



# Xavier University Patna

Digha-Aashiyaana Road, Digha Ghat, Patna- 800011, Bihar

## EQUAL OPPORTUNITY CELL (EOC)

*"Empowering Every Voice, Enabling Every Dream."*

### Introduction

The Equal Opportunity Cell (EOC) is a vital institutional mechanism dedicated to promoting equity, inclusion, and social justice within the University. The Cell addresses the concerns and challenges faced by students and staff belonging to Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), Minority Communities, and Persons with Disabilities (PwDs). It seeks to create an environment where every individual is treated with dignity, fairness, and respect, and is provided equal opportunities for academic, professional, social, and cultural development.



Xavier University, Patna, is firmly committed to the principles of equality, non-discrimination, and inclusiveness in education and employment. It strives to foster a safe, healthy, and supportive environment that is free from discrimination, harassment, bullying, victimization, and any form of exclusion. These commitments reflect the values of justice, human dignity, and excellence, while aligning with the constitutional provisions and statutory guidelines issued by the Government of India, State Governments, and the University Grants Commission (UGC).



### AIM

The Equal Opportunity Cell serves as a pillar of social justice and inclusivity within the University. It is committed to creating an enabling environment that empowers students and employees from marginalized and under-represented sections of society, particularly Persons with Disabilities, to realize their full potential. The Cell also works to sensitize the University community to the rights, needs, and aspirations of disadvantaged groups and to promote a culture of mutual respect and equal participation.



### SCOPE

The scope of the Equal Opportunity Cell extends to creating and sustaining an atmosphere of equality, accessibility, and inclusiveness across the University. The Cell focuses on:

- Promoting equal opportunities for all members of the University community.
- Supporting disadvantaged and marginalized groups through appropriate interventions and assistance.
- Creating awareness about social justice, diversity, and inclusion through academic and co-curricular initiatives.
- Encouraging participation of all students and employees in academic, cultural, social, and institutional activities.
- Facilitating the development of a barrier-free and accessible campus environment.
- Strengthening institutional mechanisms that uphold the rights and welfare of marginalized groups.



## OBJECTIVES

The Equal Opportunity Cell shall strive to:

1. Ensure the effective implementation of the principle of equal opportunity for all members of the University community.
2. Safeguard the interests and rights of students and employees irrespective of caste, creed, religion, language, ethnicity, gender, or disability.
3. Promote equality, diversity, and inclusiveness while eliminating discrimination, harassment, and exclusion.
4. Facilitate the creation of a barrier-free and accessible physical and academic environment.
5. Provide adequate opportunities and support systems for underprivileged and marginalized groups.
6. Conduct awareness and sensitization programmes to foster a culture of respect, inclusion, and social responsibility.
7. Facilitate prompt redressal of grievances related to discrimination and denial of equal opportunities.
8. Disseminate information regarding welfare schemes, scholarships, policies, government notifications, and support services for target groups.
9. Encourage active participation of disadvantaged sections in the academic and developmental activities of the University.
10. Promote institutional practices that uphold constitutional values of equality and social justice.



## FUNCTIONS

The Equal Opportunity Cell shall perform the following functions:

1. Promote equity, diversity, and social inclusion across all sections of the University community.
2. Encourage equal access to educational opportunities and institutional resources.
3. Foster a congenial and inclusive environment that supports healthy interpersonal relationships among students and staff from diverse backgrounds.
4. Sensitize the academic community to issues of social exclusion, discrimination, and the aspirations of marginalized groups.
5. Address concerns and grievances related to discrimination and recommend appropriate remedial measures.
6. Facilitate access to welfare schemes, scholarships, support services, and developmental programmes offered by government and other agencies.
7. Organize lectures, workshops, seminars, awareness campaigns, and outreach programmes on social justice and inclusivity.
8. Promote accessibility and support services for Persons with Disabilities and other disadvantaged groups.
9. Monitor institutional practices to ensure compliance with equal opportunity and anti-discrimination policies.
10. Encourage research, dialogue, and academic engagement on issues relating to equity, diversity, inclusion, and social justice.
11. Strengthen support mechanisms that enable disadvantaged students and employees to participate fully in academic and campus life.
12. Work towards creating a campus culture that celebrates diversity and upholds the constitutional values of equality, dignity, and fraternity.



## Members of Equal Opportunity Cell (EOC)

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