



Anti-Discrimination Cell

POLICY DOCUMENT



Appasaheb Birnale College of Pharmacy, Sangli

South Shivajinagar, Sangli – Miraj Road, Sangli
Maharashtra - 416416



Anti-Discrimination Policy

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1. PREAMBLE

Appasaheb Birnale College of Pharmacy, Sangli was established in 1985 with Diploma in Pharmacy, affiliated to Board of Technical Examination, later Degree course in Pharmacy was introduced in 1991 and in permanently affiliated to Shivaji University, Kolhapur. It has been awarded the status of **2F** and **12 B** by the **University Grants Commission New Delhi**. The Post graduate courses in Pharmacy were introduced from 2002 onwards and offer courses in Pharm Chem., Pharmacology, Pharmaceutics, and Pharmaceutical Quality Assurance, all affiliated to Shivaji University, Kolhapur.

The College is an approved Ph. D Centre of Shivaji University, Kolhapur for pursuing Doctoral studies in Pharmacy.

All the courses are approved by All India Council for Technical Education, New Delhi; Pharmacy Council of India, New Delhi; Govt. of Maharashtra, Director of Technical Education, Mumbai, Shivaji University, Kolhapur and MSBTE Mumbai (Diploma Pharmacy)

According to the 1998 UGC Guidelines for the establishment of Special Cell for Scheduled Castes and Scheduled Tribes, for the institute. The anti-discrimination cell of the college aims at monitoring, evaluation and planning for ensuring effective implementation of the policies and programmes of the government concerning SC / ST candidates. It promotes the special interests of students in the reserved category. The anti-discrimination cell has also been entrusted with work related to grievance received from SC / ST students and staff members. It is expected to provide special inputs in areas where the students experience difficulties.

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2. VISION, MISSION AND PEO'S OF THE INSTITUTE

VISION

“Emerge as a centre of excellence by synergizing knowledge, skill, research and technology in pharmaceutical care for the well-being of the society, by nurturing the students for professional integrity”

MISSION

- M1 – Providing knowledge for excelling in pharmaceutical education, research, and technology.
- M2 – Developing critical thinking abilities for problem analysis to work effectively through proper organization and time management.
- M3 – Developing skilled professionals for meeting current advancements in the pharmacy profession.
- M4 – Providing unique profession to the society for health care, environmental care, effective communication and strive for continuing education.
- M5 – Developing students for professional identity with ethical ground.

PROGRAM EDUCATIONAL OBJECTIVES

Academic Excellence

To Provide Comprehensive Pharmaceutical Education with Strong Theoretical and Fundamental Knowledge

Professional Skills

To Inculcate Professional and Ethical attitude, teamwork skills, troubleshooting attitude effective communication skills and multidisciplinary approach in students

Core Competence

To provide students with a strong foundation by integrating pharmacy knowledge and skills with pharmaceuticals research to meet advances in pharmaceuticals, Pharm. Chem, Pharmacology, Pharmacognosy and other pharmaceutical fields

Social Contribution

To create awareness among the students about their responsibilities towards society for contributing to the healthcare system

Multidisciplinary Approach

To develop students with sound knowledge and practical skills to meet the various multidisciplinary aspects.



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3. INTRODUCTION

ABCP Sangli is committed to provide a learning and working environment that is inclusive, diverse, and free from discrimination. We are committed to fostering a community that respects the rights and dignity of every individual, regardless of their race, colour, ethnicity, national origin, religion, gender, sexual orientation, gender identity, age, disability, or any other protected characteristic. This policy sets forth our commitment to preventing and addressing discrimination in all aspects of college life.

4. SCOPE

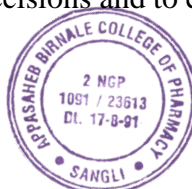
This policy applies to all students, faculty, staff, employees, contractors, visitors, and any other individuals associated with Appasaheb Birnale college of Pharmacy, Sangli or are affected by its activities. It covers all areas, including but not limited to academic programs, admissions, recruitment, employment, student organizations, campus activities, and all other aspects of college operations.

5. OBJECTIVES AND FUNCTIONS

- To collect information on a regular basis about the admission of SC / ST candidates in the institute.
- To work / function as a Grievance Redressal Cell for the Grievances of SC / ST students and staff members of the institute and render them necessary help in solving their academic as well as administrative problems.
- To conduct regular remedial coaching classes on life skills, personality development and communication skills etc.
- To organize enrichment programs for slow and weak learners

6. FUNCTIONING OF ANTI-DISCRIMINATION CELL

- Circulate GOI and commissions decisions and to collect regularly, on an annual basis, information regarding course-wise admissions to candidates belonging to the Scheduled Castes and Scheduled Tribes in the institute for different courses, in suitable forms prescribed, by a stipulated date, and to take follow up action, where required;
- Circulate GOI orders and commissions decisions and to collect information in respect

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of appointment, training of these communities in teaching and non-teaching posts in the Colleges, in suitable forms by a stipulated date and take follow up action where required.

- Collect reports and information regarding the GOI orders on the various aspects of education, training and employment of Scheduled Caste and Scheduled Tribe candidates, for evolving new policies or modifying existing policy by the Commission;
- Analyse information on admissions, education, training and employment of SCs and STs, and prepare reports and digests for onward transmission to the Ministry of Human Resource Development/University Grants Commission and such other authorities as may be required;
- Deal with representations received from Scheduled Castes and Scheduled Tribes candidates regarding their admission, recruitment, promotion and other similar matters in institute.
- Monitor the working of the remedial coaching scheme;
- Function as a Grievances Redressal Cell for the grievances of SC/ST students and employees of the institute and render them necessary help in solving their academic as well as administrative problems.
- Maintain a register for employment of SCs / STs in the institute for the candidates belonging to SC / ST community for various posts in the institute.
- Any other work assigned from time to time to promote higher education among these two communities suffering economic, social and educational deprivations.

