



MNR Dental College & Hospital
MNR Nagar, Fasalwadi, Narsapur Road,
Sangareddy - 502294.

Committee for Caste Discrimination

MNR Dental College & Hospital is committed to ensure the equity and social justice prevails for all and that it is committed to provide its students, quality higher education without any discrimination. To make sure that the students do not face any discrimination in the institute. MNR DC have constituted committee for Caste discrimination.

It is committed to provide an environment that promotes diversity and respects everyone regardless of colour, religious belief or cultures. While maintaining diversity of all kinds, it also commits to ensuring protection of everyone including Minority and OBCs and acting as per the provisions of constitution of India in such matters.

In order to create a living and working environment where all students feel safe and respected and with a view to ensure implementation of the affirmative policy of UGC.

Committee for Caste discrimination provide comprehensive, preventive and proactive services to all such students enrolled for various academic programmes in the Institute.

GOAL

The goal of the committee is to enhance the psychological wellbeing of Minority/OBC students so, they can take full advantage of the educational opportunities at the Institute.

OBJECTIVES:

1. To provide prompt counselling for any emotional emergencies arising on account of any events at the campus.
2. The committee exclusively looks after the work related to Minorities matters only.

COMPOSITION OF THE COMMITTEE

The Committee will consist of 8 members as follows;

- Head of the Institute - Chairperson
- Member co-ordinator.
- Two Teaching Members
- Two non-teaching Members
- Two Student members

50% of the Members will be from Minority/ OBC category.

The Committee is responsible for looking into any complaints filed by students and staff about any discrimination, if any, happening inside the college/Institute premises MNR DC, Sangareddy

The committee will meet twice in a year or whenever required. The Committee members name should be displayed on website Institute, on Notice Board and should be affixed at prominent places of the Campus.

PROCEDURE

- The complaints must be in writing from the aggrieved person of Minority/OBC which should be addressed to concerned committee.
- The complaints can also be done through the caste discrimination portal on the institution website also.
- A complaint about the discrimination or harassment must specify whether the discrimination or harassment is alleged to have taken place within institution.
- The complaint shall include sufficient details of the alleged act of discrimination or harassment with the details of the Complainant.
- The committee has to fix the hearing date by intimating to the complainant.
- The Complainant and the person against whom the complaint is filed, should be called before the committee and the committee should hear both the sides in detail.
- The committee after hearing has to submit its recommendations to the Disciplinary Authority.
- The Disciplinary authority will take appropriate action as per the recommendations of the Committee.
- The complaint received by the Committee should be resolved maximum within 30 days from the date of receipt of the complaint.

FUNCTIONS

1. To look after all affairs related to Minority/OBC.
2. To look after the related matters (if any) of depriving a student / staff or group of students on the basis of caste, creed, language, ethnicity.
3. To uphold the dignity of the MNR institute, by addressing the concerns (if any) brought into the notice related to equality in offering or receiving education inside the Institute.
4. To eliminate discrimination, if any, against or harassment of any individual in all forms by prohibiting it and by providing preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.

PENALTY CLAUSE

If the person found guilty against whom the complaint is filed the Disciplinary Authority of the Institute / Vidyapeeth may impose the following penalty;

1. Minor Penalties:

Warning or, Caution, Censure or reprimand

Cancellation/ Withheld Scholarship/Award/Prize/Medal.

Withholding or stoppage of increment without cumulative effect.

Withholding promotion for a period not exceeding one year.

2. Major Penalties:

Demotion to a lower grade or reduction in post or to a lower stage in a time scale of pay for a specified period or permanent reduction in rank.

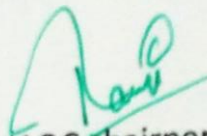
Suspension from Institution/Hostel.

Expulsion from the Institution/Hostel.

Temporary annulment from the Hostel/Institution.

Termination, by way of removal, dismissal from service.

Rustication from the Institution.



IAQC chairperson
Principal and Chairperson, IQAC
M N R Dental College & Hospital