

## **EQUAL OPPORTUNITY POLICY OF THE INSTITUTION**

Saraighat College has its own policy on equal opportunities for the advancement of the disadvantaged groups inside its campus. An equal opportunities policy is a formal document of the institution that outlines its commitment to fair treatment of all students, employees, regardless of- Age, Sex, Race, Gender Reassignment, Disability, Pregnancy, Marital Status, Religion or Beliefs.

The policy also includes guidelines on what institution's commitment to equality looks like in practice and their procedures for issues regarding discrimination, harassment, and related conflicts.

### **Purpose**

The purpose of an Equal Opportunity Policy of this institution is to provide transparency and accountability, to entire institution, about what constitutes fair treatment and what is considered discrimination, abuse, and harassment.

It ensures students and others from the socio-economically, physically disadvantaged groups that no irregularities and disparity will be entertained in this institution in relation to admission and recruitment inside the campus.

It ensures that the institution strictly adheres to the directives and guidelines of the Assam and Union Government in relation to reservation policy for the Scheduled Tribe (ST), Scheduled Castes (SC), Other backward Castes (OBC-non creamy layer).

This policy addresses both direct and indirect discrimination. It provides guidance and counselling to disadvantaged groups with respect to academic, financial, social and other matters and to enhance the diversity within the campus.

### **Functions**

#### **1. Advisory Committee**

An advisory Committee with the Principal as the Chairperson and three other members including an Adviser, review the implementation of various schemes and program for the welfare of the socio-economically disadvantaged and marginalized groups. The principal nominates one of the teachers with innate interest in the welfare of the disadvantaged social groups, as Adviser this committee.

#### **2. Duties of the Adviser**

- The Adviser performs as the Convener of this committee.
- Oversees all the program and schemes sponsored by the Government of India/State Government, UGC or any agency/ organization as well as those devised by the college/affiliating university for the disadvantaged groups for their effective implementation.
- Be responsible for the effective functioning of the cells related to SC/ST dealing with the problems of different socially disadvantaged groups.
- Convene timely meetings with the in-charge of other Committees and Programs dealing with social issues such as Gender Sensitization, National Service Schemes (NSS) etc. to review their activities.

- The Advisor shall submit the progress/review report to the principal. The coordinators of other cells that works for the students and members of socially disadvantageous groups and other schemes.

### **3. Grievances and Redressal Mechanism**

The institution has an effective mechanism to deal with the grievances arises out of implementation process of the programs related to elevation of the socio-economically marginalized section of students and other people be it in the sphere of admission or recruitment. The advisor directly oversees the grievances and after discussion with the concerned cells, Principal and other members resolve the issues.

#### **Meetings of the Advisory Committee**

After every three months all the members of the Advisory Committee sits together and reviews implementation of the resolutions adopted in the previous meetings. In these meetings the committee also devices strategy to inform the students of socio-economically disadvantaged groups about new schemes of Assam and the Union Governments. Likewise, it also informs them about the resolved grievances if any.

#### **Emphasis of the Advisory committee**

- To ensure equity and equal opportunity to the community at large in the college and bring about social inclusion.
- To resolve all issues and grievances related to socio-economic discriminations inside the campus as fast as possible.
- To enhance the diversity among the students, teaching and non-teaching staff population and at the same time eliminate the perception of discrimination.
- To create a pleasant social ambience for academic interaction and for the growth of healthy interpersonal relationships among the students coming from diverse social experiences.
- To arrange programs of sensitization of the academic community regarding the fallouts associated with socio-economic exclusion and aspirations of the marginalized communities.
- To assist individuals or a group of students belonging to the disadvantaged social groups to contain the problems related to discrimination.
- To spread and inform all the programs and facilities of the government and non-government designated for the person/students of the underprivileged group. The institution would co-ordinate with the government and other agencies for this purpose.
- To formulate easy-going measures for admission/ registration of students belonging to the disadvantaged groups of society.
- In regular intervals meetings will be organized to screen the progress of different schemes.
- To ensure strict adherence to the government guidelines regarding admission, registration and recruitment of the Scheduled Caste (SC)/Scheduled Tribe (ST) and other socially disadvantaged groups.

## **Conclusion**

With this policy paper and the contents discussed above this institution attempts to create a pleasant social ambience suitable for adhesion between members coming from different socio-economical groups. This ethos represents egalitarian and inclusive core values of Indian constitution that considers all the citizens of India equal and thrives to provide them a sense of equality in all sphere of life- be it in education or employment. It also helps create an environment of academic interaction and also facilitates growth of healthy interpersonal relationships among the students coming from diverse social experiences.