



Policy Document for the Equal Opportunity Cell (EOC)

Preamble

The Malla Reddy (MR) Deemed to be University is committed to fostering an inclusive and equitable environment where all individuals, irrespective of their gender, caste, creed, disability, religion, or socio-economic background, have access to opportunities to thrive academically, professionally, and socially. This policy outlines the establishment, structure, and functions of the Equal Opportunity Cell (EOC) to uphold these values.

1. Objectives

The objectives of the Equal Opportunity Cell are:

- To ensure that no member of the institution is discriminated against based on caste, religion, gender, disability, or other factors.
- To provide support to marginalized groups, including Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), minorities, and differently-abled individuals.
- To create awareness about the rights and entitlements of all individuals under national and institutional policies.
- To ensure the implementation of affirmative action policies in admissions, employment, and infrastructure accessibility.
- To promote research and training programs on issues of equity, diversity, and inclusion.

2. Scope

This policy applies to all students, staff, and faculty members of [University Name]. The EOC is responsible for addressing grievances, fostering inclusivity, and monitoring compliance with national regulations, such as:

- The Rights of Persons with Disabilities Act, 2016.
- The Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989.
- The UGC (Promotion of Equity in Higher Education Institutions) Regulations, 2025.

3. Composition of the Equal Opportunity Cell

The EOC will comprise the following members:

1. **Chairperson:** A senior faculty member or administrative officer.
2. **Faculty Members:** Representatives from different departments.
3. **Student Representatives:** Students from diverse backgrounds, ensuring representation of marginalized groups.



4. **Administrative Staff Representative:** To facilitate operational and administrative support.
5. **External Expert (optional):** A social worker or professional with expertise in diversity and inclusion.

4. Roles and Responsibilities

The EOC shall:

- Monitor policies and programs to ensure compliance with equity and inclusion regulations.
- Address grievances related to inequality, discrimination, or exclusion.
- Organize workshops, seminars, and campaigns to raise awareness about diversity and inclusivity.
- Prepare and submit annual reports to the governing body of the institution.
- Ensure infrastructure and facilities are accessible to differently-abled individuals.

5. Activities of the Cell

To fulfill its objectives, the EOC will engage in the following activities:

1. **Awareness Programs:** Conduct events on gender sensitization, disability awareness, and intercultural understanding.
2. **Academic Support:** Provide mentoring, scholarships, and skill development initiatives for underrepresented groups.
3. **Grievance Redressal:** Offer a platform to report complaints, ensuring transparency and fairness in their resolution.
4. **Policy Recommendations:** Suggest policies and measures to improve inclusivity within the institution.

6. Reporting and Accountability

The EOC shall submit periodic reports on its activities, achievements, and challenges to the Vice-Chancellor or governing authority. Annual reviews will be conducted to evaluate its effectiveness and recommend improvements.

7. Compliance with National Regulations

The institution pledges to adhere to the principles of equality enshrined in:

- The **Constitution of India (Articles 14, 15, 16, and 17).**
- The **Rights of Persons with Disabilities Act, 2016.**
- The **Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989.**



8. Amendment Clause

This policy may be amended from time to time to align with changes in national regulations or institutional priorities.

9. Effective Date

This policy shall come into effect on 26-01-2025.



Alka
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