

EQUAL OPPORTUNITY CELL POLICY

PREFACE

Naipunnya school of management committed to fostering an inclusive and equitable environment where every individual is valued and respected. Our Equal Opportunity Policy reflects this commitment by ensuring that all students, faculty, and staff have access to the same opportunities, free from discrimination and bias. We believe that diversity enriches the educational experience, promotes personal growth, and prepares our community to thrive in a global society. By embracing differences and providing equal access to resources and opportunities, we aim to create a vibrant, dynamic, and supportive academic environment. This policy outlines our dedication to upholding principles of equality and fairness in all aspects of our college operations, including admissions, employment, academics, and extracurricular activities. It serves as a foundation for our efforts to cultivate a culture of mutual respect, understanding, and cooperation. We are committed to continuously reviewing and improving our practices to ensure that every member of our community feels welcomed, supported, and empowered to achieve their full potential. Through this Equal Opportunity Policy, naipunnya college strives to uphold the highest standards of integrity, inclusivity, and excellence.



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1. POLICY STATEMENT

Discrimination against any person on the grounds of his or her disability, physical limitations, or minority status is a gross violation of universally accepted principles of equality, human rights, and even constitutional obligations. The Equal Opportunity Cell of Naipunnnya School of Management is constituted to address the issues concerning Scheduled Caste, Scheduled Tribe, Other Backward Class, and Persons with Disabilities, as per the UGC 'Guidelines for Scheme of Equal Opportunity Centre for Colleges XII Plan (2012–2017)'.

Aim & Objectives

- a) To oversee the effective implementation of policies and programmes for disadvantaged groups, to provide guidance and counselling with respect to academic, financial, social, and other matters, and to enhance the diversity within the campus.
- b) The fundamental goal of the Equal Opportunity Cell is to make sure that staff and students from all different backgrounds—including those related to community, religion, geography, gender, and ability—do not lack access to fundamental opportunities.

2. ADVISORY COMMITTEE

There shall be an Advisory Committee of at least five members with the Principal as Chairperson and four other members including an Adviser, to review the implementation of various schemes and programmes for the welfare of the disadvantaged and marginalized groups of the society and other related activities undertaken by the college as well as implementation of reservation policy in admission and recruitment for SC, ST, PH, OBC (non-creamy layer) and others, if any. The Committee should meet at least once in four months and action taken on decisions are to be reviewed in the subsequent meetings.

The principal shall nominate one of the teachers, who has an innate interest in the welfare of the disadvantaged social groups, as an Adviser



3. EQUAL OPPORTUNITY CELL – FUNCTIONS

- i. To ensure equity and equal opportunity for the community at large in the college and bring about social inclusion.
- ii. To enhance the diversity among the student, teaching, and non-teaching community and, at the same time, eliminate the perception of discrimination.
- iii. To create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds.
- iv. To make efforts to sensitise the academic community regarding the problems associated with social exclusion as well as the aspirations of marginalised communities.
- v. To help individuals or a group of students belonging to the disadvantaged section of society deal with the problems related to discrimination that they might have to face.
- vi. To look into the grievances of the weaker section of society and suggest amicable solutions to their problems.
- vii. To disseminate information related to schemes and programmes for the welfare of the socially weaker section, as well as notifications, memoranda, office orders of the government, or other related agencies and organisations issued from time to time.
- viii. To prepare barrier-free formalities and procedures for admission or registration of students belonging to disadvantaged groups of society.
- ix. To establish coordination with the government and other agencies and organisations to mobilise academic and financial resources to provide assistance to students from disadvantaged groups.
- x. To organise periodic meetings to monitor the progress of different schemes.
- xi. To adopt measures to ensure a fair share of utilisation by SC/ST in admissions and recruitments (teaching and non-teaching posts), and to improve their performances.
- xii. To sensitise the college on the problems of SC/ST and other disadvantaged groups.



4. POLICY REVIEW

This policy shall be reviewed annually and may be amended as and when required to retain its contemporary relevance. Any stakeholder of the institution may submit proposal for the improvement of policy to the IQAC. The proposed changes shall be reviewed by IQAC and, if found suitable, shall be forwarded to the higher authorities for consideration. Person in charge: 1) Principal 2) IQAC Coordinator

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Dr. BIJI P. THOMAS
PRINCIPAL
NAIPUNNYA SCHOOL OF MANAGEMENT
CHERTHALA-688 524

