



Equal Opportunity Cell

Policy Document



**Shahid Matangini Hazra Government General
Degree College For Women
Government of West Bengal
(Affiliated to Vidyasagar University)**

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1. Introduction

The Equal Opportunity Cell (EOC) at Shahid Matangini Hazra Government General Degree College for Women is established to foster an inclusive and equitable environment for all members of our academic community as per UGC Guidelines for Scheme of Equal Opportunity Centre for Colleges XII Plan. India is a country of diversity. It is 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 are SCs, STs, women, OBC (non-creamy layer), minorities and physically challenged persons. It is clear from the demographic factors that a large section of population of our country is still disadvantaged and marginalized. This policy document outlines the framework and guidelines for the functioning of the EOC, emphasizing the college's commitment to promoting diversity, eliminating discrimination, and ensuring equal opportunities for all.

2. Mission Statement

The Equal Opportunity Cell aims to create a campus culture that values diversity and provides a platform for the holistic development of students, faculty, and staff. It strives to eliminate discrimination, promote equal opportunities, and foster an environment that respects and celebrates individual differences.

3. 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.

4. 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.

5. Advisory Committee

There shall be an Advisory Committee with the Principal as Chairperson and three 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

(a) The Adviser in the college shall:

- i. 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.
- ii. be responsible for the effective functioning of SC/ST Cell and other such Cells/Centres dealing with the problems of different socially disadvantaged groups.
- iii. convene the meetings of incharge of other Committees/Programmes dealing with social issues such as Gender Sensitization Committee against sexual harassment (GSCASH), National Service Schemes (NSS) etc. to review their activities.
- iv. The Advisor shall submit the progress/review report to the Principal. The Coordinators of SC/ST Cell, Remedial Coaching and other schemes/ Women's Study Centre, Population Education Cell etc. shall be closely associated with the Equal Opportunity Centre.

6. Equal Opportunity Cell:

Composition: Head of the HEI as Chairperson and three nominated faculties as member of the committee including an Advisor.

The Equal Opportunity Cell is an integral part of Shahid Matangini Hazra Government General Degree College for Women's commitment to fostering an inclusive and diverse community. Through proactive measures, awareness programs, and policy advocacy, the EOC aims to contribute to the college's vision of providing equal opportunities for all, irrespective of differences. This policy document will be periodically reviewed and updated to align with issued guidelines and directives.

https://www.ugc.gov.in/pdfnews/7894390_equal-opportunity-cell.pdf