7. ACTIVITIES OF ANTI-DISCRIMINATION CELL

The anti-discrimination cell is established in the institute to co-ordinate with the university authorities in the implementation of the various policies and programme launched by the Central Government, MHRD, UGC and State Government for the benefit of the SC/ST students.

It also undertakes the activities to develop awareness among the SC / ST students, especially from the rural areas. The staffs of the Cell are actively engaged in coordinating and solving the problems in matters of admissions. They also announce details of government scholarships and fellowships through circulars to the SC / ST students. The Cell concentrates



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on accommodation of men and women students in hostels, and the implementation of the rules of reservation in appointments as well as in the allotment of quarters to SC/ST employees.

The Anti-discrimination Cell is Monitoring the Following Activities of the Institute -

- The anti-discrimination cell is giving wide publicity through circulars to all the faculties and informs the students about the various scholarship's government and other authority.
- The anti-discrimination cell has taken up the problems of the SC / ST students and employees with the institute authorities and has solved some of them amicably. The cell, in the ultimate analysis, has been a user-friendly counsellor to all SC/ST employees and students
- The anti-discrimination cell is also helping the SC / ST Research Scholars in getting the University Fellowship from the university and the government.
- The Cell is implementing various schemes of the MHRD and University Grants Commission with the objective to improve the learning levels of Schedule Caste and Schedule Tribe candidates to bring them up to the general level of the other communities.
- The institute is providing statistical information periodically and promptly on all aspects to the Government of India, and the State Government.
- The anti-discrimination cell provides guidance to various institute Committees in respect of promotions/recruitment for the latest rule position concerning SC/ST reservations.
- The Cell takes due care in establishing the Book Bank and Book Grants for the SC / ST students of the institute. The Cell also advises the students to utilize the facilities of the Book Bank and to borrow books depending on availability.

8. SPECIAL ACTIVITIES OF THE ANTI-DISCRIMINATION CELL

The institute has started the special activities so as to tune the students belonging to SC/ST. Remedial coaching classes are conducted in the following areas;

- Remedial English Coaching Class.
- Competitive Exam Coaching Class.
- Research Methodology Classes.



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9. PROCEDURE TO FILE A COMPLAINT

A written complaint may be submitted to the Coordinator, anti-discrimination cell. Any student and employee (including contractual, casual and temporary) of institute can approach the Cell. The complaint can be made either offline (Drop Box) or online through caste based discrimination portal

Constitutional Safeguards and Legislation for SCs / STs Constitutional Safeguards

According to the Constitution of India, which resolved India into a sovereign socialist secular democratic republic, Right to Equality is a Fundamental Right that includes the right to equality before law; Prohibition of discrimination (Article 15); equality of opportunities in matters of public employment (Article 16). The Constitution further specifies that this will not prevent the state from making special provisions for women, Children, Scheduled castes, and Scheduled tribes. Article 17 declares abolition of untouchability, forbidding its practice in any form.

The Directive Principles of State Policy of the constitution include promotion of educational and economic interests of Scheduled Castes, Scheduled Tribes, and other weaker sections (Article 46). The Hindu religious institutions of public character are thrown open to all classes and sections of Hindus (Article 25b). Any disability, liability, restriction of conditions with regard to access to shops, Public restaurants, hotels, and places of public entertainment or use of wells, tanks, bathing ghats, roads, and places of public resort maintained wholly or partly out of state funds or dedicated to the use of general Public are removed according to Article 15(2). Article 16 and 355 permit the states to make reservation for backward classes in public services in case of inadequate representation.

Tribal advisory councils and separate departments are set up in states to promote the welfare and safeguard the interests of the Tribal (Article 164 and 338 and Fifth Scheduled). Article 244 and Fifth and Sixth Schedules make special provision for administration and control of scheduled and tribal areas.

The Reservation Policy is a Constitutional device in the creation of a society of equals. It is an exception to the principle of equality, as the principle of equality operates within the equals and to equate equals, with unequal's is to perpetuate inequality. Reservation for SCs and STs is founded upon the ideology of compensatory justice for their suffering's forages for no fault of theirs. The quota of reservation has been decided by the Constitution in accordance with



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the percentage of the population of SCs and STs, being 15% and 7.5%, respectively.

Legislation

The Protection of Civil Rights Act 1955 (earlier Untouchability Offences Act, 1955), which is in force since 1976, provides for penalties for preventing any person on grounds of untouchability, from enjoying the rights accruing on account of abolition of untouchability.

The Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act of 1989 specifies the offences which are considered as atrocities and provides for deterrent punishments of commission of the same. Comprehensive Rules prepared under this Act provide for relief and rehabilitation of the affected persons and envisage preventive measures.

By virtue of the Constitution (65th Amendment) Act of 1990, the Special Post under Article 338 of the Constitution has been substituted by the National Commission for Scheduled Castes and Scheduled Tribes, mainly to investigate and monitor all matters relating to the safeguards to SCs/STs under the Constitution and laws.

Scholarship Schemes: Under Different Government Schemes an Overview

Scholarship is a boon for students belonging to the weaker sections {specifically SCs/STs} of the society, who are unable to further their education for some reason or the other. It is an encouragement for students, who are talented, but do not have the means to study further. There are a variety of scholarships-merit-based, need-based, student-specific and career-specific.

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Dr. S. A. Tamboli

Principal



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