



St Berchmans College

Founded 1922

AUTONOMOUS

College with Potential for Excellence | Reaccredited by NAAC with A Grade

Affiliated to Mahatma Gandhi University, Kottayam, Kerala
Changanassery, Kottayam, Kerala, India-686101

Equal Opportunity Policy

Volume	II
Responsible Executive	Coordinator, Equal Opportunity Centre, St. Berchmans College
Responsible Office	Equal Opportunity Centre and Office of the Principal, St. Berchmans College
Date Issued	November 2020
Date Last Revised	November 2022

1. Statement of Policy

St. Berchmans College is committed to providing equal opportunity for all individuals regardless of colour, religion, sex, national origin, age disability, veteran status, sexual orientation, gender identity or any other protected characteristic. Our policy prohibits discrimination in all forms and promotes an inclusive work environment that values diversity and fosters respect for all employees, students and applicants. The college will take appropriate action to ensure that all individuals are treated fairly and with dignity, And that all employment and educational decisions are based on merit and qualifications. This policy applies to all aspects of employment, educational decisions are based on merit and qualifications. This policy applies to all aspects of employment, education and access to services provided by the college. St Berchmans is dedicated to promoting a diverse and inclusive community and we encourage all individuals to join us in this effort.

2. Scope of the Policy

The Scope of equal opportunity policy at St Berchmans College encompasses all aspects of employment education and access to services provided by the College. This includes but is not limited to:

- Recruitment, hiring and promotion practices, ensuring equal treatment and opportunities for all individuals, regardless of race, colour, religion, sex, national origin, age **disability**, veteran status, sexual orientation, gender identity or any other protected characteristic.
- Compensation and benefits, ensuring equal pay for equal work and non-discrimination in compensation and benefits.
- Training, professional and career development and placement opportunities, ensuring equal access and opportunities.
- **Access to educational programmes and services, including the provision of reasonable accommodations for Divyangjan.**
- Performance, evaluation and discipline, ensuring non-discrimination in all evaluation and disciplinary processes.
- **Harassment and Discrimination prevention, including efforts to prevent harassment and discrimination on the basis of gender and disability.**
- **Access to and use of college facilities and resources, including ensuring the accessibility and usability of facilities for Divyangjan and promoting gender diversity and inclusion**

3. Objectives

The objective of the policy is to promote fairness, equity, and inclusiveness by prohibiting discrimination based on protected characteristics and ensuring that all employment and educational decisions are based on merit and qualifications.

4. Individuals and entities affected by this Policy

All students, employees and applicants of St Berchmans College will come under the purview of this policy.

5. Role & Responsibilities

Under this policy the institution shall establish an equal opportunity centre to coordinate with all the stake holders to implement an academic process embedded with equal opportunity for all the students. The responsibility of the Equal opportunity centre is to:

- Overseeing the implementation of College's equal opportunity policy.
- Monitoring and Addressing Discrimination and Unequal treatment in any form.
- Providing Support and resources to students who have experienced discrimination
- Educating the college Community about Equal opportunity policy and promoting a culture of inclusiveness.

Under this policy the SC/ST, **Special Committee for disabled students**, cell and gender equality cell **are responsible for ensuring a discrimination free environment with equal opportunity for Scheduled caste and Scheduled tribes, Divyangjan and Students belonging to the varied Spectrum of gender.**

6. Disciplinary Action

The College can take disciplinary action up to and including termination if any of the Student, Employee or Applicant violating this policy.

7. Approval & Review Details

Approval Authority:

Manager, St. Berchmans College, Changanacherry

Officer In charge:

Coordinator, Equal Opportunity Centre, St. Berchmans College

Approved on: November 2022

Next Review Date: November 2024

8. Feedback:

Stake holders may provide feedback about this document by e-mailing to IQAC.