



Nutan Maharashtra Vidya Prasarak Mandal's

LATE. ADV. KU. SHALAKA SANTOSH KHANDGE LAW COLLEGE

"Vishnupuri", Talegaon Dabhade, Tal. - Maval, Dist. - Pune- 410507

(Approved By The Bar Council of India, Recognized By The Govt. of Maharashtra & Affiliated To Savitribai Phule Pune University),

Affiliation ID – PU/PN/LAW/554/2024, Unipune ID – CLWP022650, AISHE Code – C-75710, CET Cell - 26031



CASTE BASED DISCRIMINATION CELL

As per (University Grants Commission (Promotion of Equity in Higher Educational Institutions) Regulations, 2012.)

SN	Member Name	Designation	Gender
1	Dr. Pradipkumar Tambe	Chairman	Male
2	Mr. Levi Morningstar	Faculty, Anti Discrimination Officer	Male
3	Mr. Kailash Poul	Faculty	Male
4	Ms. Rohini Deshpande	Administrative Member	
5	Mr. Milind Oval	Student Representative SC/OBC	
6	Adv. Bhagyashree Khutade	NGO (Social Justice)	



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RULES FOR PROMOTION OF EQUITY AND PREVENTION OF DISCRIMINATION

(Equal Opportunity Cell & Anti-Discrimination Mechanism)

1) Short Title, Application and Commencement

- i) These Rules may be called "Rules for Promotion of Equity and Prevention of Discrimination in LAKSSK
- ii) These Rules shall apply to all students, teaching staff, non-teaching staff, officers, and authorities of the Institution.
- iii) These Rules shall come into force from the date of approval by the Competent Authority of the Institution.

2) Objectives

The objectives of these Rules are as follows:

- i) To promote equity and ensure a level playing field for all students without discrimination of any kind.
- ii) To prohibit and eliminate discrimination, harassment, victimization, or unfavorable treatment of students on the grounds of caste, creed, religion, language, ethnicity, gender, disability, or any other prohibited ground.
- iii) To protect the constitutional rights and interests of students belonging to Scheduled Castes, Scheduled Tribes, and other marginalized sections.
- iv) To create and maintain a dignified, inclusive, and non-hostile academic environment within the Institution.



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3) Establishment of the Caste Based Discrimination Cell

- i) The Institution shall establish a Caste Based Discrimination Cell for promotion of equity and prevention of discrimination.
- ii) In this Cell shall function as a statutory body of the Institution.
- iii) The Cell shall act in coordination with the Anti-Discrimination Officer and other institutional authorities.

4) Appointment of Anti-Discrimination Officer

- i) The Institution shall appoint an Anti-Discrimination Officer, who shall not be below the rank prescribed by applicable UGC norms.
- ii) The Anti-Discrimination Officer shall function independently and impartially.
- iii) The Officer shall be responsible for receiving complaints, conducting preliminary inquiries, and making recommendations to the Competent Authority.

5) Prohibition of Discrimination

- i) No student shall be discriminated against in matters relating to:
 - a. Admission and enrolment
 - b. Teaching, evaluation, and examination
 - c. Scholarships, fellowships, and financial assistance
 - d. Hostels, library, sports facilities, cultural activities, and other amenities



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- ii) No person shall harass or victimize any student by:
 - a. Disclosure or announcement of caste, religion, region, or category in class or public spaces
 - b. Passing derogatory or prejudicial remarks
 - c. Differential academic or administrative treatment
 - d. Segregation in classrooms, hostels, libraries, or common facilities
- iii) Any act which creates a hostile or intimidating environment shall be treated as misconduct under these Rules.

6) Preventive and Protective Measures

- i) The Institution shall take proactive steps to prevent discrimination through policies, instructions, and awareness programmes.
- ii) Faculty and staff shall ensure equal access and equal treatment to all students in academic and co-curricular activities.
- iii) Special care shall be taken to ensure protection of students belonging to SC/ST and other marginalized categories.

7) Complaint Redressal Mechanism

- i) Any student or parent of a student may submit a **written complaint** alleging discrimination or harassment.
- ii) The complaint shall be submitted to the Anti-Discrimination Officer.
- iii) The complaint shall contain sufficient particulars of the alleged incident.
- iv) The Institution shall ensure confidentiality and protection against victimization.



8) Inquiry and Disposal of Complaints

- i) On receipt of a complaint, the Anti-Discrimination Officer may conduct a preliminary fact-finding inquiry, if deemed necessary.
- ii) The Officer shall submit findings and recommendations to the Competent Authority.
- iii) Every complaint shall be decided **within sixty (60) days** from the date of receipt.

9) Punishment

- i) Any person found guilty of discrimination or harassment shall be liable for disciplinary action.
- ii) Punishment shall be **proportionate to the nature and gravity of misconduct**.
- iii) Action against students shall be taken as per institutional rules and UGC Regulations.
- iv) Action against staff shall be taken as per service rules applicable to the Institution.

10) Awareness and Sensitization

- i) The Institution shall organize programmes to promote awareness of:
 - a. Equality and non-discrimination
 - b. Constitutional values
 - c. Prevention of caste-based and other forms of discrimination
- ii) Such programmes shall involve students, faculty, and staff.



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11) Transparency and Disclosure

- i) The Institution shall upload on its official website:
 - a. Details of the Equal Opportunity Cell
 - b. Name and designation of the Anti-Discrimination Officer
 - c. Complaint procedure
 - d. Measures and punishments relating to discrimination
 - e. Awareness and educational material
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12) Appeal

- i) Any person aggrieved by an order of the Anti-Discrimination Officer may file an appeal to the **Head of the Institution**.
 - ii) The appeal shall be filed **within ninety (90) days** from the date of the order.
 - iii) The Head of the Institution may entertain a delayed appeal for sufficient cause.
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13) Power to Remove Difficulties

In case of any difficulty in implementation of these Rules, the decision of the Head of the Institution shall be final, subject to applicable UGC Regulations.