ensuring support services to the victimized.

The following is also sexual harassment and is covered by the committee

- ❖ Eve-teasing
- ❖ Unsavoury remarks
- ❖ Jokes causing or likely to cause awkwardness or embarrassment
- ❖ Innuendos and taunts
- ❖ Any unwanted sexual overtone, including intrusive phone calls and the like, is unacceptable.
- ❖ Gender-based insults or sexist remarks
- ❖ Touching, rubbing against any portion of the body, and similar conduct displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
- ❖ Forcible physical touch or molestation
- ❖ Physical confinement against one's will and any other act likely to violate one's privacy

Anti-Sexual Harassment Cell assures all the complaints of the students, teaching and non-teaching staff are treated with dignity and respect and the complaints should be maintained confidential.

B: ANTI-RAGGING COMMITTEE:

The purpose of this committee is to save the newly enrolled students from the hassle of ragging. But it plays an important role in protecting the girl's students. Because of the directions of the Hon'ble Supreme Court and as per the UGC regulations on curbing the menace of ragging in Higher educational institutions, 2009 (under Section 26 (1)(g) of the Institution Grants Commission Act, 1956) prohibit, prevent and eliminate the scourge of ragging Anti Ragging Committee is constituted in our college. Committee headed by the principal and consisting of representatives of faculties, local police administration, parents and enrolled students. Ragging is prohibited in the institution, and anyone found guilty of ragging and/or abetting ragging, whether actively or passively, or being a part of a conspiracy to promote ragging, is liable to be punished because we believe that Ragging is a non-bailable, cognizable and punishable offence.

Objectives of Anti Ragging Committee:

Anti-Ragging Committee will be the Supervisory and Advisory Committee in preserving a Culture of a Ragging Free Environment on the College Campus. The Anti-Ragging Squad-office bearers will work under the Supervision of Anti Ragging Committee and engage in the work of checking places like Buses, Canteens, Classrooms and other places of student congregation. Anti-Ragging Committee will be involved in designing strategies and action plans for curbing the Menace of Ragging in the college by adopting an array of activities. Depending upon the nature and gravity of the offence the Anti-Ragging Committee and the Governing Body of the college will take stringent action on the offender either by

- ❖ Cancellation of admission
- ❖ Withdrawing scholarship/fellowship and other benefits
- ❖ Debarring from appearing at the examination
- ❖ Debarring from representing the college in sports and cultural events

An active Anti-Ragging committee not only helps in the prevention of ragging but also helps in the safety of women.

C: DISCIPLINE COMMITTEE:

Discipline is the bridge between goals and accomplishment. Hence education should bring in moral, and ethical values of well-being to learners and every educator and education institution should strive hard to bring in the core human values in the process of learning. But this committee plays a vital role in **women's safety** and protection.

Vision:

To inculcate professionalism among students by creating a safe and motivating atmosphere in our institution.

Mission:

- ❖ To have a positive approach in imparting discipline among students.
- ❖ To frame policies to maintain discipline on the college premises.

Objectives:

The committee mainly focuses on:

- ❖ To ensure women's safety on college premises.
- ❖ To solve student-related problems and create a healthy environment in college.
- ❖ To make the student aware of the discipline rules and enforces to follow.
- ❖ To take disciplinary action against any of the misconduct.
- ❖ To ensure a calm and peaceful academic atmosphere on the campus.

- ❖ To avoid physical confrontation among students.
- ❖ To ensure all the students wear ID Cards while they are on campus.
- ❖ To enforce the total prohibition of cell phone usage by the students while the class work is going on
- ❖ To monitor the movement of the students in the college and prevent students from loitering around in the corridors during the college working hours.
- ❖ To prevent the students from leaving the college early without prior permission from the concerned authorities.
- ❖ To prohibit Smoking strictly on the college campus.
- ❖ To maintain proper discipline in the college canteen and student waiting room during the college working hours.
- ❖ To assist the college anti-ragging committee in preventing ragging in the College.

