POLICY DOCUMENT FOR THE EQUAL OPPORTUNITY CELL

1. INTRODUCTION

The Equal Opportunity Cell of Rathinam Global Deemed to be University, School of Law, is established to promote the principles of equality, inclusion, fairness, dignity, and non-discrimination within the University community. The Cell plays an important role in ensuring that every student and member of the University community receives equal access to academic, professional, cultural, and developmental opportunities, irrespective of their social, economic, cultural, gender, or other backgrounds.

The School of Law recognises that diversity and inclusion are essential components of a progressive educational environment. The Equal Opportunity Cell therefore works towards creating a supportive and inclusive campus where every individual is treated with dignity and respect and is provided with a fair opportunity to learn, participate, and develop to their full potential.

As part of the School of Law, the Cell also seeks to promote legal awareness regarding constitutional principles of equality, social justice, fundamental rights, human dignity, and protection against discrimination. It encourages students and staff to understand their rights and responsibilities and to contribute positively towards building an equitable and inclusive society.

The Cell will undertake various awareness and capacity-building initiatives, including orientation programmes, guest lectures, workshops, seminars, legal literacy activities, field visits, interactive sessions, awareness campaigns, and other relevant programmes. It will also identify barriers faced by disadvantaged or underrepresented groups and work with the concerned University authorities to facilitate appropriate support and inclusive measures.

Through its educational, preventive, and supportive initiatives, the Equal Opportunity Cell seeks to strengthen the commitment of Rathinam Global Deemed to be University towards creating an inclusive academic environment where diversity is respected, equality is upheld, and every individual is empowered to participate meaningfully in University life.

2. OBJECTIVES

The Equal Opportunity Cell of the School of Law will pursue the following objectives:

1. To promote equality and non-discrimination

To foster a University environment based on equality, fairness, dignity, mutual respect, and freedom from discrimination, ensuring that all members of the University community are treated equitably.

2. To ensure equal access to opportunities

To promote equitable access to academic, co-curricular, extracurricular, professional, cultural, and developmental opportunities for students and other members of the University community.

3. To support disadvantaged and underrepresented groups

To identify the needs and concerns of students and members belonging to disadvantaged, marginalised, or underrepresented groups and facilitate appropriate support and guidance through available institutional mechanisms.

4. To promote legal awareness and social justice

To create awareness about constitutional values, fundamental rights, equality before law, social justice, human rights, and relevant legal and institutional provisions relating to equal opportunity and inclusion.

5. To strengthen an inclusive campus culture

To encourage diversity, empathy, mutual respect, social responsibility, and inclusive participation, thereby contributing to a supportive academic environment where every individual can develop and realise their potential.

3. COMMITTEE MEMBERS

The Equal Opportunity Cell of the School of Law, Rathinam Global Deemed to be University, will comprise the following members:

S. No.	Name	Position
1	Dr. T. M. Hemalatha	Chairperson
2	Dr. M. Kousalya Devi	Member
3	Dr. R. Saradha	Member
4	Dr. C. Krishnamoorthy	Member
5	Dr. S. Menaka	Member
6	Mr. R. Sathish Kumar	Member
7	Mr. Purushotham Kausik	Coordinator

4. SCOPE OF THE POLICY

This Policy will apply to all members of the Rathinam Global Deemed to be University community associated with the School of Law, including:

- Undergraduate students;
- Postgraduate students;
- Research scholars;
- Teaching faculty members;
- Non-teaching and administrative staff;
- Interns and trainees;
- Contractual and temporary personnel, wherever applicable;
- Students and staff participating in University events and activities;
- Other stakeholders associated with University activities, wherever applicable.

The Policy will cover matters relating to equal opportunity, inclusion, accessibility, and non-discrimination in:

- Academic and classroom activities;
- Admissions and student support services, within applicable institutional policies;
- Scholarships and financial assistance, wherever applicable;
- Co-curricular and extracurricular activities;
- Sports, cultural, and student development programmes;
- Internships, training, and placement-related activities;
- Research and academic opportunities;
- University events, seminars, conferences, and workshops;
- Educational tours, field visits, and other academic activities;
- Any other area covered by applicable laws, regulations, or University policies.

The Policy will be implemented in accordance with the Constitution of India, applicable laws, statutory regulations, UGC guidelines, and the rules and policies of Rathinam Global Deemed to be University.

5. FUNCTIONS OF THE EQUAL OPPORTUNITY CELL

The Equal Opportunity Cell will perform the following functions:

1. To promote awareness about equality, inclusion, diversity, and non-discrimination among students, faculty, and staff.
2. To create awareness about constitutional rights, social justice, human dignity, and legal protections available to individuals.
3. To identify and understand the concerns and challenges faced by disadvantaged, marginalised, or underrepresented groups within the University community.
4. To organise awareness programmes, orientation sessions, seminars, workshops, guest lectures, legal literacy programmes, and other relevant activities.

