



# भारतीय अभियांत्रिकी एवं प्रबंधन संस्थान Engineering and Management Institute of India

An Autonomous Organization Under Ministry of Human Resources Department, Ministry of MSME AND Niti Aayog  
Website: [www.emii.edu.in](http://www.emii.edu.in) Mob: 8368833121

Ref No. GGSES/01/EMII/024

## Office Order

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DATE: 30/04/2023

## Anti-Discrimination Cell

**Ref.- NCVET Govt of India Regulation for Establishment of an Anti-Discrimination Cell and Appointment of Ombudsman, by the ENGINEERING AND MANAGEMENT INSTITUTE OF INDIA.**

On achieving independence, the nation took a conscious decision to undo the social and historic wrongs. For eradication of social disparities, various provisions were made in the Indian Constitution. Our Constitution enshrined democratization as one of the main objectives of education and anticipated the democratic expansion of education to serve social and economic upward mobility.

India is potentially rich in human resources. To harvest the same and make the present education system inclusive, the degree of democratization of higher education has to be increased to a large extent. Further colleges should become more responsive to the needs and constraints of the disadvantaged social groups. Therefore, the ENGINEERING AND MANAGEMENT INSTITUTE OF INDIA has planned to establish Equal Opportunity Centers in colleges.

Anti-discrimination law refers to legislation designed to prevent discrimination against particular groups of people; these groups are often referred to as protected group or protected classes. Anti-discrimination laws vary by jurisdiction with regard to the types of discrimination that are prohibited, and also the groups that are protected by that legislation. Commonly, these types of legislation are designed to prevent discrimination in employment, housing, education, and other areas of social life, such as public accommodations. Anti-discrimination law may include protections for groups based on sex, age, race, ethnicity, nationality, disability, mental illness or ability, sexual, gender, orientation, gender identity/expression, sex characteristics, religious, creed, or individual political opinions. Anti-discrimination laws are rooted in principles of equality, specifically, that individuals should not be treated differently due the characteristics outlined above. Anti-discrimination laws are designed to protect against both individual discrimination (committed by individuals) and from structural discrimination (arising from policies or procedures that disadvantage certain groups). Courts may take into account both discriminatory intent and disparate impact in determining whether a particular action or policy constitutes discrimination.

## Functions

- ❖ To ensure equity and equal opportunity to the community at large in the college and bring about social inclusion.
- ❖ To enhance the diversity among the students, teaching and non-teaching staff population and at the same time eliminate the perception of discrimination.
- ❖ To create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds.
- ❖ To make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.

- ❖ To help individuals or a group of students belonging to the disadvantaged section of society to contain the problems related to discrimination.
- ❖ To look into the grievances of the weaker section of society and suggest amicable solution to their problems.
- ❖ To disseminate the information related to schemes and programmes for the welfare of the socially weaker section as well as notifications/memoranda, office orders of the Government, or other related agencies/organizations issued from time to time.
- ❖ To prepare barrier free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of society.
- ❖ To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students of the disadvantaged groups.
- ❖ To organize periodic meetings to monitor the progress of different schemes.
- ❖ To adopt measures to ensure due share of utilization by SC/ST in admissions, recruitments (teaching and non-teaching posts) and to improve their performances.
- ❖ To sensitize the college on the problems of SC/ST and other disadvantaged groups.

### **Action to be taken by the head of the institution**

- ❖ On receipt of the recommendations of the Anti-Discrimination Squad or on receipt of any information concerning any reported incident, the Head of institution shall immediately determine if a case under the penal laws is made out and if so, either on his own or through a member of the Anti-Discrimination Committee authorized by him in this behalf, proceed to file a First Information Report (FIR), within twenty four hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following, namely;
  - ♣ Abetment to Discrimination;
  - ♣ Criminal conspiracy to Discriminate;
  - ♣ Unlawful assembly and rioting while discriminating;
  - ♣ Public nuisance created;
  - ♣ Violation of decency and morals through Discriminating
  - ♣ Injury to body, causing hurt or grievous hurt
  - ♣ Wrongful restraint;
  - ♣ Wrongful confinement;
  - ♣ Use of criminal force;
  - ♣ Assault as well sexual offences
  - ♣ Extortion;
  - ♣ Criminal trespass;
  - ♣ Offences against property;
  - ♣ Criminal intimidation;
  - ♣ Attempts to commit any or all of the above-mentioned offences against the victims;
  - ♣ Threat to commit any or all of the above-mentioned offences against the victims;
  - ♣ Physical or psychological humiliation;
  - ♣ All other offences following from the definition of "Discrimination".

### **Advisory Committee**

There shall be an Advisory Committee with the Principal as Chairperson and three other members including an Adviser, to review the implementation of various schemes and programmers for the welfare of the disadvantaged and marginalized groups of the society and other related activities undertaken by the college as well as implementation of reservation policy in admission and recruitment for SC, ST, PH, OBC (non-creamy layer) and others, if any. The Committee should meet at least once in four months and action taken on decisions are to be reviewed in the subsequent meetings. The principal shall nominate one of the teachers, who has an innate interest in the welfare of the disadvantaged social groups, as an Adviser

(a) The Adviser in the college shall:

- \* Oversee/monitor various welfare schemes/ programmes sponsored by the Government of India/State Government, UGC or any agency/ ENGINEERING AND MANAGEMENT INSTITUTE OF INDIA organization as well as those devised by the college for the disadvantaged groups for their effective implementation.
- \* be responsible for the effective functioning of SC/ST Cell and other such Cells/Centres dealing with the problems of different socially disadvantaged groups
- \* convene the meetings of in charge of other Committees/Programmes dealing with social issues such as Gender Sensitization Committee against sexual harassment (GSCASH), National Service Schemes (NSS) etc. to review their activities.
- \* The Advisor shall submit the progress/review report to the principal. The Coordinators of SC/ST Cell, Remedial Coaching and other schemes/ Women's Study Centre, Population Education Cell etc. shall be closely associated with the Equal Opportunity Centre.

**Copy for information and necessary action along with the Direction and Scheme as mentioned above to: -**

1. The President ENGINEERING AND MANAGEMENT INSTITUTE OF INDIA
2. The Principal and Directors of All Technical and Management colleges of ENGINEERING AND MANAGEMENT INSTITUTE OF INDIA
3. All Departments of ENGINEERING AND MANAGEMENT INSTITUTE OF INDIA
4. Guard File



Your Faithfully  
**(Dr. Surmeet Singh)**  
Registrar  
Engineering and Management  
Institute of India