An active Discipline Committee not only helps in maintaining discipline on college premises but also plays a vital role in the safety of women.

D: MENTOR-MENTEE SCHEME:

Although the Mentor-Mentee Scheme aims to provide all kinds of support to all the students of the college. But this scheme also plays an important role in the safety, security and protection of women. Mentoring is an innovative approach to assisting students in enhancing their learning and leadership skills, so pushing them to pursue future career advancement. In light of this, the college offers a mentorship scheme in which faculty members receive training on the mentor system and meet with students daily to listen to their concerns and offer advice on their general personality development.

The student mentoring system is implemented in the college, with the Teachers participating in the mentoring process. The mentor has outlined responsibilities to care for all mentees, including providing them with career counselling, personal counselling, academic help, remedial coaching, and on-demand support. Under the mentor-mentee scheme, the institution allows mentoring work to the alumni along with faculties. This helps in the effective working of the mentor-mentee scheme.

Objectives of Mentor-Mentee Scheme:

- ❖ Mentor and mentees are one of the student-centric practices in college. This practice is implemented according to UGC norms. Students in the competitive era are struggling against educational fear.

- ❖ Everyone tries to win and become a winner. Due to more desire and directionless efforts, students cannot achieve the expected target. Institute here tries to provide a fearless and fruitful environment for education and bridge the gap between students and teachers.
- ❖ Social, educational, pleasant and mind stress-free environments have been provided to students. Through Mentor and Mentees' interaction and ethical relation with one another, a healthy educational atmosphere is improved and the mental and physical strength of students has increased.
- ❖ Mentors with the allotted mentees have healthy talk and ethical relations.
- ❖ Mentees have disclosed their problems to their mentor regarding mental stress or the mentor observed mental stress issues of mentees.
- ❖ Once the mentees have observed and selected those who are under stress and cannot take education properly.
- ❖ Mentors have started guiding and approaching such mentees in class to make them relax from tension by counselling as well as extra attention upon them.
- ❖ Institute has two faculties' Arts and Commerce at the UG level, Mentor and mentees are allotted faculty-wise and class-wise in the academic year. All the full-time teachers are mentors of their classes.

E: EQUAL OPPORTUNITY CELL:

Achieving equal opportunity is the basic right of all human beings and our Indian constitution instructs all citizens to achieve and implement it. But history is a witness that women have never been treated equally. This unequal treatment of women is seen in every sector of society. In this way, educational institutions are not exempt from this evil. Equal Opportunity Cell has been established to give equal rights to all students (especially women) in educational institutions. The aims and objectives of this committee are detailed below.

Objectives of Equal Opportunity Cell

1. To ensure that there are chances for women in all college departments, activities, competitions, sports, projects, seminars, etc. To ensure equity and equal opportunity to the community at large at the Institution campuses and bring about social inclusion.
2. To enhance diversity and inclusion among the students, teaching, and non-teaching staff population.

3. To create a socially congenial atmosphere for academic interaction for the growth of healthy interpersonal relationships among the students coming from various socio-economic backgrounds.
4. To make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as the aspirations of the marginalized communities.
5. To help individuals or a group of students belonging to the disadvantaged section of society to address problems related to discrimination.
6. To look into the grievances of the said group and suggest an amicable resolution to their problems.
7. To disseminate the information related to schemes and programmes, notifications/memoranda, office orders of the Government, or other related agencies/organizations issued for the welfare of the socially weaker section from time to time.
8. To prepare barrier-free formalities/procedures for admission/ registration of students belonging to the depressed groups of society.
9. To establish coordination with the government and other agencies/organizations to mobilize academic and financial resources to assist students from needy groups.
10. To organize periodic meetings to monitor the progress of different schemes.
11. To adopt measures to ensure a due share of utilization by SC/ST quotas in admissions, and recruitments (teaching and non-teaching posts) and provide assistance/ support to improve their performances.
12. To sensitize the various stakeholders of the Institution campuses on the problems of SC/ST and other disadvantaged groups.
13. To equip the Institution with the facilities to provide easy access to differently-abled persons in the classrooms, laboratories, toilets, library, etc.
14. To monitor the implementation of all existing and future legislation and policies, which are about higher education of SC/ST and other disadvantaged groups.
15. To guide avail various fellowships/ scholarships/jobs of different agencies.

