



St. Ann's College for Women

(Autonomous), Affiliated to Osmania University

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Accredited by NAAC with 'A+' Grade (3rd cycle)
'College with potential for Excellence' by UGC
Mwhdipatnam, Hyderabad -500028 T.S.India

Equal opportunity policy



*All of us do not have equal talent, but all
of us should have an equal
opportunity to develop our talent*



Equal Opportunity Policy

Preamble

India is a country of diversity with 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. The College is committed to facilitate affirmative action to ensure equal opportunities for all within its fold and for the benefit of the students belonging to the disadvantaged groups i.e. SCs, STs, OBCs (noncreamy layer), minorities and differently-abled persons (PWD). College is committed to implementation of all the provisions of the UGC Regulations on Curbing the Menace of discrimination and also the guidelines issued by the relevant bodies from time to time. Any incidence of any discrimination shall be dealt with strictly according to the provisions of the said guidelines and any other statutes in force.

1. Aims and Objectives

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.

A cell will be created to exclusively work to ensure equal opportunities for all within its fold. The cell will have the following functions.

2. Equal Opportunity Cell (EQC)

An EQC will be constituted at the college to monitor the stated objectives. The members will be as follows -

- Chairperson - Head of the institution
- Convener
- Faculty Members- 2-3
- Representatives from (ST, SC, Person with Differently Abled)



2.1 Scope, Roles and responsibilities and Functions

- i. To ensure equity and equal opportunity to the community at large in the college and bring about social inclusion.
- ii. To enhance the diversity among the students, teaching and non-teaching staff population 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 sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.
- v. To help individuals or a group of students belonging to the disadvantaged section of society to contain the problems related to discrimination.
- vi. To look into the grievances of the weaker section of society and suggest amicable solution to their problems.
- vii. To disseminate the 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/organizations issued from time to time.
- viii. To prepare barrier free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of society.
- ix. 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.
- x. To organize periodic meetings to monitor the progress of different schemes.
- xi. To adopt measures to ensure due share of utilization by SC/ST in admissions, recruitments (teaching and non-teaching posts) and to improve their performances.
- xii. To sensitize the college on the problems of SC/ST and other disadvantaged groups

3. 0 Plans, Process and Procedure



- The Cell will look into discriminatory complaints of marginalisation and exclusion received by students, teaching, and non-teaching staff.
- If any individual believes that he or she has been subjected to any discrimination or has knowledge of any such incident, such person may resort to any of the following steps:
 - i. Contact the coordinator of the EOC or any faculty member with whom he/she is comfortable with; or
 - ii. File complaint/To report grievances, write to xxx@ [gmail.com](mailto:xxx@gmail.com)

It will not be mandatory for the complainant to reveal the name. Hence the complaint can be lodged anonymously too

3.1 Administrative action

When a complaint is received about discrimination, an enquiry committee shall be constituted by the Principal of the College consisting of members diverse mix of membership in terms of levels as well as gender. The inquiry committee shall conduct thorough enquiry giving ample opportunity for the plaintiff, witness and accused of being heard.

4. Guidelines and Implementation

The College will offer the following facilities for the benefit of its students:

4.1 Scholarships and Financial Support

- The College will provide Scholarships and Financial Support to a number of students under various categories. The main responsibility of the Equal Opportunity Cell will be to ensure that the students from the disadvantaged groups of SCs/ STs/ OBC/ and minorities are benefitted through these schemes.
- The EOC Committee disseminate information related to the schemes and programmes for the students.
- Differently abled category students will be given examination fee waiver and tuition fee concession.


4.2 Preserve the rights of Minorities



facilities like library/ computer lab/equipment/ administrative staff and their approximate estimation cost(opportunity cost).

vii. Additionally, An estimate of the fees, expenses and other charges proposed to be recovered from the client under appropriate heads.

3. Mode of payment and sharing of Consultancy Fees
 - a. No revenue sharing if the resource mobilization is less then ₹3,00,000 per project in one academic year.
 - b. In case of revenue generated exceeding ₹3,00,000 per project per annum, sharing to college will be computed on the basis of opportunity cost of the college resources put to use or as specified by the Chief Accounts Officer of the college
4. In case of Institutional Consultancy involving more than one faculty member, one of the members will be designated as the project head/director/coordinator as the case may be. All matters relating to the project/assignment will be overseen by this faculty and she/he will be accountable for all operational, transactional and financial aspect of the project/assignment.
5. All actual expenses incurred in connection with the consultancy assignment shall be paid by the client. All DA/TA shall be paid as permissible according to the agreement with the client. These should be stated explicitly in project contracts/agreements with the client/agency. In case of any ambiguity, university norms will be applicable.
6. All remunerations as fees to be paid to the faculty member and/or external experts to be engaged in project delivery should be clearly stated in the project proposal, either in lump sum or on per unit basis. This information should be shared with the Chief Accounts Officer.
7. Project based specific guidelines can be formulated as per requirement of the government or non government agency/institution/corporate.


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