5. To promote equal participation in academic, cultural, sports, professional, and developmental activities.
6. To facilitate access to appropriate institutional support mechanisms for students and members of the University community who may require assistance.
7. To encourage students and staff to report concerns relating to discrimination or unequal treatment through appropriate institutional channels.
8. To coordinate with relevant University authorities and support systems for addressing concerns relating to equal opportunity and inclusion.
9. To promote an inclusive campus culture that values diversity, respect, empathy, and cooperation.
10. To maintain appropriate records and documentation of awareness and capacity-building activities undertaken by the Cell.
11. To periodically review the effectiveness of equal opportunity initiatives and recommend suitable improvements.
12. To submit reports and recommendations to the competent University authorities, wherever required.

6. AWARENESS AND INCLUSION MEASURES

The Equal Opportunity Cell will undertake appropriate measures to promote equality and inclusion, including:

- Conducting orientation and awareness programmes for newly admitted students.
- Organising programmes on constitutional values, equality, and social justice.
- Conducting legal literacy sessions on anti-discrimination laws and rights.
- Promoting awareness about available scholarships, support systems, and institutional facilities, wherever applicable.
- Encouraging inclusive participation in academic and extracurricular activities.
- Organising sensitisation programmes on diversity and social inclusion.
- Conducting workshops to promote empathy, respect, and understanding among students.
- Facilitating awareness regarding accessibility and inclusive practices.
- Collecting feedback from students and staff regarding equal opportunity and inclusion.
- Periodically reviewing institutional measures to strengthen an inclusive campus environment.

7. SUPPORT AND GRIEVANCE REDRESSAL MECHANISM

Any student or member of the University community who experiences discrimination, unequal treatment, exclusion, or other concerns relating to equal opportunity may approach the appropriate University mechanism for guidance and support.

The Equal Opportunity Cell will facilitate the appropriate handling of such concerns in accordance with applicable laws and University procedures.

The Cell will:

1. Receive or facilitate the receipt of concerns relating to equal opportunity and inclusion.
2. Provide appropriate information and guidance regarding available institutional support mechanisms.
3. Maintain confidentiality to the extent permitted by applicable laws and institutional procedures.
4. Coordinate with the concerned University authorities for appropriate support and further action, wherever required.
5. Ensure that concerns are addressed fairly and sensitively.
6. Encourage the use of appropriate grievance redressal mechanisms established by the University.
7. Recommend suitable preventive and corrective measures wherever necessary.
8. Maintain appropriate records of activities and concerns handled by the Cell, subject to applicable confidentiality requirements.

8. ROLES AND RESPONSIBILITIES OF COMMITTEE MEMBERS

Chairperson

The Chairperson will provide overall leadership to the Equal Opportunity Cell, coordinate its activities, convene meetings, oversee the implementation of the Policy, guide awareness and inclusion initiatives, and coordinate with the competent University authorities.

Members

The Members will actively participate in Cell meetings, awareness programmes, workshops, seminars, legal literacy activities, student interactions, inclusion initiatives, and other responsibilities assigned by the Cell.

Coordinator

The Coordinator will coordinate the day-to-day activities of the Cell, maintain relevant records and documentation, organise programmes, facilitate communication among Committee members, prepare activity reports, and assist in monitoring the implementation of the annual action plan.

9. STUDENT RESPONSIBILITIES

Every student of the School of Law is expected to:

- Respect the dignity, rights, and individuality of fellow students.
- Treat all members of the University community with fairness and respect.
- Refrain from discriminatory, exclusionary, or prejudicial behaviour.

- Promote positive and inclusive interaction among students from diverse backgrounds.
- Participate actively in awareness and inclusion programmes.
- Report concerns relating to discrimination or unequal treatment through appropriate channels.
- Cooperate with the University's initiatives promoting equality, diversity, and inclusion.
- Follow the University's Code of Conduct and applicable rules and regulations.
- Contribute positively towards creating an inclusive, respectful, and supportive campus environment.

