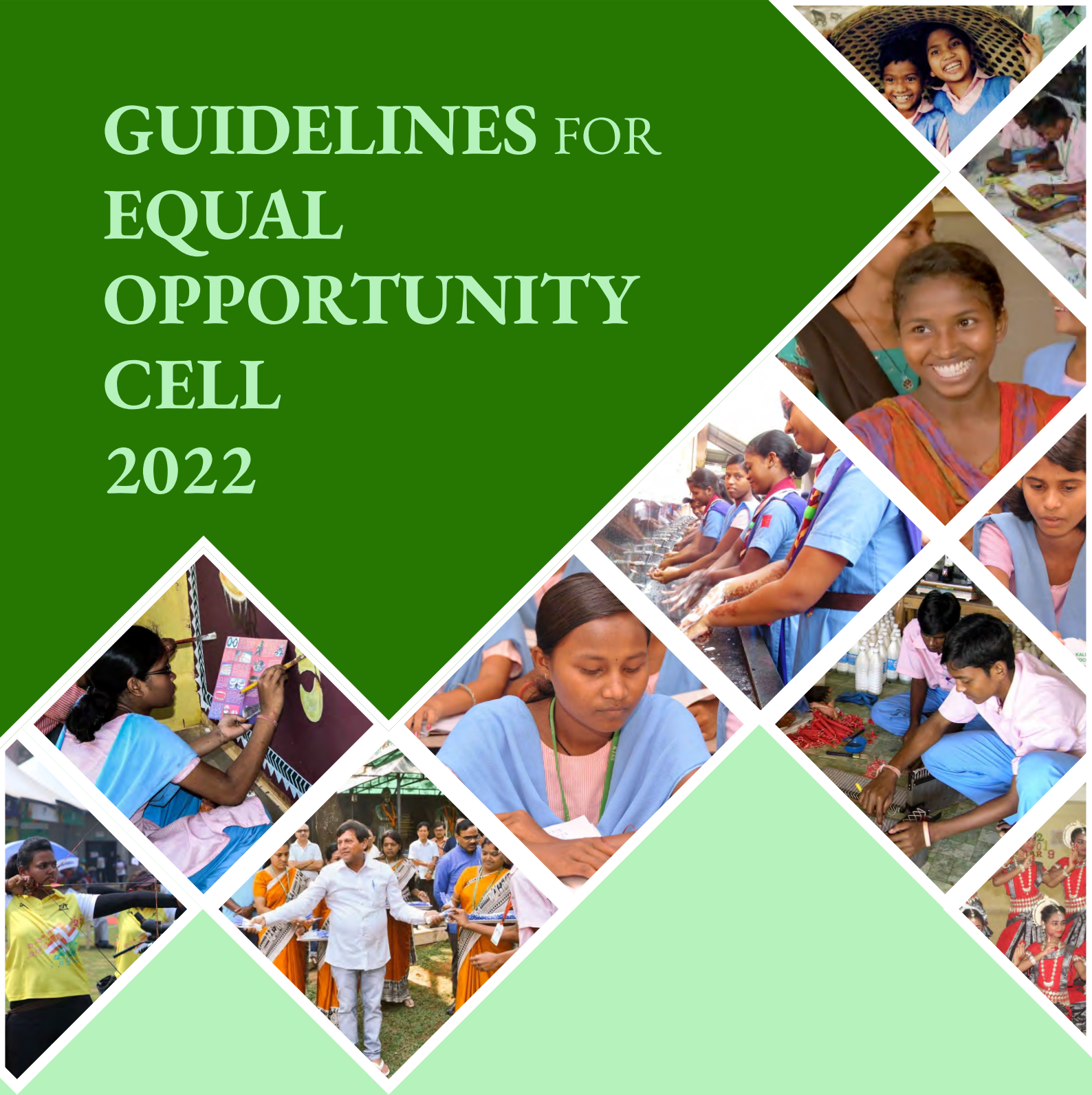


GUIDELINES FOR EQUAL OPPORTUNITY CELL 2022



Organisation in Special Consultative Status with
the United Nations Economic & Social Council (UN-ECOSOC)
Associated with the United Nations Department of Public Information (UNDPI)

Kalinga Institute of Social Sciences (KISS)
Deemed to be University, Bhubaneswar, Odisha

 university.kiss.ac.in

1. Introduction

Indian society is characterized by a highly entrenched system of social stratification. It is these social inequalities that created the barriers for access to materials, and cultural and educational resources to the disadvantaged groups of society. These disadvantaged groups are SCs, STs, women, OBC (non-creamy layer), minorities and physically challenged persons. It is clear from the demographic factors that a large section of the population of our country is still disadvantaged and marginalized.

