

NOTIFICATION NO. KU/POL./2022/002
Date: 12th January 2022

Subject: Karnavati University - Rules for Establishing Equal Opportunity Cell (Issue 01 Revision 00)

Karnavati University hereby notifies 'Rules for establishing Equal Opportunity Cell' as appended herewith. These rules are to promote equal opportunities in employment, education, and other activities for all stakeholders, they also educate and generate awareness amongst people about equality, inclusivity, and non-discrimination.

This comes into immediate effect.


Tariq Ali Saiyed
Registrar



Enclosure: Karnavati University - Rules for Establishing Equal Opportunity Cell (Issue 01 Revision 00)



Rules for Establishing Equal Opportunity Cell

Policy title	Rules for establishing Equal Opportunity Cell
Key stakeholders	Students Teaching Employees Non-Teaching Employees
Approved on	12 th January 2022
Date effective from	13 th January 2022
Next version	
Relevant policies	Institutional Best Practices and Social Responsibility Policy
Relevant committees/ centre/ cell	Equal Opportunity Cell (EOC), Anti – Ragging Cell, Grievance Redressal Cell, Internal Quality Assurance Cell, Internals Complaints Committee
Related Statutory Guideline	UGC (Promotion of Equity in Higher Education Institutes) Regulations, 2012

1. Short title

These rules shall be called “***Rules for establishing Equal Opportunity Cell***”.

2. Objective

These rules have been framed with the following objectives –

- i. To promote equal opportunities in employment, education and other activities for all stakeholders;
- ii. To promote the culture of equality and non – discrimination within the University;
- iii. To educate and generate awareness amongst people about equality, inclusivity and non - discrimination.

3. Equal Opportunity Cell – Constitution, Composition, Powers and Functions, Meeting

- i. The University shall establish an Equal Opportunity Cell (hereinafter referred to as EOC), to ensure that there is no discrimination on the grounds of their caste, gender, sexual orientation, race, creed, religious belief, and any disability, political or other opinion.
- ii. **Composition** – the EOC shall have the following members –
 - a. Vice – Chancellor (Provost), who shall be the *ex – officio* member;
 - b. One (1) teaching employee each from all the constituent institutes, who shall be nominated by the Vice – Chancellor (Provost), on the recommendation of the Dean of the respective constituent institute;
 - c. Dean of Sports;
 - d. Dean of Student Welfare;
 - e. Head of the Human Resources Department, or a person authorised by him/her;
- iii. **Chairman** –
 - a. The members in their first meeting shall appoint unanimously a chairman, amongst themselves, upon the approval of the Vice – Chancellor (Provost).
 - b. The term of the chairman shall be of Two (2) years, there shall be no re-appointment after the expiry of his/her term.
 - c. Upon vacation of the office of chairman, a subsequent chairman shall be appointed unanimously by the members, upon the approval of the Vice – Chancellor (Provost).
- iv. **Tenure** – the term of the nominated members shall be of two (2) years, the members may be reappointed by the Vice – Chancellor (Provost).

v. Powers, Duties and Functions –

- a. Help and empower all the students and employees to fully participate in the academic, intellectual, social and cultural life of the University, equally.
- b. Ensure equality in terms of opportunity to the community at large in the University and inculcate the same in the minds of the students.
- c. Enhance student and employee diversity and eliminate any form of discrimination.
- d. Create a socially viable atmosphere amongst the students for academic interactions and help in developing inter-personal relationship among students from different social backgrounds.
- e. Assist the students to contain and deal with the problems they face related to discrimination.
- f. Convey effectively about the various Government schemes and programmes for the welfare of socially weaker sections.
- g. To prepare procedures for admission, enrolment, studying and the like which are fair and free from any kind of discrimination.
- h. Preparing the Annual report of the activities of and actions taken by the EOC, and submit the same to the Vice – Chancellor (Provost).
- i. Co – ordinate with the other Centres and Committees of the University, i.e., Anti – Ragging Cell, Grievance Redressal Cell, Internal Quality Assurance Cell, Internals Complaints Committee and the like.
- j. If any complaint or incident is reported to or comes into notice or knowledge of the EOC or its member (s), the EOC shall immediately forward the same to the Disciplinary Committee as per the *Institutional Best Practices and Social Responsibility Policy*.
- k. And any other function as may be required from time to time.

vi. Meeting –

- a. The EOC shall meet at least once (1) in a year, however, the Vice – Chancellor (Provost) or the chairman may call for such additional meetings as may be required.
- b. The quorum of the meeting shall be one – third (1/3rd) of the total members.
- c. The chairman shall prepare the minutes of the meeting, which shall be signed by all the members present.