



**Pune District Education Association's
MAMASAHEB MOHOL COLLEGE, PAUD ROAD, PUNE -38.**

**“EQUAL OPPORTUNITY CELL”
COMMITTEE REPORT 2024-2025**

Introduction

We live in a country with a variety of diversity of ethnic, linguistic, regional, economic, religious, class and castes groups and is also permeated with immense differences and equalities that needs to be recognized and valued individual differences in the learning environment. The employees and students must be treated equally and given the same opportunity regardless of their race, age, gender, disability that might be discriminated against them.

The EOC acts as a hub for fostering a fair, diverse, and inclusive educational environment by coordinating efforts across various sub-cells, thereby ensuring that every student has an equal chance to succeed and thrive.

PDEA's Mamasahab Mohol College propose to establish an Equal Opportunity Cell (EOC) to ensure that staffs, especially the students can expect fair and equal treatment, to avail opportunities and is free from unlawful discrimination, harassment, bullying and victimization during their precious years of gathering knowledge and wisdom in the college. Also thereby ensuring that every student has an equal chance to succeed and thrive.

The four main sub-cells that fall under the EOC's umbrella are:

1. ST/SC Cell:

- Focuses on the welfare and advancement of Scheduled Tribes (ST) and Scheduled Castes (SC) students.
- Ensures equal access to educational resources and support.
- Addresses challenges specific to ST/SC communities.

Social Justice and Special Assistance Department	Government of India Post-Matric Scholarship	125	1	124
	Post-Matric Tuition Fee and Examination Fee (Freeship)	5	0	5
Social Justice and Special Assistance Department Total		130	1	129



2. OBC Cell:

- Supports students from Other Backward Classes (OBC) backgrounds.
- Provides resources and assistance to promote academic success.
- Addresses social and educational disadvantages among OBC students.

OBC, SEBC, VJNT & SBC Welfare Department	Post Matric Scholarship to OBC Students	95	15	80
	Post Matric Scholarship to SBC Students	5	0	5
	Post Matric Scholarship to VJNT Students	53	5	48
	Tuition Fees and Examination Fees to VJNT Students	2	0	2
OBC, SEBC, VJNT & SBC Welfare Department Total		155	20	135

3. Minorities Cell:

- Supports students from religious or linguistic minority groups.
- Promotes an inclusive environment that respects diversity.
- Addresses cultural and religious concerns.

Tribal Development Department	Post Matric Scholarship Scheme (Government Of India)	2	0	2
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4. PWD Cell:

- Focuses on students with disabilities (PWD).
- Ensures accessible infrastructure, accessible toilets and support for disabled students.
- Aims to remove barriers and create an inclusive learning environment.

EOC Objectives:

Promoting Equality and Inclusivity:

- **Eliminating Discrimination:**

1. The EOC aims to create a campus free from all forms of discrimination and harassment, ensuring equal opportunities for all, regardless of caste, creed, religion, language, ethnicity, gender, or disability. Alos to identify and prevent discrimination of the disadvantaged groups {SCs, STs, Women, OBC(non-creamy layer), minority and physically challenged persons}



- **Promoting Diversity:**

The cell works to foster a diverse and inclusive environment, encouraging the participation of all students and staff in academic, intellectual, social, and cultural life.

- **Creating a Barrier-Free Environment:**

The EOC works to ensure that all buildings, departments, libraries, hostels, and offices are accessible to all, including those with disabilities.

- **Ensuring Equal Opportunities:**

The cell aims to provide equal opportunities for all students and staff, ensuring that no one is denied access to resources, programs, or opportunities due to their background or characteristics.

Gender Sensitization

Various committees of the college, NSS, Women Cell organised many activities for raising awareness about gender equality.

Implementation of Right of Persons with Disabilities.

1. There is fee concession for the economically backward students, over and above payment of fees for some students with financial constraints can be made in 3-4 installments.
2. We currently have Scholarships for meritorious and economically backward students. The college gives financial support/fee exemption to the needy/ PwD students if any.
3. The college does not have special educators at present.

Our college also provide open based platforms for all students on Gender Equality basis. There is no discrimination in gender. Female students are participating equally in all activities like sports, many competitions, social work, NSS, etc. Our college selected Ms. Sakshi and Mr. Suraj Shirale as Student Representative of the Institution. We timely focused on giving equal opportunity to all studens on effective basis. Many girl students from our college are promoted and guided to achieve National Level State Level sports competition medals and we are very glad that they achieved.



Scholarships

Sr.No.	Name of Scholarship	who can Apply	Website
1	EBC (Economically Backward Class)	Annual family earning is below 1 lakh. It can be availed only after HSC to get 50% off in college tuition fees	http://www.dtemaharashtra.gov.in/EBCScholarship/StaticPages/HomePage.aspx
2	RMD Foundation (Rasiklal Manikchand Dhariwal)	It rewards student based on the merit. Students are enrolled as per their semester percentage (distinction is preferred) and called for personal interview (it's really very easy). Each one can avail cheque worth 5000 or 10,000 Rs according to marks and family income	To get application forms, you have to visit their office located behind hotel L Meridien
3	Disha Parivar public trust	Economically backward people to raise fund for education. Scholarship amount can vary from 10,000 to 25,000 Rs or even more	http://dishaparivar.org/
4	Lila Poonawalla foundation	Academically outstanding and financially	http://www.lilapoonawallaoundation.com/