An active Equal Opportunity Cell can play an important role for girls' students in their all-round development.

2: COUNSELLING

The Need for Counselling:

In this fast-paced life, competition starts from school and it is encouraging as long as it is healthy. But in the race of coming first in academic pursuits, the students are subjected to a new wave of pressure that our previous generations have not faced, this is due to the kind of content that they consume from social media. This exposure makes them vulnerable to peer pressure and a variety of other critical problems related to relationships, low self-esteem, parental issues/separations, verbal/physical abuse, exam fear, suicidal thoughts and so much more have started sprouting in the young minds of today. All these problems begin to be answered with the open ears and comforting language of the counselling cell. This is where counselling helps and gets answers to those confusing questions that are usually overlooked.

By the way, all students who need psychological counselling are connected to this centre. But the biggest benefit of that is for the female students because they face all the psychological problems at this college age.

Vision:

Its vision is to create a student community that promotes mental health development and peace of mind. This can be achieved through a proper understanding of fellow human beings and society.

Mission:

- ❖ To create a human-centric approach where every student is heard from their heart and mind.
- ❖ To focus on creating a healthy ecosystem of students, teachers and parents, to wholly benefit the society.
- ❖ To provide remedies for the negative psychological condition in the way of education.

Objectives:

- ❖ Introducing better ways to deal with inevitable day-to-day challenges.
- ❖ A healthy understanding of on/off campus relationships and friendships
- ❖ Improved mental health levels, resulting in increased performance in academics, sports and other areas of society.

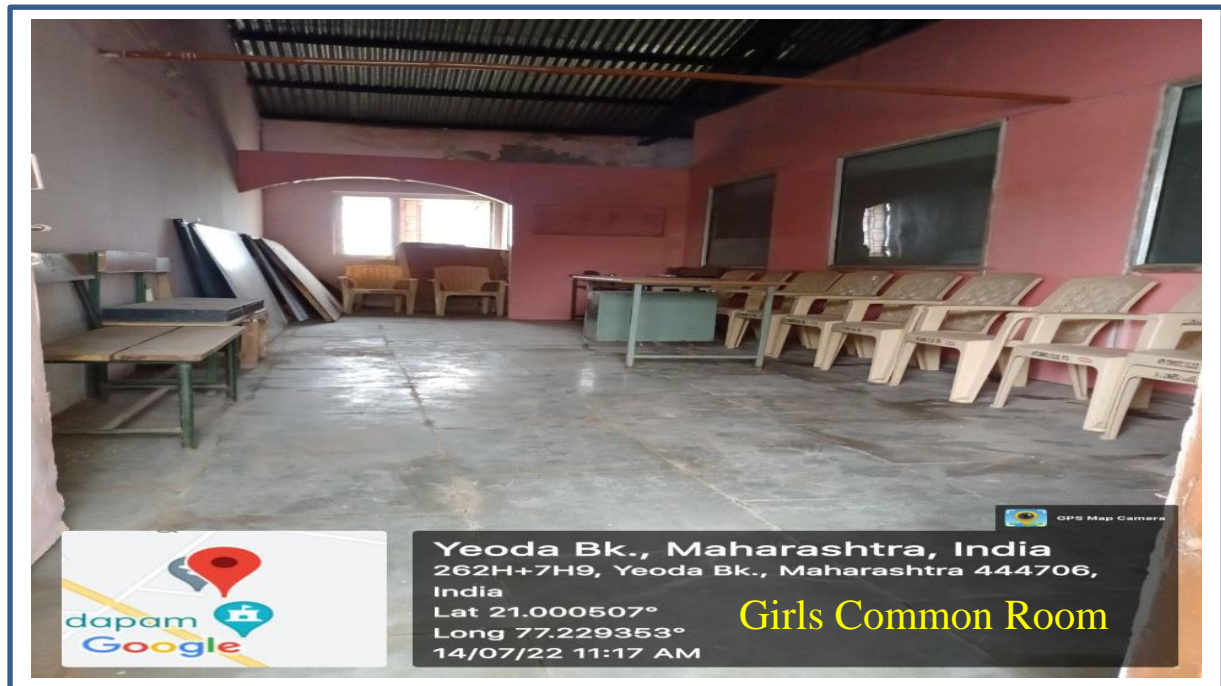
- ❖ Better social skills and interaction with the outside world.
- ❖ Increased confidence, not only to deal with their personal problems but also to help a colleague in need.
- ❖ Prioritizing a value-based life.
- ❖ To create educational awareness and understanding of educational importance.

