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ST. ALOYSIUS DEGREE COLLEGE

Centre for Post Graduate Studies
Accredited by NAAC

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7.1. INSTITUTIONAL VALUES AND SOCIAL RESPONSIBILITIES

7.1.1 Institution has initiated the gender audit and measures for the promotion of gender equity during the last five years .

Enclosed below the EQUAL OPPORTUNITY POLICY of the Institution



Sr. Sagarapamary. B .
Principal

ST. ALOYSIUS DEGREE COLLEGE
Sarvagnanagar, Cox Town,
Bangalore - 560 005

**St. Aloysius Degree College
and Center for Post-Graduation Studies**



**EQUAL OPPORTUNITY
POLICY**

EQUAL OPPORTUNITY POLICY

St. Aloysius Degree College is committed to providing equal opportunities to all individuals regardless of their socio-economic background. We recognize the importance of promoting diversity, inclusion, and accessibility within our institution. This Equal Opportunity Policy is designed to ensure fairness, eliminate discrimination, and foster an environment where every student has the opportunity to thrive academically, socially, and professionally.

CONTENTS

Sl. No	Details	Page no
1.	Purpose	1
2.	Objectives	1
3.	Policy Statement	2- 3
4.	Composition Of The Equal Opportunity Cell	3
5.	Responsibilities	3
6.	Procedure For Lodging Complaint	4
7.	Conclusion	4
8.	Reference	4

1. PURPOSE:

The college understands that the holistic growth and development of individuals as well as the community at large depends on an inclusive and diverse environment. The college works to instill in students, staff, and faculty a sense of the value of equal opportunities and the necessity of abstaining from all forms of discrimination through the Equal Opportunity Cell. Additionally, the committee offers a forum for students to report instances of harassment or discrimination they may encounter within the university. In order to guarantee that the offenders are held accountable and the victims receive justice, the EOC looks into these incidents and takes the necessary action.

2. OBJECTIVES:

1. To supervise the efficient execution of policies and initiatives for marginalized communities, to offer direction and counseling concerning educational, economical, and social issues, and to augment diversity on campus.

2. To encourage inclusivity and diversity among students, faculty, and staff by eradicating prejudice and guaranteeing fair opportunities for all.
3. To prevent any kind of victimization, harassment, or discrimination based on caste, religion, gender, or disability, and to establish a safe and welcoming environment for all students and faculty.
4. To offer assistance and direction to those who have experienced discrimination, as well as a channel for employees and students to report instances of harassment or discrimination they may have encountered at the school, and to make sure the proper steps are done to resolve their grievances.
5. To conduct training programs, workshops, and seminars to sensitize the public about issues of diversity, inclusion, and equal opportunities.
6. to implement such corrective actions in order to meet the goals and targets established by the UGC, state governments, and the Indian government.

3. POLICY STATEMENT:

- **Non-Discrimination:** St. Aloysius Degree College prohibits discrimination against any individual or group on the basis of socio-economic status, caste, religion, gender, ethnicity, disability, or any other characteristic protected by law.
- **Access to Education:** We are dedicated to providing accessible and affordable education to students from all socio-economic backgrounds. We strive to eliminate barriers to enrollment and ensure that financial constraints do not hinder access to quality education.
- **Scholarships and Financial Aid:** St. Aloysius Degree College offers a range of scholarships, concessions and financial aid programs specifically designed to support students from economically disadvantaged backgrounds. These programs are administered transparently and in accordance with the guidelines set forth by the University Grants Commission (UGC) and relevant government policies.
- **Outreach and Support Services:** We actively engage in outreach initiatives to identify and reach out to students from marginalized communities. Additionally, we provide support services such as mentoring, counseling, and academic assistance to ensure that all students have the resources they need to succeed.
- **Inclusive Learning Environment:** St. Aloysius Degree College is committed to creating an inclusive learning environment where all students feel valued, respected, and supported. We promote diversity in the classroom and extracurricular activities and encourage dialogue and understanding among students from diverse backgrounds.

- **Training and Sensitization:** Faculty, staff, and administrators undergo training and sensitization programs to raise awareness about issues related to diversity, equity, and inclusion. These programs aim to foster a culture of respect, empathy, and understanding within the college community.
- **Complaint Mechanism:** St. Aloysius Degree College has established a formal mechanism for reporting and addressing instances of discrimination or harassment. Students who believe they have been subjected to discrimination are encouraged to come forward and file a complaint. All complaints will be promptly and thoroughly investigated, and appropriate action will be taken to address the situation.

4. COMPOSITION OF THE EQUAL OPPORTUNITY CELL

SL.NO	NAME	DESIGNATION	DEPARTMENT
1.	Dr. Sr. Sagayamary. B	Chair person	Principal
2.	Dr. Devaprasad	Member	Social Work
3.	Ms. Nirmala Gladies	Member	Social Work

5. RESPONSIBILITIES

- The Equal Opportunity Cell plays a crucial role in fostering a culture of equity, diversity, and inclusion within the college community, promoting equal access to education and opportunities for all individuals, regardless of their background or circumstances.
- The EOC conducts awareness campaigns, workshops, and training sessions to educate the college community about issues related to equal opportunity, diversity, and inclusion. These initiatives aim to foster a culture of respect, understanding, and empathy among students, faculty, staff, and administrators.
- The EOC works to ensure that the college campus, facilities, and resources are accessible to individuals with disabilities.
- The EOC oversees the administration of scholarships and financial aid programs aimed at supporting students from economically disadvantaged backgrounds.
- The EOC serves as a resource for students, faculty, and staff who experience discrimination, harassment, or other forms of unfair treatment. It provides confidential support, guidance, and advocacy to individuals who wish to report incidents of

discrimination or seek redress for grievances. The EOC collects and analyzes data related to equal opportunity, diversity, and inclusion within the institution.

6. PROCEDURE FOR LODGING COMPLAINT

- Either a student or a parent of a student may file a written complaint regarding discrimination or harassment, regardless of whether the alleged incidents occurred on or off campus.
- Sufficient information about the alleged act of harassment or discrimination must be included in the complaint.
- The members of the Equal Opportunity Cell will receive the complaint.

7. CONCLUSION:

At St. Aloysius Degree College, we believe that diversity is our strength, and we are committed to providing equal opportunities for all students to pursue their academic and personal goals. By adhering to this Equal Opportunity Policy and upholding the principles of fairness and inclusivity, we aim to create a vibrant and welcoming community where every student can thrive.

REFERENCES:

1. University Grants Commission (UGC Guidelines for Scheme of Equal Opportunity Centre for Colleges XII Plan (2012-2017) https://www.ugc.gov.in/pdfnews/7894390_equal-opportunity-cell.pdf
2. National Education Policy 2020
https://www.education.gov.in/sites/upload_files/mhrd/files/NEP_Final_English_0.pdf