

**GURU NANAK KHALSA COLLEGE FOR WOMEN,
MODEL TOWN, LUDHIANA**

POLICY: EQUAL OPPORTUNITY CELL

Guru Nanak Khalsa College for Women, Gujarkhan Campus, Model Town, Ludhiana

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Disclaimer

Policy of Equal Opportunity Cell is not a legal document. It has been prepared for the reference of teaching and non teaching staff regarding providing equal opportunities to students of the college. The college reserves the right to make changes in policy if required. Every effort has been made to avoid errors or omissions in the policy. If still any error or omission may have crept in , it will be corrected if brought to notice.

EQUAL OPPORTUNITY CELL

Guru Nanak Khalsa College for Women is always committed to provide a healthy and conducive environment to all the students especially those with special needs or from deprived backgrounds. Equal Opportunity Cell of the college is set up to take necessary steps in this direction. It has been created by a mandate of UGC specifying the need of such functionary within colleges who would ensure equal opportunities for all and enhance diversity within the campus. Equal Opportunity Cell is dedicated towards ensuring that students from communal, regional and economic spectrums are able to access the resources and infrastructure of the college with safety and dignity. The cell works for affirmative action concerning physically challenged students and students belonging to SC/ ST/ OBC and minority communities facing financial constraints with a view to eliminate social disparity. The cell takes care of the needs of students belonging to disadvantaged groups, ensuring equality and equal opportunities for them. It also oversees effective implementation of policies and programs meant for their benefit.

Functions of Equal Opportunity Cell

- To provide guidance and counseling to students belonging to disadvantaged groups on financial, academic, social and other matters.

- To create congenial atmosphere in the college for the growth of healthy interpersonal relationships amongst students coming from various social backgrounds.
- To establish co-ordination with government and other funding organizations and oversee various welfare schemes sponsored by government, other organizations as well as University for needy students from deprived backgrounds.
- The cell ensures that every required infrastructural facility is provided to differently-abled students and those belonging to disadvantaged groups.

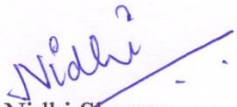
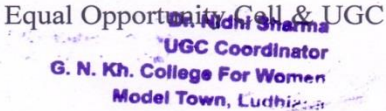
The college offers following facilities for the benefits of students.


- **Preserve rights of minorities:** EOC ensures that ethical, religious and linguistic minorities are considered. The cell ensures that there is no discrimination on grounds of minority status.
- **Providing Infrastructural facilities to differently-abled :** The process to make college building differently-abled-friendly is going on. The college main building is wheel chair accessible and it is ensured that classes of orthopedically challenged students are held in accessible areas. The authorities and students are very supportive, considerate and empathetic to the students with special needs. Special care is taken while

allotting time table to students. They are encouraged to participate in various activities.

- **Scholarships and Financial Support:** The college provides scholarship facilities to students under various categories. The equal opportunity cell ensures that students from disadvantageous groups and minorities are benefitted by these schemes. EOC disseminates information related to various scholarships and schemes to the students.
- **Grievance Redressal :** Complaints (if any) of students and staff members are addressed on regular basis
- **Gender Sensitization:** Various committees and cells like NCC, NSS, Youth Club conduct various activities for raising awareness about gender equality.
- **Equal opportunities for SCs and STs :** The college follows guidelines of Panjab University regarding reservation of seats for disadvantaged sections in admission to different courses.
- **Mentor-Mentee Relationship:** The college has a well established mentoring system. The mentor understands socio economic backgrounds of mentees and provide all necessary emotional and professional counseling as required. The mentor makes extra efforts to improve academic performance of slow learners.

- **Book Bank** : Book bank have been formed in the college wherein books are issued to needy students who are unable to afford them. These books are donated by previous class students.
- **Remedial Classes**: Remedial classes are conducted to provide additional help to slow learners.
- **Psychological Counseling**: The college has an encompassing all inclusive policy for students. Psychological counseling is provided to the students who have feeling of “being discriminated” against as this college doesn’t encourage discriminatory thinking.
- **Promote Diversity** : The college celebrates cultural heritage and various festivals on all occasions. Several activities are conducted by Ek Bharat Shrestha Bharat (EBSB) cell to preserve and promote our cultural heritage.


Dr. Nidhi Sharma
Coordinator
Equal Opportunity Cell & UGC



Dr. Maneeta Kahlon
Principal
