



Dr. Rafiq Zakaria Campus
Maulana Azad Education Society's
MARATHWADA COLLEGE OF EDUCATION
Chh. Sambhajinagar (Aurangabad)

Equal Opportunity Cell (EOC)

To uphold the principles of gender equality, inclusivity, and non-discrimination, Marathwada College of Education has established an Equal Opportunity Cell (EOC) in alignment with UGC guidelines. The cell is committed to effectively implementing policies and programs that support and empower vulnerable groups within the institution.

VISION

To foster an inclusive, just, and equitable environment on campus that upholds the dignity, rights, and opportunities of all students and staff, especially those from marginalized and disadvantaged groups.

MISSION

To ensure affirmative action and create a platform for students and employees belonging to Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), Minorities, Persons with Disabilities (PwD), and other underrepresented communities.

OBJECTIVES

- To implement UGC guidelines on equal opportunity and social inclusion.
- To sensitize the academic community about diversity, equity, and inclusion.
- Promote diversity and inclusivity among students, faculty, and staff within the institution.
- Establish a safe and supportive space that encourages mutual respect and positive interactions among individuals from diverse social, economic, and cultural backgrounds.
- To facilitate access to resources, guidance, and support services for marginalized groups.
- To prevent discrimination based on caste, religion, gender, ability, or economic background.
- To promote academic, social, and professional development of underprivileged students.
- Uphold equity and fairness in institutional policies and practices, ensuring equal access to educational and employment opportunities for all.

SCOPE

This policy applies to all students, teaching and non-teaching staff of the institution.

Functions of the EOC

- Organize orientation and capacity-building programs for marginalized groups.
- Conduct remedial coaching and mentoring sessions.
- Ensure implementation of policies related to reservation, anti-discrimination, and affirmative action.
- Maintain a grievance redressal mechanism.
- Collaborate with government bodies and NGOs for student welfare schemes.
- Maintain a database of socio-economic profiles of students for effective planning.
- Submit annual reports to UGC/NAAC/IQAC as applicable.

Activities to be Organized

- Seminars and workshops on constitutional rights and social justice.
- Celebration of Diversity Day, International Disability Day, and other related events.
- Soft skills, personality development, and career counseling for disadvantaged students.
- Awareness drives on gender equity, communal harmony, and inclusive education.
- Scholarship and fellowship awareness programs.

Budget Allocation

The College shall allocate a dedicated fund for EOC activities, sourced from:

- Institutional grants
- UGC funds
- External collaborations

Monitoring & Evaluation

- Quarterly meetings to review progress.
- Annual report with data on outreach, impact, and improvements.
- External audits where required (e.g., by UGC or NAAC teams).

Policy Review

This policy shall be reviewed every three years or earlier based on statutory updates, stakeholder feedback, or changes in institutional needs.

This document is in accordance with:

- University Grants Commission (UGC) Guidelines on Equal Opportunity Cells.
- Rights of Persons with Disabilities Act, 2016
- Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989
- National Education Policy (NEP) 2020

IQAC Coordinator

Principal