

EQUAL

LITTLE FLOWER DEGREE  
COLLEGE

(Affiliated to Osmania University)

Uppal, Hyderabad

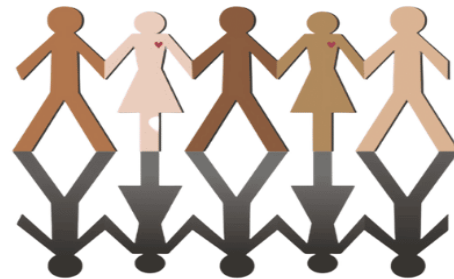
Managed by Brothers of St. Gabriel Educational Society

OPPORTUNITY



**EQUAL OPPORTUNITIES POLICY**

POLICY



## **Preface**

Equal opportunity policy of LFDC recognizes its importance for fostering inclusivity and fairness amongst people. This initiative aligns with India's commitment to promoting diversity and ensuring equal access to education for all. By establishing an equal opportunity cell LFDC can actively support marginalized groups such as SCs, STs, OBCs (non-creamy layer), minorities, specially-abled persons (PWD) and create an environment where every student has opportunities to thrive academically and socially irrespective of their socio-economic background. This policy in LFDC plays a crucial role in addressing barriers to education and promoting equity. LFDC is committed to follow UGC guidelines which emphasizes on creating equal opportunities and removing barriers, in alignment with Rights of Persons with Disabilities Act 2016.

## **1. Objectives**

- Addressing disparities: Identify and address systemic barriers and inequality faced by marginalized groups.
- Support Services: Offer support services to facilitate the participation of individuals such as counselling, mentorship, guidance. To enhance diversity in college academic, financial and social disparities are addressed.
- Awareness programmes - promote understanding, empathy, and respect for individuals from diverse backgrounds and to challenge stereotypes and prejudices.

## **2. Scope**

Ensuring equitable education, resources and opportunities and implementing affirmative action measures, providing support services and nurturing a supportive and inclusive campus environment.

### **3. Composition:**

- Principal
- Vice Principal
- Coordinator
- Faculty Members
- Representatives (SC, ST, and differently abled person)

### **4. Roles, Responsibilities and Functions:**

- Create an admission/registration process that is accessible to the marginalized, without any barriers.
- Nurture an inclusive environment where all individuals feel valued, supported and respected.
- Involve proactive measures that enhance diversity while eliminating all forms of discrimination.
- Promote a culture of respect, dignity, understanding and inclusivity that will create a congenial atmosphere for academic and interpersonal relationships.
- Sensitize the academic community of the problems faced by the marginalized community and encourage individuals to actively support and advocate the cause.
- Adopt measures and actively addressing the specific needs and challenges and grievances
- Advocate policies and legislation and create awareness for the welfare of marginalized individuals.
- Collaborate with government and other organizations to provide assistance and support to mobilize academic and financial resources.
- Implement measures to ensure equitable participation of SC/ST in admission and recruitment (Teaching and non-teaching) processes to enhance their performance.

## 5. Procedures

Equal opportunity policy signifies a commitment to fairness and inclusivity ensuring that students, faculty and staff from the marginalized group receive the same opportunity. It set the foundation for a workplace culture that values diversity and strives for equitable treatment for all.


- When personal complaints arise from student/faculty or staff, the committee initiates a process which involves,
  - Filing complaint through email \_\_\_\_\_
  - Conducting investigation
  - Providing opportunities for mediation and resolution
  - Implementing corrective actions
  - Ensuring safe environment

## 6. Guidelines

Scholarships are provided to individuals from SC/ST/OBC and minority backgrounds to facilitate access to education and promote their socio-economic causes.

Schemes and benefits related to supporting students of SC/ST/OBC must be educated.

Differently abled category students will be given examination fee waiver.

  
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