10. ANNUAL ACTION PLAN

The Equal Opportunity Cell of the School of Law will organise a range of awareness, legal literacy, sensitisation, capacity-building, and experiential learning activities throughout the academic year. The proposed 10-month action plan is given below:

Month	Proposed Activity	Genre / Format	Key Focus
Month 1	Equal Opportunity and Inclusion Orientation Programme	Orientation Programme	Introducing students to the Equal Opportunity Cell, its objectives, functions, support mechanisms, and the importance of equality and inclusion
Month 2	Guest Lecture on Constitutional Rights, Equality, and Social Justice	Guest Lecture	Understanding equality before law, fundamental rights, constitutional values, and social justice
Month 3	Workshop on Diversity, Inclusion, and Respectful Campus Practices	Workshop	Promoting empathy, mutual respect, diversity, inclusive behaviour, and positive interpersonal relationships
Month 4	Seminar on Legal Framework for Equality and Non-Discrimination	Seminar	Exploring constitutional provisions, human rights, anti-discrimination principles, and relevant legal protections
Month 5	Field Visit to a Legal Aid Centre / District Legal Services Authority / Social Justice Institution	Field Trip / Exposure Visit	Understanding access to justice, legal aid, social welfare mechanisms, and support available to disadvantaged communities
Month 6	Interactive Session on Human Rights and Inclusive Citizenship	Interactive Session	Developing awareness of human dignity, human rights, equality, diversity, and responsible citizenship

Month 7	Case Study Analysis on Equality, Discrimination, and Social Justice	Experiential Learning Activity	Analysing real-world legal and social issues relating to discrimination, inclusion, equality, and access to justice
Month 8	Panel Discussion on Building an Inclusive and Equitable Educational Institution	Panel Discussion	Perspectives from legal professionals, academicians, social workers, and inclusion experts on promoting equal opportunity
Month 9	Equal Opportunity Awareness Campaign and Poster / Essay Competition	Awareness Campaign & Competition	Encouraging students to creatively promote equality, diversity, inclusion, social justice, and non-discrimination
Month 10	Annual Review, Student Feedback, and Inclusion Assessment Programme	Review & Feedback Session	Evaluating Cell activities, gathering stakeholder feedback, assessing awareness, identifying challenges, and preparing recommendations

11. EXPECTED OUTCOMES

The implementation of the Equal Opportunity Cell Policy and Action Plan is expected to:

- Increase awareness about equality, inclusion, diversity, and non-discrimination.
- Strengthen students' understanding of constitutional rights and social justice.
- Promote equal participation in academic, cultural, sports, and developmental activities.
- Encourage respectful interaction among students and staff from diverse backgrounds.
- Improve awareness of institutional support mechanisms and available opportunities.
- Enhance legal literacy regarding equality, human rights, and anti-discrimination principles.
- Encourage students to recognise and address discriminatory or exclusionary practices.
- Strengthen institutional commitment towards an inclusive and equitable campus.
- Promote empathy, mutual respect, social responsibility, and responsible citizenship.
- Foster a positive academic environment where every individual is valued, respected, and provided with fair opportunities for growth and development.

12. MONITORING AND EVALUATION

The Equal Opportunity Cell will periodically monitor the implementation of this Policy and the annual action plan to ensure that its objectives are effectively achieved.

The Cell will:

- Review the effectiveness of awareness and sensitisation programmes.
- Monitor the implementation of activities conducted during the academic year.
- Collect feedback from students, faculty, staff, and other relevant stakeholders.
- Assess the level of awareness regarding equal opportunity, inclusion, and available support mechanisms.
- Review concerns and challenges relating to equality and inclusion.
- Identify areas requiring improvement and recommend suitable measures.
- Maintain records of programmes, meetings, awareness campaigns, and other activities.
- Submit reports and recommendations to the competent University authorities, wherever required.

The annual action plan may be reviewed or modified based on the academic calendar, emerging institutional needs, applicable regulatory requirements, and recommendations of the competent University authorities.

13. REVIEW OF THE POLICY

This Policy will be reviewed periodically by the Equal Opportunity Cell in consultation with the competent authorities of Rathinam Global Deemed to be University.

The Policy may be revised or updated, wherever necessary, to ensure continued alignment with the Constitution of India, applicable laws, statutory guidelines, UGC regulations, and the rules and policies of the University.

14. CONCLUSION

The Equal Opportunity Cell of the School of Law, Rathinam Global Deemed to be University, is committed to promoting a fair, inclusive, equitable, and respectful academic environment where every individual is valued and provided with equal opportunities to learn, participate, and grow.

The Cell recognises that building an inclusive institution is a shared responsibility that requires the active participation of students, faculty members, administrative staff, University authorities, and other stakeholders. Through continuous awareness, legal education, sensitisation, capacity-building initiatives, and appropriate institutional support, the Cell seeks to uphold the principles of equality, dignity, social justice, human rights, and non-discrimination.

The School of Law firmly believes that diversity and inclusion enrich the educational experience and contribute to the development of socially responsible and legally aware citizens. The Equal Opportunity Cell will therefore continue to work towards strengthening an environment where every member of the University community can

participate meaningfully and pursue academic and professional development with dignity, confidence, and equal opportunity.

The Equal Opportunity Cell remains committed to fostering a safe, inclusive, supportive, and equitable educational environment at Rathinam Global Deemed to be University.

REGISTRAR