



Shikshan Mandal, Karad
Mahila Mahavidyalaya, Karad

Special Cell Standing Committee Policy

Preamble

Scheduled Castes and Scheduled Tribes have been identified as the two most backward groups of Indian Society. They include all such castes, races or tribes, which have been declared as scheduled castes and scheduled tribes by the Constitution of India under the provisions of Article 341 and 342 of the Constitution of India. Moreover Scheduled Castes – SC/ST/OBC/DTNT/SBC generally represent those communities, which have suffered from the stigma of untouchability in one form or the other. Scheduled Tribes are generally those who have been living in seclusion in hills and forests, more or less untouched by modern civilization and development. The Special Cell Standing Committee of Mahila Mahavidyalaya, Karad is committed to the constitutional mandate of providing an equitable atmosphere within the college to students and staff belonging to Scheduled Castes and Scheduled Tribes. The committee is accountable to take appropriate measures to facilitate their academic and professional development.

In compliance with the UGC directives regarding the establishment of Special Cell Standing Committee for the welfare of SC/ST candidates, the cell is instrumental in monitoring the fair implementation of the reservation policy with regard to the admission of students and the recruitment of teaching and non-teaching staff at various levels. The Cell's primary objective is to assist the SC/ST students to integrate with the mainstream students of the college, help them in availing of the government scholarships and complete their education without difficulties.

Scope

Special Cell Standing Committee Policy applies to the students and staff belonging to Scheduled Castes and Scheduled Tribes. It is the responsibility of the administration and all

stakeholders to follow the Constitutional guidelines and respect the dignity of students and staff belonging to these communities.

Power and Duties of the Committee

- To collect information and maintain record of number of students belonging to SC/ST/ DTNT/ OBC/SBC categories enrolled in the college.
- To monitor the implementation of the reservation policy regarding students' admissions and staff recruitment.
- To maintain the roaster for teaching and non-teaching staff in the college.
- To scrutinize and approve the advertisements issued by the management for recruitment of teaching and non-teaching staff.
- To render help to the students regarding documentation and application.
- To supervise the allotment and distribution of scholarships to the students from reserved category.
- To circulate information regarding matters related to SC/ST students or staff.
- To initiate any action or scheme sumoto in accordance to the mandate of the State Government or UGC Reservation Policy.

Formation of the Committee

The committee shall comprise

- The Principal (Chairman)
- Senior Teachers - 2
- Teacher (Woman Representative) - 1
- Students Representatives - 1
- Non-teaching Representative - 2

Responsibilities of the Committee:

- To counsel and guide the SC/ST students and help them manage academic and personal issues if any.
- To inform SC/ST students about various scholarships / programmes of State Government and UGC.
- To function as a Grievances Redressal Cell for the grievances of the SC/ST students and employees of the college and render them necessary help in solving their academic or administrative problems.
- To ensure the prevention of atrocities on the SC/ST students, faculty and staff.

Interim Redressal

The interim redressal by the committee involves taking provisional measures to address a complaint while an investigation is going on. The measures shall be fair and kept confidential.

Punishment

The purpose of the punishment is to hold the perpetrator/s accountable for their actions, deter future misconduct and ensure a safe and respectful environment for all members of the institution. The punishment shall be an outcome of the findings of an investigation. If the committee finds the respondents guilty of harassment, discrimination or misconduct based on the evidence presented during the investigation, it may recommend disciplinary action. The action may include – warnings, reprimands, suspension from duties, demotion, termination, etc.