

BALAGARH BIJOY KRISHNA MAHAVIDYALAYA

P. O. - BALAGARH • DIST. - HOOGHLY • WEST BENGAL - 712 501

NAAC ACCREDITED

Ref. No.

Date

From,

President / Principal / Teacher-in-charge

Balagarh Bijoy Krishna Mahavidyalaya

Equal Opportunity Cell

Introduction:

A Committee has been constituted as Equal Opportunity cell which works as an anti-discriminatory cell consisting of 5 members from the teaching and non-teaching staff to look into complaints of discrimination from SC/ST/OBC students/teachers/ non-teaching staff and to take actions against the erring official/faculty member promptly. A complaint register is also maintained in the office of the principal for the purpose. The Institution follows a zero tolerance policy against such misconduct as a substantial number of students come from ST/SC/OBC category and the Institution also has staff from the category.

Statement of Non-discrimination:

Balagarh Bijoy Krishna Mahavidyalaya provides everybody with equal opportunity into its fold irrespective of caste, religion, language or based on gender. The college ensures that every individual inside the campus exercise equal rights and acquire in the process of offering or receiving education. Any act, speech or intentions that perturb the harmony among the people is seriously regarded and dealt on immediate basis to restore the peace. Balagarh Bijoy Krishna Mahavidyalaya has constituted Equal Opportunity cell to have a close watch on non-occurrence of such incidents. The individuals/victim can register their complaints in the Complaints Box in the office of the Principal or through the Website.

Equal Opportunity Cell has been constituted in compliance to the UGC regulations (Promotion of Equity in Higher Educational Institutions) and it is reconstituted in June, 2021 with the following members to look after the related matters of student and staff. This committee tenure is 3 years and members are supposed to convene meetings at least once within an academic session or as often as may be needed.

Committee Members:

S.No	Name	Role	Contact
1.	Prof. Soma Biswas	Convener	9330799492
2.	Prof. Dalia Hossain	Jt. Convener	7605888003
3.	Dr. Asima Halder	Member	7908432242
4.	Prof. Biswajit Munda	Member	9775136598
5.	Shri Narayan Mondal (Non-teaching staff)	Member	7602157675



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Objectives of the Cell:

- This cell will look after the related matters (if any) of depriving a student / staff or group of students on the basis of caste, creed, language, ethnicity, gender, different ability.
- This cell always try to uphold the dignity of the institution by addressing the concerns (if any) brought into the notice related to equality in offering or receiving education inside the campus.
- This cell protects the rights of individuals without any prejudice to their appearance or lifestyle in the process of learning inside the campus.

Complaint Procedure:

Students and Staff members of the Institution are encouraged to report discrimination, harassment or retaliation, including but not limited to any Discriminatory Practice, in accordance with this Policy. The Institution may investigate any conduct that violates this Policy, even in the absence of a complaint, and take remedial action where appropriate. Any complaint of discrimination can be registered in the Complaint Register in the office of the Principal which will be conveyed to the Committee whereby prompt action will be taken within 4-5 days of receiving the complaint. The Committee will submit its report after hearing the case and strict action against the perpetrator of discrimination will be taken jointly by the Committee and the college authority.

Confidentiality:

The Institution will maintain the confidentiality of the complaint, and the privacy of the persons involved, to the greatest extent possible, consistent with its goal of conducting a thorough and complete investigation and to the extent permitted by law.



A handwritten signature in green ink, appearing to be "B.K.", written over a blue circular stamp.

Principal
Balagarh B. K. Mahavidyalaya
Balagarh, Hooghly, W.B.