



DEEPSHIKHA GROUP OF COLLEGES

Nurturing Talent, Empowering Futures



SC/ST CELL POLICY

Promoting Equality.
Respecting Diversity.
Empowering Everyone.



EQUALITY



RESPECT



INCLUSION



EMPOWERMENT



DIGNITY

SC/ST CELL Policy

Promotion of Equal Opportunity and Social Justice

Deepshikha College of Technical Education, Jaipur, affiliated with the University of Rajasthan, is committed to promoting equality, social justice, and inclusive education in accordance with the values enshrined in the Constitution of India. The College firmly believes that every student and employee, irrespective of caste or social background, deserves equal opportunities for academic excellence, personal growth, and professional development.

To safeguard the interests of students and employees belonging to the Scheduled Castes (SC) and Scheduled Tribes (ST) communities, the College has established an SC/ST Cell. The Cell works to ensure a supportive, discrimination-free, and inclusive environment by protecting their rights, addressing their concerns, and facilitating their overall development in accordance with the guidelines of the University Grants Commission (UGC), the University of Rajasthan, and the Government of India.

Objectives

The SC/ST Cell aims to:

- Promote equality, social justice, and equal opportunities for students and employees belonging to the SC/ST communities.
- Ensure effective implementation of constitutional safeguards, Government of India policies, UGC guidelines, and University of Rajasthan regulations relating to SC/ST welfare.
- Provide a safe, inclusive, and discrimination-free academic and working environment.
- Address grievances related to discrimination, harassment, or denial of legitimate rights and ensure their timely redressal.
- Encourage academic excellence, career development, and holistic growth of SC/ST students through guidance and support.
- Create awareness regarding constitutional rights, social justice, and government welfare schemes among students and staff.

Functions of the SC/ST Cell

The Cell shall:

- Safeguard the rights and interests of SC/ST students and employees within the College.
- Receive, examine, and facilitate the redressal of grievances related to discrimination or unfair treatment based on caste.


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- Recommend appropriate measures to the College authorities for resolving grievances in a fair and timely manner.
- Guide eligible students regarding scholarships, financial assistance, government welfare schemes, and educational support programmes.
- Organize awareness programmes, seminars, workshops, and expert lectures on constitutional values, social justice, equality, and the rights of SC/ST communities.
- Promote equal participation of SC/ST students in academic, co-curricular, extracurricular, and placement activities.
- Maintain records of grievances, welfare initiatives, and activities undertaken by the Cell.

Grievance Redressal Mechanism

The College provides a transparent, confidential, and impartial mechanism for addressing grievances related to SC/ST students and employees.

- Any student or employee belonging to the SC/ST community may submit a written grievance to the SC/ST Cell.
- The Cell shall examine the complaint objectively, collect necessary information, and provide an opportunity to all concerned parties to present their views.
- All complaints shall be handled with fairness, confidentiality, and in accordance with the principles of natural justice.
- Appropriate recommendations shall be submitted to the Principal for necessary action wherever required.
- The College strictly prohibits discrimination, harassment, intimidation, or victimization against any individual who approaches the Cell in good faith.

Awareness and Welfare Initiatives

To strengthen social inclusion and equal opportunities, the College regularly undertakes the following initiatives:

- Orientation programmes on constitutional rights, equality, and social justice.
- Awareness programmes on Government scholarship schemes and welfare initiatives for SC/ST students.
- Career guidance, counselling, mentoring, and academic support programmes.
- Workshops, seminars, and expert lectures on inclusive education, leadership development, and personality enhancement.


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- Celebration of important national observances related to social justice and constitutional values.
- Continuous efforts to create an environment of mutual respect, dignity, diversity, and inclusiveness on the campus.

Confidentiality

The SC/ST Cell shall maintain strict confidentiality regarding grievances and related proceedings. All complaints shall be handled with fairness, sensitivity, and impartiality while protecting the dignity and privacy of the individuals concerned.

Policy Review

The College shall periodically review the implementation and effectiveness of this policy to ensure continued compliance with the guidelines of the University Grants Commission (UGC), the University of Rajasthan, and other applicable statutory provisions. The SC/ST Cell shall work in coordination with the Grievance Redressal Cell, Internal Complaints Committee (ICC), and IQAC to promote an inclusive, equitable, and discrimination-free institutional environment.


APPROVED BY **Principal**
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