



**Mehr Chand Mahajan DAV College for Women,
Chandigarh**

Policy: Equal Opportunity Cell

**Mehr Chand Mahajan DAV College for Women,
Sector 36-A, Chandigarh**

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Disclaimer

'Policy of the Equal Opportunity Cell' is not a legal document. It has been prepared for the reference of the Teaching and Non-Teaching Staff regarding providing equal opportunities to all students of the College. The College – Mehr Chand Mahajan DAV College for Women, Chandigarh - reserves the right to bring the required changes in the stated policy and procedures therein. Every effort has been made to avoid errors or omissions in this policy. If any error or omission may have crept in inadvertently, it will be corrected if brought to notice.

Policy - Equal Opportunity Cell (EOC)

The Equal Opportunity Cell was formed in the College in July 2017 as per the mandate of UGC. The main objective of the EOC is to facilitate affirmative action to ensure equal opportunities for all within its fold. The EOC works for the benefit of the students belonging to the disadvantaged groups i.e. SCs, STs, OBCs (non-creamy layer), minorities and differently-abled Persons (PWD)

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

A. Scholarships and Financial Support

- The College provides Scholarships and Financial Support to a number of students under various categories. The financial support is provided by the Institution, Government, College Development Council, Panjab University 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 basis from the session 2020-2021.

B. Preserve the rights of Minorities

- The College strength comprises of students from all communities - Muslims, Sikhs, Christians, Buddhists and Jains. The College 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. They benefit from the principles of effective participation and non-discrimination in all College activities.

C. Providing Infrastructural facilities to Differently-abled/ PWD/ Divyangjan

- The College has designated a room in the administrative block for EOC where students can meet the members of the Committee.
- The College 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 College 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.

D. Grievance Redressal

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

E. Gender Sensitization

- Various committees of the college, NSS, NCC, Women Development Cell, Rotaract Club etc ensure participation of students in various activities conducted for raising awareness about gender equality.

F. Equal opportunities for SCs and STs

- The College follows the guidelines of the Panjab University/Director Higher Education regarding reservation of seats for the disadvantaged sections in admission to different courses.

G. Enhances Diversity

- The College celebrates the cultural heritage and festivals on all occasions.
- Students from various states, countries and religious backgrounds seek admission in the College.
Teaching and non-teaching staff is a blend of people from a wide cross section of society to enhance the diversity within the campus.
- Several activities are conducted by Ek Bharat Shreshth Bharat (EBSB) Cell to preserve and celebrate diversity.

H. Remedial Classes

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

I: 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.

**Dr Nisha Bhargava
Principal**