PRINCIPAL
Dr. R. N. Nadar
M.Com., M.B.A.(HR), M.Phil, Ph.D.

SECRETARY
Dr. Prerana R. Kolhe
D.Litt, M.A. (History), M.A. (Marathi Lit.), B.Ed

FOUNDER PRESIDENT
Dr. Rajkumar M. Kolhe
Ph.D., NET (UGC), B.Ed., M.A. (Eng. Lit.), M.A. (History), M.A. (Hindi Lit.) M.B.A., D.Litt.

MOB.: 9892564889 | principal@vandemataramcollege.com
MOB.: 9892531965

EQUAL OPPORTUNITY CELL (EOC) - PROPOSED

1. About the Equal Opportunity Cell

The Equal Opportunity Cell (EOC) of JMF's Vande Mataram College of Arts, Commerce & Science is established to promote equity, inclusiveness, social justice, dignity, accessibility, and equal educational opportunities for all students and employees of the institution.

The Cell aims to create a supportive, respectful, inclusive, and discrimination-free academic environment by facilitating appropriate assistance and opportunities for students from socially and economically disadvantaged backgrounds, including Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), minority communities, persons with disabilities, and other eligible disadvantaged groups.

The Equal Opportunity Cell supports awareness of constitutional rights, social inclusion, reservation policies, scholarships, educational support schemes, accessibility provisions, and institutional welfare measures.

It works in coordination with the Principal, Internal Quality Assurance Cell (IQAC), Student Welfare Committee, Scholarship Committee, Student Grievance Redressal Committee, and relevant institutional authorities to strengthen equitable participation in higher education.

Through awareness programmes, student guidance, mentoring, academic support, outreach initiatives, and continuous evaluation, the Cell strives to reduce educational barriers, address concerns relating to unequal access, and promote equal opportunities for academic and professional development.

2. Vision of the Equal Opportunity Cell

To establish an inclusive and equitable educational environment where every student and employee is treated with dignity, respect, fairness, and equality and has meaningful opportunities for academic, professional, and personal development.

3. Mission of the Equal Opportunity Cell

To promote educational equity, social inclusion, accessibility, and equal opportunities through awareness, institutional support, mentoring, appropriate referrals, and coordination of initiatives benefiting socially and economically disadvantaged groups.

4. Objectives of the Equal Opportunity Cell

1. To promote equity, equality, dignity, and social justice within the institution.
2. To ensure equal access to academic opportunities, institutional facilities, and student-support services.
3. To create awareness regarding constitutional rights, institutional responsibilities, and protections against discrimination.
4. To support students belonging to socially and economically disadvantaged groups.
5. To facilitate awareness of reservation policies, scholarships, freeships, and educational assistance schemes.
6. To promote accessibility and appropriate support for students with disabilities.
7. To encourage inclusive teaching-learning practices and academic participation.
8. To identify barriers affecting educational access and recommend appropriate corrective measures.
9. To facilitate academic mentoring, guidance, and support for eligible students.
10. To promote a respectful, discrimination-free, and supportive campus environment.
11. To provide guidance regarding appropriate grievance-redressal and statutory support mechanisms.
12. To coordinate with institutional committees for student welfare and equal opportunity initiatives.
13. To encourage participation of disadvantaged students in academic, cultural, sports, and leadership activities.
14. To support institutional compliance with applicable UGC guidelines and government policies.
15. To strengthen social inclusion, institutional accountability, and holistic student development.

5. Proposed Composition of the Equal Opportunity Cell

The Cell shall comprise members appointed by the competent institutional authority, with suitable representation from academic leadership, faculty, administration, student-support services, and relevant student groups.

