



UNIVERSITY OF YORK MUMBAI

Setting up of Equal Opportunity Cell (EOC)

1. Preamble

The University of York Mumbai is committed to fostering an inclusive, equitable, and respectful academic environment where all individuals, irrespective of gender, caste, creed, religion, race, ethnicity, disability, sexual orientation, or socio-economic background, enjoy equal opportunity in all aspects of university life.

In alignment with the University Grants Commission (Promotion of Equity in Higher Educational Institutions) Regulations, 2012, the University hereby establishes an Equal Opportunity Cell (EOC) to promote equality, address discrimination, and ensure fair treatment across all sections of the University community.

2. Objectives

The objectives of setting up the Equal Opportunity Cell are as follows:

- A. Uphold the principles of equity and non-discrimination in academic, administrative, and residential spheres
- B. Promote a campus culture of respect, inclusivity, and equal participation
- C. Ensure effective implementation of policies and guidelines issued by the University, UGC, Central and State Governments
- D. Provide guidance, advice, and support to students and staff from marginalized and underrepresented backgrounds

- E. Sensitize the University community towards the rights and special needs of marginalized and differently-abled individuals.

3. Scope

This policy applies to all University stakeholders, including students, faculty, administrative and support staff, across UoY Mumbai campus.

4. Constitution of the Equal Opportunity Cell

The Equal Opportunity Cell shall be constituted as follows:

Designation	Role in EOC
Registrar	Chairperson
Two Faculty Members (preferably from different Schools/Departments)	Members
One Representative from Non-Teaching Staff	Member
Two Student Representatives (preferably one male and one female)*	Special Invitees
Assistant Registrar	Member Secretary

*The participation of students as a special invitee in the proceedings related to a specific grievance shall be at the discretion of the Chairperson, based on the sensitivity and the requirements of the case in question.

5. Tenure

All members shall serve for a term of two years, extendable by one additional term.

6. Reporting

The EOC shall function under the overall administrative supervision of the Registrar and report to the Provost for institutional oversight.

7. Functions and Powers of the Equal Opportunity Cell

The Equal Opportunity Cell shall perform the following functions and shall have all necessary powers to perform such functions:

A. Ensure Equity and Equal Opportunity

Promote measures to ensure equity and equal opportunity for students, faculty, and staff belonging to socially disadvantaged groups including Scheduled

Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), minorities, and persons with disabilities.

B. Promote Diversity and Inclusion

Promote diversity and foster an inclusive campus environment that values tolerance, mutual respect, and equal participation of all sections of society.

C. Prevent Discrimination and Sensitize the Community

Organize awareness and sensitization programmes for students, teachers, and administrative staff on issues of equity and inclusiveness, and work to eliminate any form of discrimination within the University.

D. Collect and Maintain Information on Equity Measures

Collect information on programmes, schemes, and the progress of socially disadvantaged groups in the University, and evaluate the implementation of policies for their advancement.

E. Provide Guidance and Support

Provide guidance, and necessary support to students and employees belonging to marginalized or disadvantaged groups, including assistance in academic and career matters. Encourage students to seek support from the University's professional counselors, where required, and actively motivate them to make use of these services for their well-being and personal development.

F. Address grievances relating to inequality

The Equal Opportunity Cell shall function as the nodal body for receiving, examining, and facilitating the resolution of grievances related to inequality or discrimination on the grounds of gender, sexuality, caste, tribe, religion, race, minority status, disability, or any other protected category.

G. Maintain Confidentiality and Fairness

H. Ensure confidentiality, fairness, and non-retaliation in all processes involving grievances, complaints, or personal disclosures by members of marginalized sections, consistent with the principles of natural justice.

8. Appeals Process

If the complainant is not satisfied with the resolution passed by the Equal Opportunity Cell, they have the right to appeal to the Provost within 15 days of

receiving the EOC's decision. The Provost shall review the appeal and communicate a decision within 15 days of its receipt.

9. Meetings

The EOC shall meet at least once a year, and as often as necessary.

10. Quorum

At least half of the total members, including the Chairperson, must be present. Minutes of all meetings shall be recorded.

11. Review of Policy

This policy shall be reviewed periodically or as required by statutory or regulatory changes.

This policy provides the framework for the University of York Mumbai to ensure that it complies with regulatory requirements put in place by the UGC. There are additional expectations and requirements associated with the University of York's regulator in the UK, the Office for Students. These are addressed in separate policy documents.