

Government Degree College Dehra, District Kangra, Himachal Pradesh

Equal Opportunity Cell Guidelines and Institutional Commitment

1. Institutional Commitment

Government Degree College Dehra is committed to providing an inclusive, equitable, accessible, and discrimination-free environment for all students, teaching faculty, and non-teaching staff. The College believes that every individual has the right to equal opportunities in education, participation, and personal development irrespective of caste, religion, gender, disability, language, region, socio-economic status, or any other identity protected under the Constitution of India. The College strive to uphold the principles of equality, dignity, social justice, and inclusiveness in all its academic and administrative activities.

Composition of the Cell

The Cell consist of:

Chairperson – Prof. Monika Sharma (Officiating principal)

Convener – Prof Nisha Kumari

Member- Dr Parveen Kumar

Member – Prof Nivedita Chauhan

Member- Sh. Ashok Kumar (Suptd.)

Student Representative – Kanika (B. Com 3rd year)

2. Facilities and Support Provided by the College

The College ensure the following facilities and services:

- Equal opportunity in admission, teaching-learning, examinations, scholarships, and participation in all academic, cultural, sports, and extension activities.
- A campus environment free from discrimination, harassment, bullying, and exclusion.
- Assistance to students belonging to Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), Economically Weaker Sections (EWS), minority communities, women, transgender persons, and persons with disabilities (PwD).
- Dissemination of information regarding scholarships, fellowships, fee concessions, government welfare schemes, and financial assistance.
- Academic mentoring, counselling, and career guidance for students requiring additional support.
- Psychological counselling and referral services whenever required.
- Barrier-free access to college facilities, wherever feasible, including ramps, accessible pathways, and accessible washrooms in accordance with applicable norms.
- Reasonable accommodation for students with disabilities in teaching, learning, and examinations, as permitted under University and Government regulations.
- Equal access to the Library, ICT facilities, laboratories, sports infrastructure, and other institutional resources.

- Assistance in obtaining readers, scribes, or examination accommodations for eligible students, as per University and Government guidelines.
- Awareness programmes promoting constitutional values, gender equality, human rights, inclusion, and social harmony.
- Skill development, personality development, leadership training, and employability enhancement programmes for all students.
- A confidential and impartial mechanism for addressing grievances relating to discrimination or denial of equal opportunity.

3. Responsibilities of the Equal Opportunity Cell

The Equal Opportunity Cell:

- Promote an inclusive campus culture.
- Monitor implementation of equal opportunity policies.
- Receive and examine complaints relating to discrimination.
- Recommend corrective and preventive measures to the Principal.
- Organize awareness programmes, seminars, workshops, and outreach activities.
- Coordinate with statutory committees and support cells of the College.
- Maintain records of meetings, activities, grievances, and action taken.

4. Responsibilities of Students

Every student shall:

- Respect the dignity and diversity of all members of the College community.
- Refrain from any discriminatory or harassing behaviour.
- Promote mutual respect, inclusion, and social harmony.
- Report incidents of discrimination to the Equal Opportunity Cell.
- Cooperate with the Cell in maintaining an inclusive campus environment.

5. Responsibilities of Faculty and Staff

Teaching and non-teaching staff shall:

- Treat all students fairly and without discrimination.
- Encourage inclusive participation in academic and extracurricular activities.
- Extend reasonable academic support to students facing genuine difficulties.
- Assist the Equal Opportunity Cell in implementing institutional policies and ensuring equal opportunities for all.

6. Grievance Redressal

Any student or employee experiencing discrimination or denial of equal opportunity may submit a complaint to the Equal Opportunity Cell or in the college complaint box. The Cell shall ensure confidentiality, conduct a fair inquiry, and submit its recommendations to the principal for appropriate action in accordance with applicable rules and regulations.

7. Review

These guidelines shall be reviewed periodically and revised whenever required in accordance with the regulations issued by the Government of Himachal Pradesh, the University, and the University Grants Commission (UGC).

Principal Manika
Govt. Degree College Dehra
Dist. Kangra (H.P.)