Sr. No.	Name of Member	Committee Designation	Contact Details
1	Dr. R. N. Nadar	Chairperson – Principal	rnnadar@gmail.com
2	Mrs. Sharvari Kharade	Convener	sharvari.kharade03@gmail.com
3	Mrs. Manjula Dhawle	Senior Faculty Representative	manjudhawle21@gmail.com
4	Mr. Ghanshyam Shirsath	SC/ST Welfare Representative	ghanshyam.shirsath@gmail.com
5	Mrs. Priti Kewal Tandulkar	OBC Representative	priti.rakas@gmail.com
6	Mr. Girish Chhagani	Minority Welfare Representative	gchhagani@gmail.com
7	Mr. Yogesh Kamble	Disability Support / Accessibility Representative	yogeshkharola@gmail.com
8	Mrs. Dhanashree Varma	Member- Academic - 1	shri21vmdc@gmail.com
9	Ms. Thejavati Kotian	Member - Counsellor	tkotian72@gmail.com
10	Mr. Vijay Salve	Member- Diksha Foundation	jmftrust@rediffmail.com
11	Ms. Aashtha Shishir Sabat (S.Y. B.Com)	Student Representative –UG	aasthasabat21@gmail.com
12	Mr. Lakhara Jay Suresh	Student Representative –UG	jay.lakhara1429@gmail.com
13	Mrs. Shakuntala Rajmani Vishwakarma	Parent Representative	vishwakarmapinki31@gmail.com
14	Mr. Subhash Asawale	Non-Teaching Staff Representative	asw_Subhash@rediffmail.com

9. Major Activities of the Equal Opportunity Cell

The Cell may organise the following activities in accordance with the approved institutional calendar:

1. Equal Opportunity and Social Inclusion Awareness Programmes.

2. Constitutional Rights and Social Justice Seminars.
3. Scholarship and Educational Assistance Guidance Sessions.
4. Disability Awareness and Accessibility Workshops.
5. Inclusive Education and Diversity Sensitisation Programmes.
6. Academic Mentoring and Student Guidance Sessions.
7. Reservation Policy and Educational Rights Awareness.
8. Career Guidance for Disadvantaged Students.
9. Digital Accessibility and Inclusive Learning Workshops.
10. Anti-Discrimination Awareness Campaigns.
11. Higher Education and Competitive Examination Awareness Programmes.
12. Student Welfare and Institutional Support Orientation.
13. Social Inclusion and Community Outreach Activities.
14. Equal Opportunity Feedback and Institutional Review Meetings.

10. Procedure for Equal Opportunity Assistance

Step 1 – Identification of Student Needs

Students may approach the Cell for guidance regarding equal educational access, institutional support, accessibility, and relevant welfare schemes.

Step 2 – Preliminary Review

The Cell shall identify the nature of the request and determine the appropriate support or referral mechanism.

Step 3 – Guidance and Information

Students shall be provided relevant information about available programmes, policies, institutional facilities, and support mechanisms.

Step 4 – Coordination with Relevant Departments

The Cell shall coordinate with authorised academic or administrative departments wherever necessary.

Step 5 – Institutional Recommendations

Where improvements or accommodations are required, appropriate recommendations shall be submitted to the competent authority.

Step 6 – Implementation and Support

Approved support measures shall be facilitated through the relevant institutional departments.

Step 7 – Follow-up and Documentation

The Cell shall review the implementation of approved measures and maintain appropriate records, subject to confidentiality and data protection requirements.

Formal discrimination complaints shall be handled through the legally applicable complaint mechanism and not substituted with informal counselling or mediation.

14. Institutional Commitment

JMF's Vande Mataram College of Arts, Commerce & Science is committed to promoting equality, dignity, inclusiveness, social justice, and equal educational opportunities.

The Equal Opportunity Cell supports this commitment by encouraging equitable access to education, promoting awareness of institutional welfare measures, facilitating academic and social inclusion, and strengthening appropriate support mechanisms for disadvantaged students.

Through awareness programmes, mentoring, accessibility initiatives, educational guidance, stakeholder engagement, and continuous institutional improvement, the Cell strives to create an environment where every student is respected, supported, and encouraged to achieve their full potential.

The institution remains committed to maintaining a progressive, inclusive, and socially responsible educational environment that upholds constitutional values and promotes academic excellence for all.

"Equality in Opportunity, Inclusion in Education and Excellence for All."