EQUAL OPPORTUNITY CELL (EOC)

PREAMBLE:

St. Francis College, Koramangala, Bengaluru is committed to providing equal opportunities to all its students, teaching and non-teaching staff members irrespective of their race, gender, religion, caste, disability, or socio-economic background. The Equal Opportunity Cell (EOC) aims to promote a culture of inclusivity, diversity, and fairness within the institution, ensuring that no one is discriminated against or marginalized based on their identity or circumstances and also ensures the equal representation of an individual within the institution.

VISION:

To cultivate an inclusive, diverse, and empowering environment where all individuals, regardless of their background or identity, are provided with equal opportunities to succeed and thrive academically, socially, professionally and uplift humanity.

MISSION:

1. To foster a college culture that promotes equality, inclusivity, and respect for diversity, ensuring that every students, teaching and non-teaching staff member has access to the resources and opportunities they need to excel.
2. To eliminate discrimination and biases based on race, gender, caste, religion, disability, or socio-economic background, by enforcing fair practices and providing support for underrepresented and marginalized groups.
3. To raise awareness about equal opportunities, rights, and responsibilities, and to educate the college community on creating a fair and respectful atmosphere through orientation, workshops and other programmes.
4. To provide a safe, accessible, and supportive environment that encourages personal growth, academic achievement, and social integration for all members of the college.
5. To implement proactive measures and affirmative action to bridge gaps and ensure that disadvantaged groups have a voice and the resources to overcome challenges they may face.

OBJECTIVES:

The main objectives of the Equal Opportunity Cell are:

1. To create a harmonious, inclusive, and supportive learning and working environment.
2. To ensure that all students, teaching and non-teaching staff members enjoy equal access to opportunities within the institution.
3. To monitor and address issues related to discrimination, harassment, and biases.
4. To raise awareness about equal opportunity rights and responsibilities among all members of the college.
5. To provide necessary assistance and support to individuals who may face discrimination or disadvantages.

SCOPE:

The Equal Opportunity Cell shall apply to:

- All students enrolled in undergraduate and post graduate programs.
- All faculty members, administrative staff, and other employees of the college.
- Visitors, guests, and external stakeholders engaging with the college.

KEY PRINCIPLES:

1. **Non-Discrimination:** The college shall not discriminate against any individual or group based on their race, caste, religion, gender, sexual orientation, disability, age, or socio-economic status.
2. **Inclusivity:** The college is committed to fostering an inclusive and diverse environment that respects individuals' differences and promotes equality.
3. **Accessibility:** The college will ensure that all its physical, academic, and social spaces are accessible to all, including individuals with disabilities.
4. **Equal Treatment:** All individuals will be treated with respect, dignity, and fairness, with equal access to opportunities, support, and resources.

CORE FUNCTIONS OF THE EQUAL OPPORTUNITY CELL:

- To ensure equity and equal opportunity to the community at large in the college and bring about social inclusion.
- To make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.
- To help individuals or a group of students belonging to the disadvantaged section of society to contain the problems related to discrimination.
- To look into the grievances of the weaker section of society and suggest amicable solution to their problems.
- 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.
- 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 socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds.
- To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to aid students of the disadvantaged groups.
- To organize periodic meetings to monitor the progress of different schemes. (28)
- To adopt measures to ensure due share of utilization by SC/ST/OBC/PH in admissions, recruitments (teaching and non-teaching posts) and to improve their performances.
- To sensitize the college on the problems of SC/ST and other disadvantaged groups.

PROCEDURE FOR FILING COMPLAINTS:

1. Any individual who feels they have been subjected to discrimination or harassment can submit a written complaint to the Equal Opportunity Cell coordinator or to the Principal or Director.
2. The EOC will acknowledge the complaint and initiate an investigation under the guidance of Principal and Director.

3. A confidential and impartial inquiry will be conducted, and necessary action will be taken based on the findings.
4. The complainant and the accused will be given a fair opportunity to present their case.

AFFIRMATIVE ACTION:

To address disparities and ensure equal opportunities for all, the college will:

1. Provide special provisions, support, and scholarships for underrepresented or disadvantaged groups such as Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), economically weaker sections (EWS), women, and persons with disabilities.
2. Take affirmative steps to recruit and retain a diverse and inclusive community of students, faculty, and staff.

TRAINING AND DEVELOPMENT:

The college will organize regular training programs for students, teaching and non-teaching staff on topics such as:

- Gender sensitivity in coordination with Gender Sensitizing Cell
- Anti-discrimination laws and practices
- Disability rights and accessibility
- Conflict resolution
- Creating an inclusive and respectful campus environment

MONITORING AND REPORTING:

1. The Equal Opportunity Cell will submit an annual report to the college administration, detailing its activities, achievements, and any issues requiring attention.
2. The report will also include statistics related to the representation of different groups within the student body, faculty, and staff.

COMPOSITION:

The advisory committee chaired by Principal and inclusive of 4 other faculty members 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/OBC/MINORITY & PH (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. The Adviser in the college shall:

- Oversee/monitor various welfare schemes/ programmes 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.
- To be responsible for the effective functioning of SC/ST/OBC & MINORITY Cell and other such Cells/ Centres dealing with the problems of different socially disadvantaged groups.

