



NOORUL ISLAM CENTRE FOR HIGHER EDUCATION

Kumaracoil - 629 180, Kanyakumari District, Tamil Nadu, India

www.niuniv.com info@niuniv.com

+91-9486856101, 04651-250566

Equal Opportunity Policy

1. Purpose

The Equal Opportunity Policy aims to promote fairness, inclusivity, and respect within NICHE Deemed to be University. This policy ensures that all students, faculty, and staff have equal opportunities for admission, employment, and growth regardless of their gender, caste, religion, disability, or socio-economic background. The University is committed to fostering a supportive environment where diversity is valued.

2. Significance

This policy applies to:

- All university activities, including admissions, recruitment, retention, teaching, and promotions.
- All students, faculty members, administrative staff, and other employees of NICHE Deemed to be University.

3. Legal Framework

This policy aligns with the directives provided by the University Grants Commission (UGC), as well as other relevant legislation, including:

- The Rights of Persons with Disabilities Act, 2016
- The Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989
- Other relevant constitutional protections related to equality and non-discrimination.

4. Policy Statement

NICHE Deemed to be University is dedicated to:

- Preventing and eliminating discrimination on the basis of caste, religion, ethnicity, gender, sexual orientation, disability, and socio-economic background.
- Ensuring equal access to educational and employment opportunities for all.
- Encouraging a culture of respect, dignity, and understanding among all university community members.

5. Roles and Responsibilities of University Authorities

To implement and uphold the Equal Opportunity Policy effectively, NICHE, Deemed to be University, has established specific responsibilities for different university authorities, as guided by the UGC.

5.1. Vice-Chancellor

The Vice-Chancellor is responsible for:

- Overseeing the implementation of the Equal Opportunity Policy across the university.
- Establishing and chairing the Equal Opportunity Cell (EOC).
- Promoting policies and practices that support equality and inclusion.

- Ensuring that policies are periodically reviewed and updated as necessary.

5.2. Equal Opportunity Cell (EOC)

The Equal Opportunity Cell is tasked with:

- Monitoring the implementation of this policy at every level.
- Addressing complaints related to discrimination and recommending corrective actions.
- Organizing training and awareness programs to promote equality and inclusiveness.
- Liaising with relevant departments to ensure accessibility for all university facilities.
- Reporting quarterly to the Vice-Chancellor and University Governing Board on policy compliance and issues.

5.3. Registrar

The Registrar is responsible for:

- Ensuring that admission and recruitment procedures are free from discrimination and promote diversity.
- Reviewing applications and other materials to eliminate biases in the admissions process.
- Providing data and information to the EOC regarding demographics, recruitment statistics, and other relevant metrics.
- Assisting in investigations related to complaints of discrimination, harassment, or unfair treatment.

5.4. Deans and Heads of Departments

Deans and Heads of Departments are responsible for:

- Ensuring fair treatment of students and staff within their departments.
- Implementing inclusive curricula that respect diverse cultural and social backgrounds.
- Promoting faculty development programs on inclusivity, cultural competence, and disability awareness.
- Supporting the participation of students from marginalized communities in academic and extracurricular activities.

5.5. Faculty and Staff

Faculty and staff members have a collective responsibility to:

- Provide a non-discriminatory learning environment.
- Respect and value differences in the classroom and workplace.
- Report incidents of discrimination to the EOC.
- Participate in training and development programs to effectively understand and implement the Equal Opportunity Policy.

5.6. Students

Students are expected to:

- Treat peers and faculty with respect and consideration.
- Report incidents of discrimination, harassment, or unfair treatment.
- Participate actively in creating an inclusive campus environment.

6. Complaint and Grievance Redressal Mechanism

The university provides a formal structure for handling grievances related to discrimination:

1. **Complaint Submission:** Any individual who experiences or witnesses' discrimination may file a complaint with the EOC in person or through a secure online portal.

2. **Investigation Process:** The EOC will conduct a confidential investigation, interviewing relevant parties and reviewing evidence.
3. **Resolution and Follow-up:** The EOC will recommend corrective actions and ensure the complaint is resolved within 30 days. In cases of serious offences, the matter may be escalated to the university's Disciplinary Committee.
4. **Appeal Process:** If a complainant or respondent is dissatisfied with the resolution, they may appeal to the Vice-Chancellor, who will review the case and make a final decision.

7. Training and Awareness

NICHE Deemed to be University is committed to conducting regular training and awareness programs to:

- Sensitize all members on diversity, inclusivity, and equality topics.
- Promote understanding of cultural, socio-economic, and gender issues.
- Educate about rights under relevant laws and regulations, especially those aimed at supporting marginalized communities.

8. Monitoring and Review

The Equal Opportunity Cell will review the policy's implementation and effectiveness annually. Any changes or amendments will be documented and approved by the Vice-Chancellor.




Registrar

Dr. P. THIRUMALVALAVAN,
Registrar,
Noorul Islam Centre for Higher Education,
Kumaracoil - 629 180, Thuckalay,
Kanyakumari District.