

## **KMCT DENTAL COLLEGE**

### **KOZHIKODE**

#### **Equal Opportunity Cell Constituted as per UGC (Promotion of Equity in Higher Educational Institutions) Regulations, 2012**

The UGC (Promotion of Equity in Higher Educational Institutions) Regulations, 2012 were established to promote equality and eliminate discrimination in higher educational institutions across India. The key objectives and provisions of the regulations are as follows:

#### **1. Purpose:**

- To safeguard the interests of students without prejudice to their caste, creed, religion, language, ethnicity, gender, or disability.
- To eliminate discrimination and harassment in all forms.
- To promote equality among students from all sections of society.

#### **2. Key Definitions:**

- Discrimination: Any distinction, exclusion, or preference that nullifies or impairs equality in education.
- Harassment: Unwanted conduct that demeans, humiliates, or creates a hostile environment.
- Equity: Ensuring a level playing field for all students in terms of rights and opportunities.

#### **3. Measures to be Taken by EOC:**

- Safeguard students' interests and eliminate discrimination.
- Prohibit harassment and victimization based on caste, creed, religion, language, ethnicity, gender, or disability.
- Ensure no discrimination in admissions, evaluations, or access to facilities.

- Establish and maintain an Equal Opportunity Cell (EOC) and appoint an Anti-Discrimination Officer.
- Prohibit ragging and ensure strict implementation of constitutional provisions for SC/ST students.

#### **4. Punishments:**

- Acts of discrimination or harassment will be dealt with through a formal complaint process ieequiry through a designated committee, evidence, and medical records.if any required etc
- Punishments will be commensurate with the nature of the offense.

#### **5. Complaint Mechanism:**

- Complaints can be filed in writing by students or their parents.
- The Anti-Discrimination Officer will initiate an inquiry and recommend appropriate action.
- Institutions must decide on complaints within 60 days.

#### **6. Appeal Process:**

- Aggrieved parties can appeal to the head of the institution within 90 days of the order.

#### **Structure of the Equal Opportunity Cell (EOC):**

Based on the UGC regulations, the structure of the Equal Opportunity Cell should include the following components:

##### **1. Anti-Discrimination Officer:**

**Role:** Oversee the functioning of the EOC, handle complaints, and ensure compliance with UGC regulations.

**Qualifications:** Should be a senior faculty member (Professor or Associate Professor).

**Responsibilities:**

- Receive and investigate complaints of discrimination or harassment.
- Recommend appropriate actions to the institution.
- Ensure timely resolution of complaints (within 60 days).
- Promote awareness about equality and anti-discrimination measures.

**2. Committee Members:**

- The EOC should consist of a diverse group of faculty members and administrative staff to ensure fair representation and impartiality.

**Composition:**

- Chairperson: Anti-Discrimination Officer.
- Faculty Members: Representatives from different departments
- Student Representatives: To provide a student perspective.
- Administrative Staff: To assist in logistical and procedural matters.

**Functions of the EOC:**

**Preventive Measures:**

- Conduct workshops and awareness programs on equality and anti-discrimination.
- Educate students and staff about the consequences of discrimination and harassment.

**Protective Measures:**

- Ensure a safe and inclusive environment for all students.
- Monitor and address issues related to ragging, caste-based discrimination, and gender-based harassment.

**Grievance Redressal:**

- Establish a transparent complaint mechanism.
- Ensure timely resolution of complaints and provide support to victims.

**Monitoring and Reporting:**

- Regularly review the institution's compliance with UGC regulations.
- Submit reports to the higher authorities on the functioning of the EOC.

**4. Complaint Mechanism:****Filing a Complaint:**

- Complaints can be submitted in writing to the Anti-Discrimination Officer.
- The complaint should include detailed information about the alleged incident.
- Inquiry Process:
  - The Anti-Discrimination Officer will conduct a preliminary inquiry.
  - Based on the findings, appropriate action will be recommended to the institution.
- Appeal Process:
  - Aggrieved parties can appeal to the head of the institution within 90 days.

**5. Awareness and Training:**

- The EOC should organize regular training sessions for faculty, staff, and students on:
  - Understanding discrimination and harassment.
  - Legal provisions and institutional policies.
  - Promoting a culture of equality and inclusion.

**6. Documentation and Transparency:**

- The EOC should maintain detailed records of all complaints, inquiries, and actions taken.

Information about the EOC, its functions, and the complaint mechanism should be publicly available on the institution's website [www.kmctdentalcollege.org](http://www.kmctdentalcollege.org)

**Structure of the Equal Opportunity Cell:**

| Role                         | Name/Designation      | Responsibilities                                                                              |
|------------------------------|-----------------------|-----------------------------------------------------------------------------------------------|
| Anti-Discrimination Officer  | Dr. Ashir K R         | Oversee complaints, conduct inquiries, recommend actions, and ensure compliance               |
| Nodal officer                | Dr Binu Purushothaman | SC/ST Cell<br>Oversee complaints, conduct inquiries, recommend actions, and ensure compliance |
| Faculty Member               | Dr. Harish Kumar V V  | Monitor student grievances and support to the Anti-Discrimination Officer.                    |
| Faculty Member               | Dr. Swapna C          | Assist in inquiries, promote awareness, and ensure departmental compliance                    |
| Faculty Member               | Dr. Bavitha T K       | Ensure fair treatment in evaluations and access to facilities.                                |
| Administrator                | Mrs. Sujatha Sarma    | Provide logistical support and maintain records of complaints and resolutions.                |
| College Union Chairman       | Muhammed Razi         | Provide student perspectives and assist in awareness programs.                                |
| Non –Teaching Faculty member | Mrs Jisha             | provide non teaching staff perspective and assist awareness programe                          |



  
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