



EQUAL OPPORTUNITY CELL (EOC)

(UGC Rules 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	Male
3	Mr. Kailash Poul	Faculty	Male
4	Ms. Rohini Deshpande	Administrative Member	Female
5	Mr. Jyotiram Sawant	Student Representative	Male



RULES AND REGULATIONS

THE EQUAL OPPORTUNITY CELL RULES

Rules (Accordingly constituted abiding to UGC Rules Promotion of Equity in Higher Educational Institutions Regulations, 2012) to provide for the establishment of an Equal Opportunity Cell in Higher Educational Institutions, in accordance with the University Grants Commission Act, 1956 and the University Grants Commission (Promotion of Equity in Higher Educational Institutions) Regulations, 2012, to promote equality, prevent discrimination, safeguard the interests of marginalized students, and for matters connected therewith or incidental thereto.

CHAPTER I

PRELIMINARY

1. Short title and commencement

- 1.1. This Statute may be called the **Equal Opportunity Cell Statute**.
- 1.2. It shall come into force on the date of its adoption by the competent authority of the Institution, **in pursuance of section 26 of the University Grants Commission Act, 1956**.

2. Definitions

- 2.1. In this Statute, unless the context otherwise requires,
 - a) "Cell" means the Equal Opportunity Cell established under section 3 of this Statute;
 - b) "Institution" means a Higher Educational Institution governed by the **University Grants Commission Act, 1956**;
 - c) "Head of Institution" means the principal or such other authority as may be designated;
 - d) "Regulations" means the University Grants Commission (Promotion of Equity in Higher Educational Institutions) Regulations, 2012.



CHAPTER II

ESTABLISHMENT AND OBJECTIVES

3. Establishment of Equal Opportunity Cell

- 3.1. Every Institution shall establish an Equal Opportunity Cell, in accordance with Regulation 2(c) read with Regulation 3 of the University Grants Commission (Promotion of Equity in Higher Educational Institutions) Regulations, 2012.
- 3.2. The Cell shall function as a statutory body within the Institution for the purposes contemplated under section 26 of the University Grants Commission Act, 1956.

4. Objectives of the Equal Opportunity Cell

The objectives of the Cell shall be, **as provided under Regulation 3 of the said Regulations**, namely: -

- a) to promote equity and ensure a level playing field for all students, **in accordance with Regulation 3(1)(c);**
 - b) to prevent and eliminate discrimination, harassment, victimization or unfavorable treatment on grounds of caste, creed, religion, language, ethnicity, gender or disability, **as mandated under Regulation 3(1)(b);**
 - c) to safeguard the constitutional rights and interests of students belonging to the Scheduled Castes, Scheduled Tribes and other marginalized sections, **in pursuance of Regulation 3(2) read with Regulation 3(1)(j);**
 - d) to ensure a dignified, inclusive and non-hostile academic environment, **as contemplated under Regulation 2(d) and Regulation 2(h) read with Regulation 3.**
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CHAPTER III

FUNCTIONS AND POWERS OF THE CELL

5. Preventive measures

The Cell shall take all necessary preventive measures, **in accordance with Regulation 3(2)**, to

- a) prohibit discrimination, harassment, victimization or unequal treatment of students;
- b) ensure that no discrimination occurs in matters relating to
 - (i) admission to courses or programme, **as per Regulation 3(2)(a)**;
 - (ii) teaching, evaluation and examination, **as per Regulation 3(2)(b)**;
 - (iii) award of scholarships, fellowships or financial assistance, **as per Regulation 3(2)(c)**;
 - (iv) access to hostels, libraries, sports facilities and other amenities, **as per Regulation 3(2)(d) and 3(2)(e)**.

6. Complaint redressal mechanism

- 6.1. The Institution shall provide a **written mechanism** for receiving and redressing complaints of discrimination, **in accordance with Regulation 3(1)(h)**.
 - 6.2. Every complaint shall be inquired into and disposed of within a period of **sixty days, as mandated under Regulation 3(1)(h)**.
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CHAPTER IV

ANTI-DISCRIMINATION OFFICER

7. Appointment of Anti-Discrimination Officer

- 7.1. The Institution shall appoint an **Anti-Discrimination Officer** by designation, **in accordance with Regulation 4 of the said Regulations.**
- 7.2. The Officer shall function under the supervision of the competent authority of the Institution.

8. Functions of Anti-Discrimination Officer

The Anti-Discrimination Officer shall, **as provided under Regulation 4(1),**

- (a) receive complaints in writing, **under Regulation 4(1)(a);**
- (b) conduct preliminary fact-finding inquiries, **under Regulation 4(1)(b);**
- (c) submit findings and recommendations to the competent authority, **under Regulation 4(1)(c).**

CHAPTER V

AWARENESS, TRANSPARENCY AND DISCLOSURE

9. Awareness and sensitisation

The Cell shall undertake programmes and activities for awareness and sensitisation, **in accordance with Regulation 3(1)(i),** to promote equality, constitutional values and prevention of discrimination.

10. Transparency and disclosure

The Institution shall publish on its official website, **as mandated under Regulation 3(1)(k),**

- (a) measures adopted for elimination of discrimination;
- (b) penalties prescribed for violation of this Statute;
- (c) awareness and sensitisation material.



CHAPTER VI

PENALTIES AND APPEAL

11. Penalty for misconduct

Any act of discrimination established after inquiry shall attract **penalty proportionate to the gravity of misconduct, in accordance with Regulation 5 of the said Regulations.**

12. Right of appeal

- 12.1. Any person aggrieved by a decision under this Statute may prefer an appeal to the **Head of the Institution, as provided under Regulation 6.**
 - 12.2. Such appeal shall be filed within a period of **ninety days** from the date of communication of the decision.
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