



Sri Sri Ranganathaswamy Education society ®

SRS DEGREE COLLEGE

Institute of Commerce, Management and Computer Science

(Affiliated to Davanagere University & Recognised by Govt. of Karnataka,
BCA & BBA Approved by AICTE, New Delhi)

PK Halli Extn., NH-50, Chitradurga- 577 502, Karnataka, India. **Ph:** 08194-200021

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SC/ST Committee

SRSFGC believes in the principles of equality, social justice, dignity and equal opportunity for all members of the institutional community. The Institution is committed to ensuring that students and employees belonging to the Scheduled Castes (SC) and Scheduled Tribes (ST) communities are provided a safe, inclusive and discrimination-free environment.

With an aim to promote equality, prevent discrimination and address grievances concerning SC/ST students and employees, an **SC/ST Committee** has been constituted in the Institution.

OBJECTIVES, ROLES AND RESPONSIBILITIES OF SC/ST COMMITTEE

Objectives

1. Implementation of the Anti-Sexual Harassment Policy at the workplace and prevent discrimination.
2. To ensure equal opportunity and a discrimination-free environment for students and employees belonging to SC/ST communities.
3. To create awareness among students, teaching and non-teaching staff regarding the rights, safeguards and welfare measures available to SC/ST communities.
4. To identify and address instances of discrimination, harassment, exclusion or unfair treatment involving SC/ST students and employees.
5. To provide a safe, accessible and confidential mechanism for registering and addressing grievances relating to SC/ST issues.
6. To facilitate awareness programmes, counselling and sensitisation programmes concerning social equality, constitutional values and prevention of discrimination.
7. To monitor the implementation of applicable Government, UGC, AICTE, University and other competent-authority guidelines relating to SC/ST welfare and protection.
8. To recommend appropriate remedial measures to the Institution in cases where a grievance or complaint is found to have merit.
9. To promote an inclusive institutional environment based on equality, dignity, mutual respect and social justice.

ROLES AND RESPONSIBILITY

The SC/ST Committee shall:

- Promote equality and inclusion
Work towards ensuring equal treatment and opportunities for SC/ST students and employees within the Institution.
- Prevent discrimination
Take appropriate institutional measures to prevent discrimination, exclusion, humiliation or unfair treatment on the basis of caste or tribal identity.
- Create awareness
Organise seminars, workshops, orientation programmes and awareness activities concerning constitutional safeguards, equality, social justice and SC/ST welfare.
- Receive grievances
Provide an accessible mechanism through which SC/ST students and employees can submit complaints or grievances.
- Examine complaints
Examine complaints received by the Committee fairly, impartially and confidentially.
- Recommend appropriate action
Where a complaint is found to have merit, submit recommendations to the Principal/competent authority for appropriate remedial or disciplinary action in accordance with applicable rules.
- Maintain confidentiality
Maintain confidentiality of complaints, statements, documents and proceedings to the extent permitted by law and applicable institutional regulations.
- Support welfare measures
Facilitate awareness of scholarships, fee concessions, fellowships, Government schemes and other welfare measures applicable to eligible SC/ST students.
- Monitor implementation
Review the implementation of applicable Government, AICTE, UGC, University and other competent-authority guidelines concerning SC/ST welfare and protection.
- Maintain records
Maintain appropriate records of complaints, meetings, awareness programmes, recommendations and actions taken.
- Submit reports
Submit an annual report or reports as required by the Institution and applicable regulatory authorities.

COMPOSITION OF SC/ST

1	Prof. Nandana G P	Principal
2	Dr. Varadaraja D	Dean – Student Affairs
3	Prof. Madhuri B	Professor, Dept. of BCA
4	Dr. Eranna G	Professor, Dept. of B. Com
5	Prof. Nagaraja T	Professor, Dept. of BBA
6	Yadu Nandan	Student Representative
7	Three students (Comprising of at least one girl student of pre-final / Final year at UG/PG Level)	Student Representative
8		Student Representative



PRINCIPAL

Principal, SRSFGC

S.R.S. First Grade College
NH-13, Pillekerenahalli Extension
CHITRADURGA - 577 502

Chairman / AO, SRS Group of Institutions