Counselling Procedure:

- ❖ Many students often suffer from loneliness and isolation. This psychological condition occurs in students due to many complex problems which have a direct impact on their education.
- ❖ Teachers use various analytical methods to select students who need counselling.
- ❖ Such students are individually counselled by the committee. For better psychological counselling, the college has hired a psychologist, Dr. Pradeep Avchar, who conducts both individual and group counselling.
- ❖ The college committee works on both curative and preventive measures through individual and group counselling. These services are provided both formally and informally.
- ❖ Through counselling, the team addresses some of the students' core issues, such as the personal, academic and social aspects of their well-being and happiness.
- ❖ Parents are also involved in student counselling so that better results can be accessed.
- ❖ The students who need counselling are mostly psychologically disturbed due to domestic problems especially girls related to marriage, admission to the next class etc.
- ❖ Similarly, during education, fear of a subject, fear of examination, feeling of inferiority, loneliness, grief, sorrow, employment, economic issues etc. are some important problems for which counselling of students is necessary.
- ❖ If the psychological condition of the students is complicated, they are referred to Dr. Pradip Avchar's Counselling Centre where counselling services are provided through various sessions.
- ❖ Training programs in life skills, social skills, interpersonal skills, professional skills and study skills are the main areas taught to students.

3: GIRLS' COMMON ROOM

There is a need for personal space, especially for girls who are young adults. This is very essential for them to interact, discuss with their counterparts and also rest if and when needed. Our college has recognized the need for this personal space for girls, especially in a co-educational Institution and has a separate room for the girls. The common room for girls is situated next to the Arts' Staff Room. It is a spacious room with a bathroom, chairs, table, fan, mirror, cooler, LED lights, drinking water and sanitary pads box. This room acts as a safe shelter for girls in times of need.



3: COMPLAINT BOX

Two Complaint Boxes have been set up on the college premises for the complaints and suggestions of the students.

1. The first box is installed by the college administration
2. The second box is installed by the Yoda Police Administration