EQUAL OPPORTUNITY CELL, ST. FRANCIS COLLEGE WILL COMPRISE OF THE FOLLOWING CELL:

SC/ST/OBC & MINORITY CELL

The SC/ST/OBC & MINORITY CELL of St. Francis College was set up on 23/09/2022 under the chairmanship of Dr. R N Subba Rao. It constitutes one coordinator and 3 executive members. The primary aim of establishing the SC/ST/OBC & MINORITY CELL at St. Francis College, as outlined in the X Plan profile of Higher Education in India under Para 10.B2, is to facilitate the successful execution of the reservation policy concerning admissions, recruitment, and addressing grievances of the socio-economically disadvantaged communities. Additionally, the cell is designed to support SC/ST/OBC & MINORITY students in enhancing their academic achievements and maximizing their personal and social growth.

VISION:

To be an assisting institution of encouragement to the progressive works of Scheduled Caste, Scheduled Tribe, Other backward classes and minority Students of our institution to the changing social realities through the development and application of knowledge towards creating a people-centered and ecologically sustainable society that promotes wellbeing and uplift humanity.

MISSION:

In pursuance of its vision, INSTITUTION organizes teaching, orientation, workshops and other supportive programmes to facilitate the development and competency among Scheduled Caste, Scheduled Tribe, Other Backward Classes and Minority Students.

OBJECTIVES:

- To ensure a prompt disposal of representations and grievances of SC/ST/OBC/MINORITY students.
- To aware the SC/ST/OBC/MINORITY students regarding various scholarships program of state and central government.
- To implement the necessary follow-up actions aimed at fulfilling the objectives and targets established by the Government of India and the University Grants Commission (UGC).
- To arrange for special opportunities to enhance the carrier growth.

CONCLUSION:

The Equal Opportunity Cell at St. Francis College, Koramangala, Bengaluru is dedicated to ensuring that every individual has the opportunity to thrive, regardless of their background or identity. By adhering to this policy, we strive to build a college environment that reflects the values of fairness, equality, and respect for diversity.

THE CONSTITUTION AND COMPOSITION OF EQUAL OPPORTUNITY CELL 2022-2023

The Equal Opportunity Cell of St. Francis of College was set up on 23/09/2022 under the chairmanship of Dr. R N Subba Rao. It constitutes one coordinator and 3 executive members.

Sl. No.	Name & Designation	Position
1	**Dr. R N Subba Rao** Principal	Chair Person
2	**Ms. Chandrakala V** Assistant Professor, Department of Commerce	coordinator
3	**Ms. Nikitha Thomas** Assistant Professor, Department of Commerce	Member
4	**Ms. Prameela R** Assistant Professor, Department of Arts	Member
5	**Mr. Ahmed Athoq Sazzath A** Assistant Professor, Department of Science.	Member

THE RECOMPOSITION OF EQUAL OPPORTUNITY CELL-2023-2024

The Equal Opportunity Cell of St. Francis of College was revised on 12/10/2023 under the chairmanship of Dr. R N Subba Rao. It comprises one coordinator and 4 executive members.

Sl. No.	Name & Designation	Position
1	**Dr. R N Subba Rao** Principal	Chair Person
2	**Ms. Chandrakala V** Assistant Professor, Department of Commerce	coordinator
3	**Dr. Pushpalatha P** Assistant Professor, Department of Commerce – Post Graduation Studies	Member
4	**Ms. Marry Stella,** Assistant Professor, Department of Computer Applications.	Member
5	**Mr. Ahmed Athoq Sazzath A** Assistant Professor, Department of Science.	Member
6	**Ms. Athira Alex,** Assistant Professor, Department of Science	Member

THE COMPOSITION OF EQUAL OPPORTUNITY CELL-2024-2025

The Equal Opportunity Cell of St. Francis of College comprises the following members under the chairmanship of Dr. R N Subba Rao. It includes one coordinator and 4 executive members.

Sl. No.	Name & Designation	Position
1	**Dr. R N Subba Rao,** Principal.	Chair Person
2	**Ms. Chandrakala V,** Assistant Professor, Department of Commerce	coordinator
3	**Dr. Pushpalatha P,** Assistant Professor, Department of Commerce – Post Graduation Studies	Member
4	**Ms. Marry Stella,** Assistant Professor, Department of Computer Applications.	Member
5	**Mr. Ahmed Athoq Sazzath A** Assistant Professor, Department of Science.	Member
6	**Ms. Athira Alex,** Assistant Professor, Department of Science	Member

THE COMPOSITION OF EQUAL OPPORTUNITY CELL-2025-2026 – Odd Sem

The Equal Opportunity Cell of St. Francis of College comprises the following members under the chairmanship of Dr. R N Subba Rao. It includes 2 coordinators and 2 executive members.

Sl. No.	Name & Designation	Position
1	**Dr. R N Subba Rao** Principal	Chair Person
2	**Ms. Chandrakala V** Assistant Professor, Department of Commerce	coordinator
3	**Dr. Sharath Kumar Y** Assistant Professor, Department of Commerce	coordinator
4	**Ms. Divya G** Assistant Professor, Department of Commerce	Member
5	**Ms. Bhavya C** Assistant Professor, Department of Commerce	Member

THE COMPOSITION OF EQUAL OPPORTUNITY CELL-2025-2026 – Even Sem

The Equal Opportunity Cell of St. Francis of College comprises the following members under the chairmanship of Dr. R N Subba Rao. It includes 1 coordinator and 2 executive members.

Sl. No.	Name & Designation	Position
1	**Dr. R N Subba Rao** Principal	Chair Person
2	**Ms. Chandrakala V** Assistant Professor, Department of Commerce	coordinator
4	**Ms. Divya G** Assistant Professor, Department of Commerce	Member
5	**Ms. Bhavya C** Assistant Professor, Department of Commerce	Member