



BAMANPUKUR HUMAYUN KABIR MAHAVIDYALAYA

NAAC ACCREDITED

AFFILIATED TO WEST BENGAL STATE UNIVERSITY

RECOGNISED BY THE UGC UNDER 2(F) AND 12B

POLICY DOCUMENTS ON

Equal opportunity

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Bamanpukur Humayun Kabir Mahavidyalaya has been established in rural location with objective of providing growth opportunities to rural community -one as the major disadvantaged compared to urban sections The mahavidyalaya believes in inclusive growth and makes continuous efforts to provide opportunities to all disadvantaged sections of the rural college. Aspiring to become a excellent college ,BHK Mahavidyalaya seeks to be the torch bearer of executing the principle of equal opportunity to one and all; irrespective of gender, ability, socio-economic background, caste, religion or language. The notion that there should be equality of opportunity in education, where everyone has fair and equal access to a good quality education regardless of social background, race, gender or religion, and where people achieve success in education according to their efforts and ability, free of any form of discrimination. India is a country of diversity. It is a hub of different religions, castes and cultures. However, the Indian society is characterized by a highly entrenched system of social stratification. It is these social inequalities that created the barriers of denial of access to materials, 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 population of our country is still disadvantaged and marginalized.

The Equal Opportunity Cell was established by the University of Delhi on 27th June, 2006 to address the issues related to students belonging to Schedule Caste/Schedule Tribe, Other Backward Caste and minorities and the Persons with Disabilities (PWDs) on a continual basis.

2. Aims and Objectives

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 and to enhance the diversity within the campus.

3. Functions

- ✚ To ensure equity and equal opportunity to the community at large in the college and bring about social inclusion.
- ✚ To enhance the diversity among the students, teaching and non-teaching staff population and at the same time eliminate the perception of discrimination.
- ✚ To create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds.
- ✚ To make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.
- ✚ To help individuals or a group of students belonging to the disadvantaged section of society to contain the problems related to discrimination.

- ✚ To look into the grievances of the weaker section of society and suggest amicable solution to their problems.
- ✚ To disseminate the information related to schemes and programmes for the welfare of the socially weaker section as well as notifications/memoranda, office orders of the Government, or other related agencies/organizations issued from time to time.
- ✚ To prepare barrier free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of society.
- ✚ To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students of the disadvantaged groups.
- ✚ To organize periodic meetings to monitor the progress of different schemes. 28
- ✚ To adopt measures to ensure due share of utilization by SC/ST in admissions, recruitments (teaching and non-teaching posts) and to improve their performances.

4. Advisory Committee

There shall be an Advisory Committee with the Principal as Chairperson and three other members including an Adviser, to review the implementation of various schemes and programmes for the welfare of the disadvantaged and marginalized groups of the society and other related activities undertaken by the college as well as implementation of reservation policy in admission and recruitment for SC, ST, PH, OBC (non-creamy layer) and others, if any. The Committee should meet at least once in four months and actions taken on decisions are to be reviewed in the subsequent meetings. The Principal shall nominate one of the teachers, who have an innate interest in the welfare of the disadvantaged social groups, as an Adviser.

The advisory committee reviews the effective implementation of the principle of equal opportunities to all; irrespective of gender, ability, socio-economic background, caste, religion or language. The Committee arrange meetings at least once in six months and reviews actions taken on decisions.

Support to disadvantaged groups

- ❖ Waiver of fees as per University rules and Government rules
- ❖ Braille Library and audio- book Resource Centre
- ❖ Assistive Devices for Persons with Disabilities i.e. Braille Reader/ Embosser, pocket players, accessible computers and reading materials, Wheelchairs, etc.
- ❖ Examination writing policy for the conduct of free, fair and hassle free exams.
- ❖ Learning Support Systems like Talking Books and E- Text books. DVDs and Books on Disability issues
- Orientation Workshops for Persons with Disabilities Provision of a lift, special ramps, disabled-friendly toilets and parking space reserved for the persons with disabilities persons .Counselling Session and Capacity building classes

