



Harmal Panchakroshi Shikshan Mandal's
Ganpat Parsekar College Of Education
Vidya Sankul, Bhom Plateau, Harmal - Goa
(Affiliated to Goa University, Recognised by NCTE)
Recognised under Section 2(f) of the UGC Act, 1956

Equal Opportunity and Social Inclusion Policy



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Preamble:

India is a land of vibrant diversity encompassing multiple religions, castes, cultures, and languages. However, social stratification and historic inequalities have marginalized many groups including Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC - non-creamy layer), minorities, women, and physically challenged individuals. These groups have historically faced exclusion and denial of access to education and resources, limiting their social and economic mobility.

In alignment with the Indian Constitution's vision of democratizing education and the Government of India's commitment to social justice, HPSM's Ganpat Parsekar College of Education strives to create an inclusive, equitable academic environment. The college recognizes higher education as a vital instrument for social transformation and economic empowerment. This policy document sets forth the framework to promote equal opportunities, remove barriers, and foster diversity within the campus.

Introduction:

India's social diversity is accompanied by entrenched inequalities rooted in caste, gender, religion, and physical ability. Groups such as SCs and STs continue to face social and economic disabilities, while women and minorities encounter systemic discrimination. The college acknowledges the need to undo these historic wrongs by facilitating access and opportunity through proactive initiatives.

The college aligns itself with national legislation such as the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, and guidelines from the University Grants Commission (UGC) to enhance inclusion. Our efforts aim to increase democratization in education, to benefit marginalized communities effectively.





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Aims and Objectives:

The primary aim of this policy is to oversee and ensure the effective implementation of inclusive policies and support programmes for disadvantaged groups. Specific objectives include:

- To ensure equitable access to academic resources and opportunities for all socially disadvantaged groups.
- To provide guidance, counselling, and support in academic, financial, social, and personal domains for marginalized students.
- To enhance diversity among students, faculty, and staff while eliminating all forms of discrimination.
- To create a campus atmosphere conducive to social inclusion and healthy interpersonal relationships.
- To sensitize the college community about social exclusion and promote awareness of marginalized groups' aspirations.
- To address grievances of disadvantaged groups promptly and effectively.
- To disseminate timely information on government schemes, education opportunities, and welfare programmes related to disadvantaged communities.
- To simplify admission and registration processes for students belonging to underprivileged sections.
- To coordinate with government bodies and organizations for resource mobilization and assistance.
- To monitor and ensure reservation policies are implemented in admissions and recruitment.
- To periodically review progress and outcomes of inclusion initiatives.

Functions of the Equal Opportunity Centre:

The Equal Opportunity Centre (EOC) of Ganpat Parsekar College of Education will:

- Facilitate social inclusion by ensuring equity in access to education and campus life.
- Enhance diversity within the student and staff population and work against discrimination.





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- Foster a congenial academic environment promoting intercultural understanding.
- Conduct awareness programs to sensitize the college community regarding social exclusion.
- Support disadvantaged students to deal with discrimination and related challenges.
- Address and resolve grievances of weaker sections of society.
- Disseminate information on welfare schemes and policy updates.
- Streamline admission and registration formalities to accommodate the needs of underprivileged students.
- Liaise with government and non-government agencies to secure academic and financial aid.
- Organize regular reviews to monitor the implementation of welfare schemes.
- Ensure adherence to reservation quotas in admissions and recruitment.
- Promote inclusiveness through awareness and sensitization initiatives targeting social disparities.

Advisory Committee:

To oversee the successful implementation of this policy, an Advisory Committee will be constituted with the following composition and roles:

Chairperson: Principal of HPSM's Ganpat Parsekar College of Education

Members: At least three other members including an Adviser nominated by the Principal. Members may include senior teaching staff, representatives from disadvantaged communities, and administrative officials.

Implementation and Monitoring:

- The college commits to transparent and accountable implementation of this policy.
- Regular awareness programs and sensitization workshops will be organized to promote social harmony and inclusion.
- Feedback mechanisms will be established to continuously assess the needs of disadvantaged groups.



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- The Advisory Committee will ensure strict adherence to reservation policies and inclusive admission and recruitment practices.
- Progress reports and impact assessments will be reviewed periodically to strengthen and improve policy measures.

Conclusion:

HPSM's Ganpat Parsekar College of Education recognizes the imperative of inclusive education as a driver of social justice and national development. This policy document reflects our commitment to uphold the constitutional values of equality and democracy through active measures supporting disadvantaged and marginalized groups. The college endeavors to create a campus environment where all members, regardless of their social background or physical ability, enjoy equal opportunities to learn, grow, and contribute meaningfully to society.

<https://gpcoe.edu.in/college-grievance/>



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Annexure I: Grievance Redressal Procedure for Disadvantaged Groups

Purpose: To provide a transparent and responsive mechanism for addressing grievances related to discrimination, harassment, or denial of benefits for students, faculty, or staff from disadvantaged communities.

Procedure:

1. Filing a Grievance:

Any member of the college community belonging to SC, ST, OBC (non-creamy layer), minorities, women, or physically challenged groups may submit a written complaint to the Equal Opportunity Centre (EOC) or the Adviser.

2. Acknowledgment:

The complaint will be acknowledged within 3 working days by the EOC.

3. Initial Assessment and Mediation:

The Adviser and the Advisory Committee will review the complaint and may attempt mediation or counseling within 10 working days.

4. Formal Investigation:

If mediation fails or is inappropriate, a formal inquiry committee will be constituted, comprising members of the Advisory Committee and other impartial persons.

5. Resolution and Action:

Based on findings, appropriate corrective measures — including counseling, disciplinary action, or referral to legal authorities — will be implemented within 30 working days.





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6. Appeal:

The complainant has the right to appeal to the Principal or higher authorities if dissatisfied with the outcome.

7. Confidentiality:

All matters related to grievances will be handled with strict confidentiality to protect dignity and privacy.

Annexure II: Sensitization and Awareness Program Formats

HPSM's Ganpat Parsekar College of Education shall organise any two of the following activities, annually, to sensitize the campus community on issues related to social inclusion:

Sample programs-

- Workshop on Understanding Social Inclusion and Diversity
- Equal Opportunity Awareness Week
- Gender Sensitization and Prevention of Sexual Harassment
- Anti-Discrimination and Empathy Building Session
- Disability Awareness and Accessibility Training
- Cultural Diversity Celebration Program
- Leadership Development for Marginalized Students
- Career Guidance and Empowerment Workshop for Disadvantaged Groups
- Legal Rights and Social Justice Awareness Seminar
- Mental Health and Counselling Support for Vulnerable Groups

PRINCIPAL

Harmal Panchakroshi Shikshan Mandal's
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