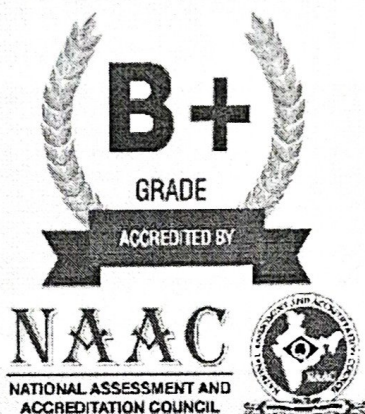
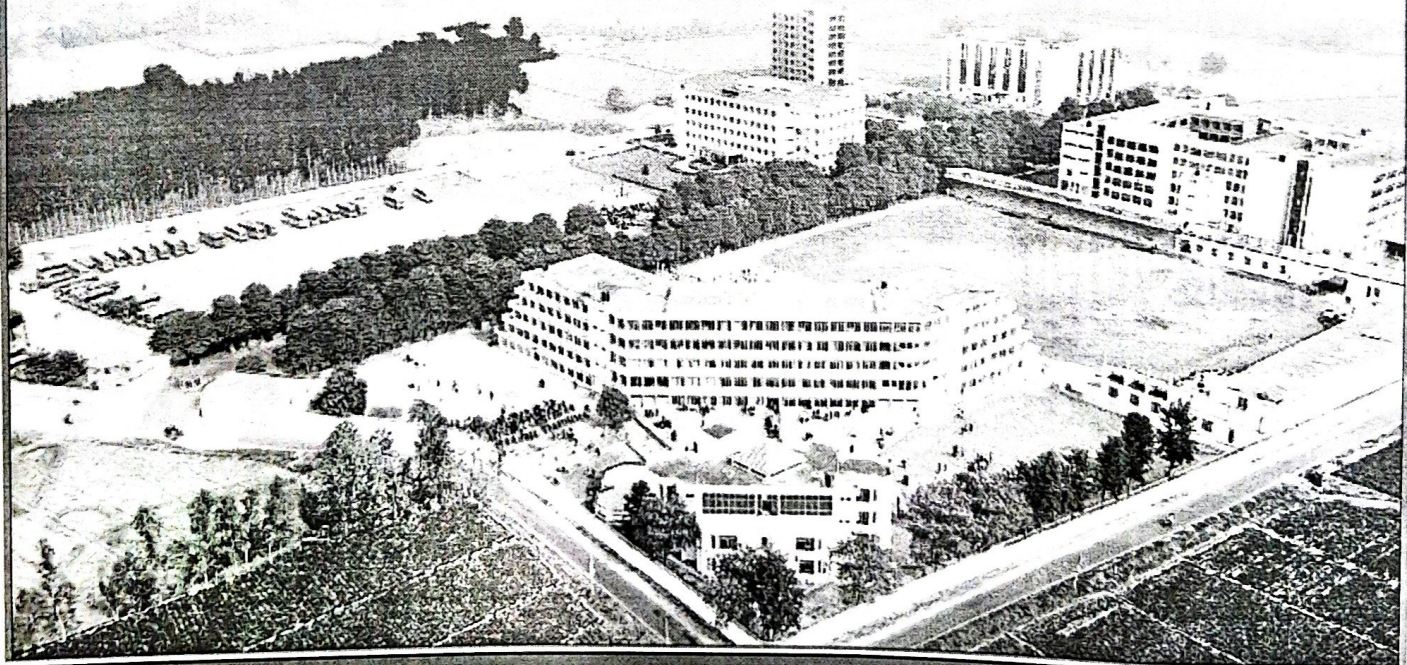




SANT BABA BHAG SINGH UNIVERSITY



Policy: Equal Opportunity Cell



Ref. No. :- SBBSU/DA/25/172

Date :- 12/08/23

Policy: Equal Opportunity Cell

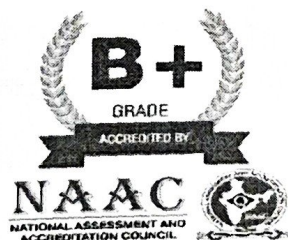


SANT BABA BHAG SINGH UNIVERSITY

Village Khiala P.O Padhiana, Distt. Jalandhar-144030

(Established vide Punjab Govt. Act No. 6 of 2015 and is recognized
by UGC under Section 2(f) of UGC Act, 1956)

Accredited by NAAC (B+ Grade)



E-Mail: info@sbbsuniversity.ac.in
Web Site: <https://sbbsuniversity.ac.in/>

Disclaimer

Sant Baba Bhag Singh University's Equal Opportunity Cell (EOC) for students, faculty, and non-teaching staff aims to promote an inclusive environment free from discrimination. The information provided is for guidance only and does not create any contractual or legal rights beyond those under Indian law. The University reserves the right to modify, amend or revoke any part of this policy without prior notice. The most current version available on the official university platform shall be binding.

The EOC's role is facilitative and recommendatory. Its advice is subject to final approval by the university's competent authorities. This policy operates within the framework of the University's overarching statutes and ordinances. In case of any conflict, the University's statutes and prevailing laws of India shall prevail.

