

# 04 EQUAL OPPORTUNITY POLICY

## EQUAL OPPORTUNITY POLICY

India is a country of diversity and a hub of different religions, castes and cultures. However, the Indian society is characterized by a highly entrenched system of social stratification. It is these social inequalities that created the barriers of denial of access to materials, cultural and educational resources to the disadvantaged groups of society. These disadvantaged groups include SCs, STs, women, OBC (non-creamy layer), minorities and physically challenged persons etc.

Since higher education is a tool for social and economic equality, Montfort College shall be committed to addressing the national concerns of access and equality, while ensuring the standard of quality and relevance of education.

### The Policy Statement

It is the right of all students to receive the best education the college can provide, with access to all educational activities organised by the college. Montfort College shall strive to eliminate all forms of racial, caste and gender discrimination. It shall seek to promote equality of opportunity and promote good relations between people of different ethnic, cultural, religious, gender and social groups. It is the endeavour of the college to welcome all minority groups.

### Objectives

- To ensure equity and equal opportunity to the community at large in the college and bring about social inclusion.
- To prepare barrier free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of society.
- To enhance the diversity among the students, teaching and non-teaching staff population and at the same time eliminate the perception of discrimination.
- To make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.

- To oversee the effective implementation of policies and programmes for disadvantaged groups.
- To provide them with guidance and counselling in respect to academic, financial, social and other matters. In particular to disseminate the information related to schemes and programmes for the welfare of the socially weaker section as well as notifications, office orders of the Government, or other related agencies/organizations issued from time to time.
- To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students of the disadvantaged groups.
- To adopt measures to ensure due share of utilization by SC/ST and other reserved categories in admissions, recruitments (teaching and non-teaching posts) and to improve their performances.

### **Implementation of the Policy**

Prevention of Caste Based Discrimination (D.O.F.No.1-7/2011(SCT) in line with the communication dated 1st March 2016, from the office of the Registrar - U.G.C regarding the prevention of caste-based discrimination, Montfort College shall hereby place on record its commitment to strive towards preventing caste-based discrimination in all its academic activities. The policy shall be implemented in the following ways:

- The College shall strive to fulfil the Reservation policy laid down by the Government with regard to student admissions and staff recruitment.
- All the faculty/staff shall be aware of any act of discrimination against SC/ST/OBC students on grounds of their social origin.
- Anybody who experiences or comes to know of any caste-based discrimination in the College shall be requested to immediately bring it to the notice of the authorities.
- All college shall list all the students in an alphabetical with no separation by gender, or caste.
- All space, facilities (except toilets) and equipment in the school shall be available to both male and female students.
- The allocation of students to groups for practical activities shall be made without gender or caste bias.
- The college shall have the same behavioral expectations for all sexes, both in presentation of work and the manner in which they act.
- The College Authorities/Faculty shall not indulge in any kind of discrimination against any community or category of students.
- A Cell shall be formed to address any issues regarding denial of equal opportunity for students on the campus. As per Government Regulations, separate cells have been formed for Caste Based Discrimination and Minority Cells .

### Human Rights, Social Justice and Equal Opportunity Cell

Sl. No	Name	Designation	Contact No	Email id
1	Dr. Sudhamayi	Convenor	7022270876	sudhamayi@montfortcollege.edu.in
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3	Mrs. Saba Jahan Khan	Member	9986717212	saba@montfortcollege.edu.in
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6.	Ms. Supriya Anantha	Student Member	9632753817	supriya@montfortcollege.edu.in

### Caste Based Discrimination Cell

(a) SC/ST Cell

(b) OBC Cell

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1	Dr.Vittal Talavar	Convener	9686967672	vittal@montfortcollege.edu.in
2	Dr Rashmi	Member	9900226829	rashmi@montfortcollege.edu.in
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### Minority Cell

Sl. No	Name	Designation	Contact Nos	Email id
1	Mrs. Saba Jahan Khan	Convener	9986717212	saba@montfortcollege.edu.in
2	Mr. Thomas Jacob	Member	8884847964	thomasjacob@montfortcollege.edu.in
3	Mrs. Mary Auxilia	Member	9740189805	mail@montfortcollege.edu.in