A rigid compartmentalized caste system deprived SCs of dignity, identity and rights and resulted in their dehumanization and humiliation. The deprivation, toils and tears of STs were not very different from those of SCs. The STs lived in their own country, isolated, neglected and exploited. Both SCs and STs continue to suffer from social disabilities even today.

Women, victims of the traditions and customs of Indian society, were considered to be unequal and inferior. Even today women are being oppressed. Since gender disparity is known to lead to a serious social imbalance, it is essential to remove these inequalities. The same may be true with some variation in the case of minorities. The differently abled physically challenged persons deserve due place and attention in the demographic set-up of the nation. To ensure the same, the Parliament has passed the Act called the Person with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act 1995.

Therefore, the Constitution of India ensured equality of opportunity under Articles 14, 15 and 16. Article 15 ensures access to public institutions and Article 16 ensures equality of opportunity in matters of public employment. Precisely speaking, our Constitution enshrined democratization as one of the main objectives of education and anticipated the democratic expansion of education to serve social and economic upward mobility.

With an objective to realize the constitutional goals, KISS-DU has made conscious efforts to ensure the access of Scheduled Tribes to education and public employment. The University strives hard under the guidance of its Tribal Advisory Council to attain equal opportunity for all disadvantaged social groups. The University has taken forward the philosophy of the 12th Plan and has decided to prepare a guideline for establishing an Equal Opportunity Cell in the higher education institution.

Since higher education is a tool for social and economic equality, the UGC has been addressing national concerns of access, and equality, while ensuring the standard of quality and relevance of education by implementing policies of the Government of India and promoting several schemes and programmes for the disadvantaged groups that would help in eliminating social disparities. KISS-DU has been trying to fulfill the above-mentioned advisory of the University Grants Commission. The Guidelines for Equal Opportunity Cell shall be effective from 05.09.2017

2. Aims and Objectives of Equal Opportunity Cell

- ☛ To oversee the effective implementation of policies and programmes for disadvantaged groups,
- ☛ To provide guidance and counselling with respect to academic, financial, social and other matters
- ☛ To celebrate cultural diversity within the campus.

3. Functions

- i. To ensure equity and equal opportunity to the community at large in the University and bring about social inclusion.
- ii. To preserve the diversity among the students, teaching and non-teaching staff and at the same time eliminate the perception of discrimination.
- iii. To create a socially congenial atmosphere for academic interaction and the growth of healthy interpersonal relationships among the students
- iv. To make efforts to sensitize the teaching staff regarding the problems associated with social exclusion as well as the aspirations of the marginalized communities.
- v. To help individuals or a group of students belonging to the disadvantaged section of society to contain the problems related to discrimination.
- vi. To look into the grievances of the weaker section of society and bring an amicable solution to their problems.
- vii. To disseminate the information related to schemes and programmes for the welfare of the socially weaker section as well as notifications/memorandum, office orders of the Government, or other related agencies/organizations issued from time to time.
- viii. To prepare barrier-free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of society.
- ix. To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students of disadvantaged groups.
- x. Organize periodic meetings to monitor the progress of different schemes.
- xi. To adopt measures to ensure a due share of utilization by SC/ST in admissions, and recruitment (teaching and non-teaching posts) and to improve their performances.
- xii. To sensitize the employees on the problems of SC/ST and other disadvantaged groups.

4. Advisory Committee

There shall be an Advisory Committee with the following members

- ❶ Vice Chancellor as Chairperson
- ❷ Adviser (The VC shall nominate one of the faculties, who has an innate interest in the welfare of the disadvantaged social groups, as an Adviser)

- ③ two other members of the teaching staff

The Committee should meet at least once in four months and actions taken on the decisions are to be reviewed in the subsequent meetings.

5. The Adviser in the University has the following responsibilities:

- a To review the implementation of various schemes and programmes for the welfare of the disadvantaged and marginalized groups of the society oversee/monitor various welfare schemes/ programmes sponsored by the Government of India/State Government, UGC, or any agency/ organization as well as those devised by the University for the disadvantaged groups for their effective implementation
- b Be responsible for the effective functioning of SC/ST Cell and other such Cells/Centres dealing with the problems of different socially disadvantaged groups.
- c To convene the meetings of those in charge of other Committees/Programmes dealing with social issues to review their activities.
- d The Adviser shall submit the progress/review report to the Vice Chancellor. The Coordinators of SC/ST Cell, Remedial Coaching and other schemes shall be closely associated with the Equal Opportunity Cell.





KALINGA INSTITUTE OF SOCIAL SCIENCES (KISS)

Deemed to be University

(Established U/S 3 of UGC Act, 1956)
Bhubaneswar, Odisha, India

KISS, a fully free and fully residential institute,
is the only university exclusively for tribal students.

