



SIR C R REDDY COLLEGE ELURU, W.G.District, A.P.

Equal Opportunity Policy

1. Preamble

Sir C R Reddy College, Autonomous, Eluru is committed to provide inclusive holistic education to all aspiring youth irrespective of gender, caste, creed, religion, ethnicity, social and economic background. The right to education of youth with special needs is at the heart of the educational philosophy of the institution.

2. Equal Opportunity Cell

The institution shall establish an equal opportunity cell to coordinate with all the stakeholders to implement an academic process embedded with equal opportunity for all students. The composition of the Cell shall be as follows:

- i) Principal
- ii) Coordinate of the Committee
- iii) Office Superintendent
- iv) Senior faculty coordinator with a social work background
- v) Faculty nominees

3. Roles and Responsibilities

- 3.1 The Cell shall ensure the effective implementation and monitoring of the policy.
- 3.2 The Cell shall guarantee the right to the holistic development of all students with dignity and quality according to the core values of the institution.
- 3.3. The Cell shall guide the institution in providing the right care, protection and security for the students with disabilities and deprived backgrounds.
- 3.4 The Cell shall create an enabling environment for students to exercise their rights enjoy.
- 3.5 The Cell shall sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the differently-abled and marginalized communities.
- 3.6 The Cell shall address the grievance of the Divyangjan and marginalized communities.

- 3.7 The Cell shall facilitate rehabilitation services for the well-being of students with disabilities.

4. Guidelines of the Policy

- 4.1 Admission: The College shall provide special provisions for the advancement of differently-abled, socially and economically challenged students according to government reservation norms applicable to the minority institution. The cell shall ensure that all the students with physical challenges who seek admission are admitted to the college.
- 4.2 Infrastructure and academic support for Divangjan students. The institution shall construct and maintain the following infrastructural support facilities.
- 4.3 Provision of disabled-friendly library and learning resources.
- 4.4 Accessible pedestrian pathways with the tactile path.
- 4.5 Academic blocks with elevators, ramp facilities, spacious corridors and accessible classrooms.
- 4.6 Libraries and laboratories with disabled-friendly accessibility.
- 4.7 Accessible website.
- 4.8 Exclusive parking, restrooms and health care facilities.

5. Human Assistance

Human assistance shall be made available for the differently-abled in the campus through trained staff.

6. Financial Incentives

An exclusive scholarship to benefit differently-abled students shall be instituted to provide personal assistance by a person who assists him / her.

7. Examination

The CoE office shall provide scribes to visually challenged students. The examination venue shall be arranged according to the need of the differently-abled students.

8. Enhancement of employability

Concerted effort shall be made by all the departments in collaboration with Centre for Employability and Corporate Relations for capability enhancement and placement of differently-abled students.

9. Counseling and Mentoring

Faculty members and full-time counselor shall assist the students for their emotional well-being through counseling and mentoring.

10. Collaborations

The institution shall establish collaborations with government/non-government agencies for the welfare and growth of Divyangjans and students from marginalized communities.

PRINCIPAL