

EQUAL OPPORTUNITY CELL POLICY

Policy code: **E O P 5 0**

1. INTRODUCTION

In the classical language Sanskrit, Naipunnnya means ‘expertise’ or ‘mastery’. Naipunnnya, as the name signifies, aims at professionalism, discipline and holistic development of the students. The institute is unique in its approach towards professionalism whereby all get a platform to refine and mould their talents. Expansion of knowledge is an ongoing process here. Naipunnnya School of Management, Cherthala (NSMC), a project of the Archdiocese of Ernakulam-Angamaly, was established in 2003 under the visionary leadership of His Excellency Mar Thomas Chakkiath. NSMC affiliated to the University of Kerala in 2005. Within a decade of its establishment, Naipunnnya became synonymous with academic and professional excellence.

NSMC’s Equal Opportunity Cell was established to address the issues related to staff & students belonging to Schedule Caste/Schedule Tribe, Other Backward Caste, minorities and Persons with Disabilities (PWDs) on a continual basis.

2. POLICY STATEMENT

Discrimination against any person on the grounds of his or her disability, physical limitations, or minority status is a gross violation of universally accepted principles of equality, human rights, and even constitutional obligations.

The Equal Opportunity Cell of Naipunnya School of Management is constituted to address the issues concerning Scheduled Caste, Scheduled Tribe,

Other Backward Class, and Persons with Disabilities, as per the UGC 'Guidelines for Scheme of Equal Opportunity Centre for Colleges XII Plan (2012–2017)'.

Aim & Objectives

- a) 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.
- b) The fundamental goal of the Equal Opportunity Cell is to make sure that staff and students from all different backgrounds—including those related to community, religion, geography, gender, and ability—do not lack access to fundamental opportunities.

3. ADVISORY COMMITTEE

There shall be an Advisory Committee of at least five members with the Principal as Chairperson and four 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 action taken on decisions are to be reviewed in the subsequent meetings. The principal shall nominate one of the teachers, who has an innate interest in the welfare of the disadvantaged social groups, as an Adviser

4. EQUAL OPPORTUNITY CELL – FUNCTIONS

- i. To ensure equity and equal opportunity for the community at large in the college and bring about social inclusion.
- ii. To enhance the diversity among the student, teaching, and non-teaching community and, at the same time, eliminate the perception of discrimination.
- iii. 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.
- iv. To make efforts to sensitise the academic community regarding the problems associated with social exclusion as well as the aspirations of marginalised communities.
- v. To help individuals or a group of students belonging to the disadvantaged section of society deal with the problems related to discrimination that they might have to face.
- vi. To look into the grievances of the weaker section of society and suggest amicable solutions to their problems.

- vii. To disseminate 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 and organisations issued from time to time.
- viii. To prepare barrier-free formalities and procedures for admission or registration of students belonging to disadvantaged groups of society.
- ix. To establish coordination with the government and other agencies and organisations to mobilise academic and financial resources to provide assistance to students from disadvantaged groups.
- x. To organise periodic meetings to monitor the progress of different schemes.
- xi. To adopt measures to ensure a fair share of utilisation by SC/ST in admissions and recruitments (teaching and non-teaching posts), and to improve their performances.
- xii. To sensitise the college on the problems of SC/ST and other disadvantaged groups.

Amendments/Review: This policy shall be reviewed periodically and may be amended as and when required to retain its contemporary relevance. Any stakeholder of the institution may submit proposal for the improvement of policy to the IQAC. The proposed changes shall be reviewed by IQAC and, if found suitable, shall be forwarded to the higher authorities for consideration.

Indicative time of Review: 27/03/2026

Administering Entity: Principal, Vice principal, Executive director, IQAC Coordinator

Approval Authority: College council



Fr. Baiju George, Principal