



ACHIEVERS COLLEGE
OF COMMERCE AND MANAGEMENT (NIGHT COLLEGE), KALYAN
(Accredited by NAAC with B+ Grade) KALYAN (W)

EQUAL OPPORTUNITY CELL (EOC)

About the Equal Opportunity Cell

The Equal Opportunity Cell (EOC) is established to ensure fairness, inclusivity, and equal access to opportunities for all students and staff members. The Cell works to prevent discrimination based on caste, gender, religion, disability, socio-economic background, language, or any other identity. The institution follows guidelines issued by the University Grants Commission (UGC) and the Government of India.

Vision

To create an inclusive academic environment where equality, diversity, and social justice are upheld.

Mission

To ensure equal opportunities in academics, scholarships, co-curricular activities, and institutional facilities.

Objectives

- To promote equality and inclusiveness within the institution.
- To address grievances related to discrimination.
- To recommend corrective measures to the management.
- To conduct awareness programs and workshops.
- To ensure implementation of UGC guidelines regarding equal opportunity.

Scope of Policy

This policy applies to all students, teaching staff, non-teaching staff, and visitors within the campus premises.

Prohibited Conduct

- Any form of discrimination or harassment.
- Denial of academic or administrative benefits.
- Unfair evaluation or biased treatment.
- Exclusion from institutional activities.

Complaint Redressal Procedure

- Submission of written complaint or online complaint form.
- Acknowledgment of complaint within 3 working days.
- Preliminary review by the EOC committee.
- Inquiry and recommendation submission.
- Final action by the Principal/Management.

Confidentiality

All complaints shall be handled with strict confidentiality and sensitivity.

Review of Policy

The Equal Opportunity Policy shall be reviewed annually and updated as per UGC or Government guidelines.

**Sd/-
PRINCIPAL**