Scholarships

4	Lila Poonawalla foundation	Academically outstanding and financially deserving only for girls. The foundation gives Scholarships to the girls from Pune, Amravati and Wardha district	http://www.lilapoonawallaoundation.com/
5	IOCL (Indian Oil) Merit scheme	Depending upon qualification, you can earn 1000-3000 Rs monthly and toppers get additional bonus of 10,000 Rs.	https://www.iocl.com/Aboutus/Scholarships.aspx
6	Gaurav Foundation	Min. 60% in all Exams (since school days)	http://www.gauravfoundation.org/scholarship.html
7	Panjabrao Deshmukh hostel scholarship	Anyone living in college hostel	http://www.dtemaharashtra.gov.in/ebo2016/CMS/ListOfLinks.aspx?gid=2
8	Sahara India Scholarship Scheme	Meritorious Student	http://www.unipune.ac.in/other_academic_and_service_units/board_students_welfare/pdf/sahara-scholarship.pdf



OBC and Minority Cell

Main Objectives of OBC and Minority Cell:-

- To educate and empower the students and staff of OBC categories in the college to make use of the facilities of Central and State Government schemes.
- To implement, monitor and evaluate continuously the reservation policy of Central and State government and ensuring their effective implementation in the college.

Functions of the OBC and Minority Cell:-

- To bring in notice to students belonging to the other backward Classes the orders and other circulars issued by the Savitribai Phule University/ Government of India and UGC.
- To circulate the orders and other circulars issued by Government of India, Government of Maharashtra and University Grants Commission regarding scholarships for students, appointments and promotion of teaching and nonteaching posts.
- To deal with representations received from OBC and Minorities Candidates regarding their admission, Scholarships, Recruitment, Promotion and other similar matters in the College.
- To function as a Grievances Redress Cell for OBC students and staff including Minorities students and employees of the college and render them necessary help in solving their academic, research as well as administrative problems.

Any other works assigned by the University from time to time to promote higher education among OBC and Minorities students and staff.

• Members of OBC and Minority Cell:-		
Sr.No	Name	Designation
1	Dr. Pathak A.R	Co-ordinator
2	Dr. Dakle S.P.	Member
3	Dr. Humbad P.E	Member
4	Dr. Ippalpalli S.A.	Member
5	Shri. Sable Ganesh	Member
6	Mrs. Sontakke S.S.	Member

SC-ST Committee

Aim and Objectives :-

- To guide in getting the benefit of Scholarships for all backward class students.
- To spread awareness of different schemes, policies and acts of government and Non-government organization for all backward class students class by conducting various programs.



Committee Member:-		
Sr.No	Name	Designation
1	Dr. Bhosale M.M	Co-Ordinator
2	Dr. Bagul M.M	Member
3	Dr. Kamble N.B.	Member
4	Mr. Dilpak T.R.	Member
5	Mr. Ganesh Sable.	Member

Student's Grievance Redressal Cell

- **The objectives:-**

- To support, those students who have been deprived of the services offered by the College, for which he/she is entitled.
- To make officials of the College responsive, accountable and courteous in dealing with the students.
- To ensure effective solution to the student's grievances with an impartial and fair approach.

- **Functions:-**

- Redressal of Students' Grievances to solve their academic and administrative problems.
- To co-ordinate between students and Departments / Sections to redress the grievances.
- To guide ways and means to the students to redress their problems.

- **Students' Grievance Procedure:-**

- The grievance procedure is a mechanism to sort out the issues between student and college. It is a means by which a student who believe that, he / she has been treated unfairly with respect to his / her academic / administrative affairs or is convinced to be discriminated is redressed. It is a mechanism to settle a problem. It enables to express feelings by initiating and tracking the grievance procedure in accordance with the rules and regulations of the college. It involves a process of investigation in which 'Student's Grievance Cell' enquires and analyses the nature and pattern of the grievances in a strictly confidential manner. Matters are disclosed to only those, who have a legal role in resolving the matter. Importance on procedural fairness has been given with a view to "the right to be heard and right to be treated without bias".
- The students have to lodge their grievances in the form of application. The application is required to be submitted in the drop box placed outside the Principal's office or can be directly submitted to the HOD/Coordinator of student redressal cell. The coordinator in turn intimates the matter to the committee for necessary action. Final report based on grievance received and resolved will be submitted to the Principal and further course of action will be decided and the same shall be intimated to the students.



• Cell Members:-

Name of Teacher	Designation	Contact
Dr. S. B. Shinde	Co-Ordinator	8975446205
Dr. Dakale S.	Member	9049379787
Dr. Adinath Pathak	Member	657748673
Mr. Ganesh Sable	Member	-

In order to prevent any kind of harassment in the college, instructions were given to the students from time to time through the vigilance committee. To promote this different programs are organized on the basis of gender equality and also for student's empowerment.

Future Plans

1. To organize Awareness Programmes (Seminars/ Workshops/Trainings).
2. To organize Webinar
3. To organize awareness about third gender identity.
4. To organize meetings for Members, Students and Parents.


Mrs. Paropate N. S.
Committee Head


Principal
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