College Administration's Complaints and Suggestions Box

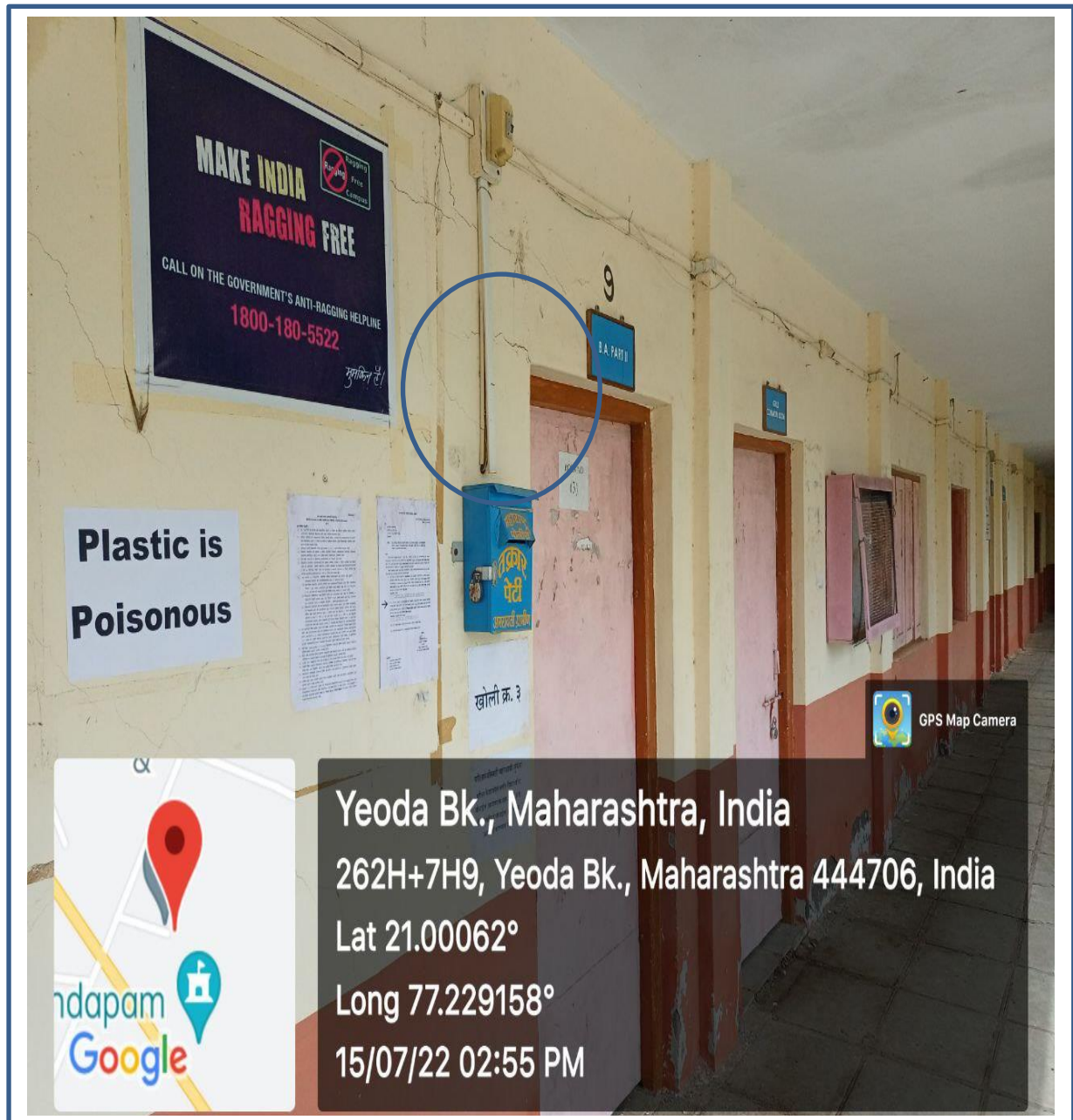
Arts College has installed a complaint box in front of the commerce staff room to know the complaints and suggestions of the students. The main purpose of installing this box is that those students who are afraid or shy to complain in front of the teacher or principal, can write their complaints and put them in this box. The complaints and suggestions received are sent to the Internal Complaints Committee or Grievance Redressal Cell where appropriate action is taken on them as per the rules and regulations.



