



Shikshan Mandal, Karad
Mahila Mahavidyalaya, Karad

Committee for Prevention of Caste-Based Discrimination

Preamble

Shikshan Mandal, Karad's Mahila Mahavidyalaya, Karad upholds the constitutional values of equality, dignity, and social justice as enshrined in the Constitution of India. Caste-based discrimination has historically affected individuals belonging to Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), and other marginalized communities, limiting their access to equal opportunities in education and society. The college is committed to creating a safe, inclusive, and respectful academic environment for all students and staff. In compliance with the guidelines issued by the University Grants Commission (UGC), the institution has established the Committee for Prevention of Caste-Based Discrimination (CPCBD). The committee aims to ensure that no student or staff member faces discrimination, harassment, or exclusion on the basis of caste and to promote a culture of equality and mutual respect within the institution.

Scope

This policy applies to:

- All students, faculty, and staff of the institution
- All academic, administrative, and extracurricular activities within the campus
- It is the responsibility of all stakeholders to adhere to this policy and uphold the dignity of individuals irrespective of caste.

Power and Duties of the Committee

- Prevent any form of caste-based discrimination within the institution.
- Receive, examine, and address complaints related to caste discrimination .
- Ensure fair and timely investigation of complaints.
- Maintain confidentiality of complaints and proceedings.
- Recommend appropriate disciplinary action based on findings.
- Promote awareness regarding equality and anti-discrimination policies.
- Monitor the overall environment to ensure inclusivity and respect.
- Take suo-moto action in cases of observed discrimination.

Nature of Caste-Based Discrimination

Caste-based discrimination may include, but is not limited to:

- Humiliation through inquiries about caste or surname
- Neglect or biased behaviour by faculty or staff
- Social exclusion or avoidance by peers
- Denial or difficulty in securing accommodation due to caste
- Victim blaming or further marginalization
- Direct or indirect discriminatory practices
- Verbal or non-verbal conduct affecting dignity
- Subtle taunts, insults, or offensive remarks related to caste
- Any unwelcome behaviour of a caste-based discriminatory nature

Formation of the Committee

The committee shall comprise:

- The Principal (Chairperson)
- Teachers – 2
- Woman Representative – 1
- Student Representative – 1
- Non-teaching Representatives – 1

Responsibilities of the Committee

- To ensure a discrimination-free environment on campus
- To counsel and support affected students
- To create awareness about caste equality and rights
- To act as a Grievance Redressal Cell for caste-related issues
- To guide students regarding available support systems
- To ensure protection of complainants against retaliation

Complaint Mechanism

- Students or staff may report caste-based discrimination by:
- Submitting a written complaint to the Office of the Principal
- Personally meeting any member of the CPCBD

All complaints shall be treated confidentially and sensitively.

Interim Redressal

- The committee may take interim measures during the investigation to ensure:
- Safety and well-being of the complainant
- Prevention of further discrimination
- Maintenance of a fair and unbiased environment
- Such measures shall be temporary, confidential, and just.

Punishment

The purpose of punishment is to ensure accountability, prevent recurrence, and maintain a respectful institutional environment. If the respondent is found guilty after investigation, the committee may recommend disciplinary action, including:

- Warning or reprimand
- Written apology
- Suspension from academic or administrative activities
- Removal from position or responsibilities
- Any other action as per institutional rules

The institution adopts a zero-tolerance approach towards caste-based discrimination. All members of the college community are expected to uphold the values of equality, dignity, and inclusiveness, thereby contributing to a harmonious and respectful academic environment.

Violation of Policy:

Violation of the policy shall not be tolerated.

Updating of the Policy:

The policy document shall be reviewed and updated if required.