Objectives

The Equal Opportunity Cell shall have the following objectives:

1. To protect constitutional and statutory rights of disadvantaged / marginalized persons (students, teaching & non-teaching staff).
2. To ensure non-discrimination in admissions, recruitment, training, promotion and other university processes.
3. To ensure safe, inclusive, accessible and respectful campus environment.
4. To create awareness and sensitize the university community about issues of discrimination, rights, inclusion, accessibility, etc.
5. To provide support, counselling, mentoring, remedial / bridge programs to assist disadvantaged groups.
6. To monitor and ensure implementation of reservation policies, scholarship schemes, programs for special categories.
7. To establish and maintain grievance redressal mechanisms for complaints of discrimination, harassment etc, ensure timely action.
8. To review, audit, and report periodically on the status of equity, inclusion and related practices and policies in the university.

The University offers the following facilities for the benefit of its students:

A. Scholarships and Financial Support

- The University provides Scholarships and Financial Support to a number of students under various categories. The financial support is provided by the Institution, Government and other bodies. The main responsibility of the Equal Opportunity Cell is to ensure that the students from the disadvantaged groups of SCs/ STs/ OBC/ and minorities are benefitted through these schemes.
- The EOC and the Scholarship Committee disseminate information related to the schemes and programmes for the students.
- The PWD, SC/ST and EWS category students are being given tuition fee waiver on Merit-cum-Means.

Preserve the rights of Minorities

- The University ensures that there is no discrimination on grounds of minority status.
- It is ensured that the rights of ethnic, religious, and linguistic minorities are considered. Protection of their identity is ensured. Also, such students get benefit from the principles of effective participation and non-discrimination in all University activities.

Providing Infrastructural facilities to Differently-abled/ PWD

- The University has designated a room in the administrative block for EOC where students can meet the members of the Committee.
- The University building is disable-friendly to ensure hassle-free stay and movement of such students. There are ramps and a lift for students with mobility impairment for easy accessibility to the upper floors.
- The University has special toilets for differently-abled students and staff.
- The authorities and students are very supportive, considerate and empathetic to the students with special needs. Special care is taken while allotting timetable to students. They are encouraged to participate in various activities.

Grievance Redressal

- Complaints of students and staff members (teaching and non-teaching) if any, are addressed on regular basis.

Gender Sensitization

- Various committees of the University, viz., NSS, NCC, Women Development Cell, Gender equity cell, etc., ensure participation of students in various activities conducted for raising awareness about gender equality.

Equal opportunities for SCs and STs

- The University follows the guidelines of the UGC regarding reservation of seats for the disadvantaged sections in admission to different courses.

Enhances Diversity

- The University celebrates the cultural heritage and festivals on all occasions.
- Students from various states, countries and religious backgrounds seek admission in the University. Teaching and non-teaching staff is a blend of people from a wide cross section of society to enhance the diversity within the campus.

Remedial Classes

- Remedial classes are conducted to motivate and give additional help to the academically weaker students.

Holistic Development

- Capacity Building Workshops in varied fields are conducted to enhance the skills and knowledge of the Teaching Faculty and Non-Teaching Staff as well as the students.

Functions & Responsibilities

The EOC shall carry out the following functions:

Function	Description / Activities
Policy Implementation & Monitoring	Monitor implementation of government, UGC and university policies on reservation, scholarship, special schemes.
	Review policies of the university for barriers (physical, attitudinal, procedural) and suggest changes.
Grievance Redressal	Maintain a mechanism for receiving complaints of discrimination or harassment, ensuring confidentiality, safety and due process.
	Grievance Redressal Committee (GRC) under EOC or in coordination with existing offices.
	Define timeline for resolution (e.g. within 15 working days).
	Mechanism for appeal etc.
Support Services	Remedial / bridge courses for students from disadvantaged backgrounds to help with academic readiness.
	Counselling (career, emotional, academic) and mentoring

	programs.
	Assist in availing scholarships / government schemes.
	Provide accommodations / reasonable adjustments for differently-abled persons (e.g. exam accommodations, assistive tech, physical access).
Awareness & Sensitization	Workshops, seminars, training for faculty, staff, students on equity, non-discrimination, inclusive pedagogy, etc.
	Orientation to new students and staff about rights and resources.
Accessibility & Infrastructure	Audit campus infrastructure for accessibility (ramps, lifts, signage, toilets etc.)
	Ensure accessible learning resources (audio, visual, digital) and inclusive pedagogies.
	Ensure physical, digital, administrative access is barrier-free.
Data Collection & Reporting	Maintain records of admissions, recruitments, scholarship disbursements sorted by categories (SC/ST/OBC, Women, Persons with Disabilities, etc.).
	Periodic reports to university authorities and UGC / regulatory bodies.
	Audit compliance with norms.
Preventive Measures	Ensure preventive policies are in place (anti-harassment, anti-discrimination, anti-ragging etc.).
	Use of "equity ambassadors" or "equity squads" (if applicable) for monitoring campus climate.
	Online portals / helplines for intake of complaints, suggestions, etc.

Roles & Responsibilities (Summary)

Stakeholder	Roles
Convener / EOC Members	Coordinate EOC functions, receive & redress grievances; monitor implementation, prepare reports.
Faculty / Staff / Departments	Cooperate in implementation, ensure inclusivity in classrooms, respect rights, assist in sensitization.
Students	Report grievances, participate in awareness/sensitization; respect diversity.
Administrative Units (e.g. Admissions, Exams, Hostels)	Implement access, reasonable accommodations, follow reservation, scholarship policies, maintain accessible infrastructure.

The above is submitted for kind approval please.


Dean Academics
12.8.25

To;

Worthy Vice-Chancellor (for your kind approval please)

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