College administration's Complaints and Suggestions Box

Police Administration Complaints and Suggestions Box

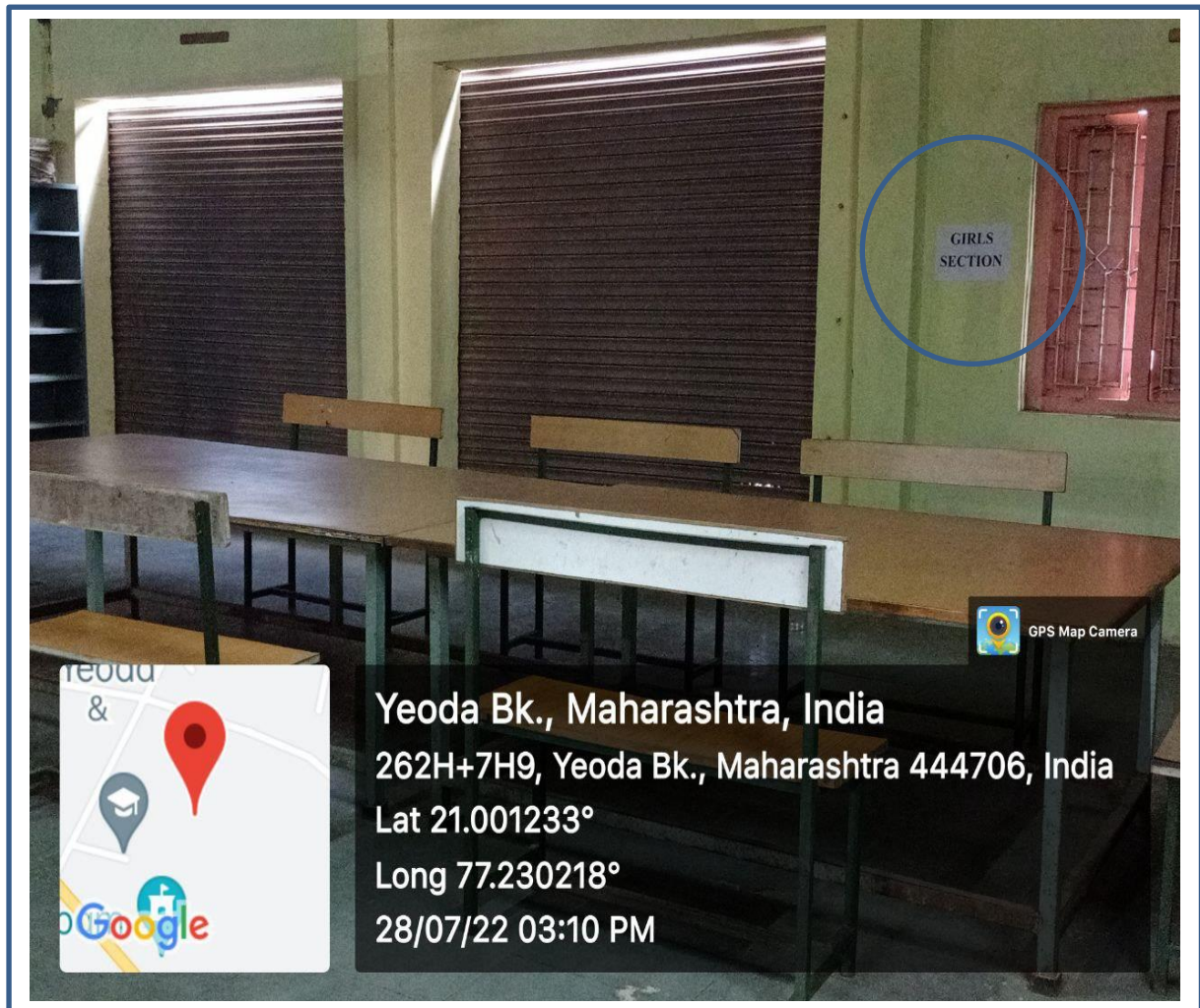
To maintain better communication between students and the police department and to have a first-hand idea of the social problems faced by students, especially girls, Yeoda police station is being introduced a complaint box in Arts Commerce College, Yeoda. Students who face any issue including ragging, or eve-teasing, but are not comfortable with filing a complaint with any police station, can drop a complaint in the box. The concerned police authorities check the boxes twice a month and take necessary action accordingly.



Police Administration's Complaints and Suggestions Box

3: SEPARATE GIRLS READING SECTION IN THE LIBRARY


A separate section for girls students has been made in the college library for the safety and security of girls students. Boys are strictly prohibited from sitting in this section.



Separate Girls Section in the Library


Dr. Anil M. Katrojwar
Co-ordinator
NAAC
Arts-Commerce College
Yeoda Dist Amravati




Principal
Arts-Commerce College
Yeoda, Dist. Amravati