



ATMIYA UNIVERSITY

(Established under the Gujarat Private University Act II, 2018)

Yogidham Gurukul, Kalawad Road, Rajkot - 360005, Gujarat (INDIA)

AU/Reg/SGRC/05012023-1

Date: 05/01/2023

Equal Opportunities Committee

Sub Committee of Grievance Redressal Committee

Term of Office

Periodicity of meeting and month

Tenure: 3 Years | Jan 2023 to Dec 2025

2 times in a Year (Mar - Aug)

SN	Name	Affiliation	Designation in Committee	Remarks
1	Dr. Dharmesh Pandya	Asso. Director-TQM	Chairperson	
2	Mr. Pallav Radia	Mechanical Engineering	Member	
3	Ms. Rachna Joshi	Pharmacy	Member	
4	Dr. Kairvi Rathod	Management	Member	
5	Mr. Mithilesh Singh	Stud. Section	Member	
6	Dr. Divyesh Gohel	Computer Science	Member	
7	Ms. Tosal Bhalodia	Computer Engineering	Member	
8	Dr. Archana Cholera	---	Parent's Member	
9	Ms. Kanchan Vadher	Management	Member Secretary	

The Committee will commence its functions with immediate effect & shall meet at least 2 times in a Year or as on when required. The committee shall meet with the following objectives and other objectives as per the need.

Objectives:

- Promote a workplace culture that values diversity and inclusion across all levels of the organization.
- Ensure equitable access to opportunities for career advancement and professional development for all employees.
- Implement and monitor policies that actively eliminate discrimination and bias in hiring and promotions.
- Facilitate training programs that raise awareness and understanding of equal opportunity issues among staff.
- Gather and analyze data to assess the effectiveness of equal opportunity initiatives and drive continuous improvement.



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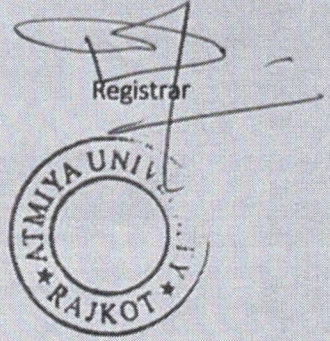
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The quorum for the same shall be of 50%. The committee shall report to the undersigned.

To,

1. Concern Staff Members through proper channel
2. PA to Registrar for necessary action





Minutes of Meeting

Committee Name	Equal Opportunity Committee		
Meeting No.	01		
Date	04/03/2023	Time	02:00 pm to 03:00 pm
Venue	IQAC Board Room		

Meeting Attendance

Sr.	Name	Designation	Absent/Present
1	Dr. Dharmesh Pandya	Chairperson	Present
2	Mr. Pallav Radia	Member	Present
3	Ms. Rachana Joshi	Member	Present
4	Dr. Kairvi Rathod	Member	Absent
5	Mr. Mithilesh Singh	Member	Present
6	Dr. Divyesh Gohel	Member	Present
7	Ms. Tosal Bhalodia	Member	Present
8	Dr. Archana Cholera	Member (Parents)	Present
9	Ms. Kanchan Vadher	Member Secretary	Absent

Minutes of Meeting

Agenda No.	Details
EO-01-01	Dr. Dharmesh Pandya welcomed all the members.
EO-01-02	<p>Dr. Dharmesh Pandya conveyed the following objectives of the Equal Opportunity Committee:</p> <ol style="list-style-type: none">(1) To ensure equity and equal opportunity to the community at large in the University and bring about social inclusion.(2) To recommend and oversee the implementation of policies and programmes for the disadvantaged groups.(3) To recommend measures to enhance the diversity among the students and employees and at the same time foster the principle of equal opportunity.(4) To create congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds.(5) To make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.(6) To look into the grievances of the discrimination of any kind and suggest amicable solutions.(7) To disseminate the information related to schemes and programmes, notifications/memoranda, office orders of the Government, or other related agencies/organizations issued from time to time for the welfare of the socially





	<p>weaker section.</p> <p>(8) To prepare barrier free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of society.</p> <p>(9) To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students of the disadvantaged groups.</p> <p>(10) To coordinate and work with other statutory bodies of the University for the benefit of disadvantaged groups.</p> <p>(11) To bring awareness about problems faced by disadvantaged groups and methods of empowerment.</p>
EO-01-03	<p>Dr. Dharmesh Pandya has educated the members with the following terminologies and definitions:</p> <p>(1) "Disadvantaged group" means a group of persons who find themselves disadvantaged or lacking in opportunities for reasons beyond their control or suffer from impaired ability to make good existing opportunities to access rights and entitlements available under law or schemes of the government.</p> <p>(2) "Equal opportunity" means treating people as individuals with different skills and abilities, without making judgements based on stereotypes, or on characteristics as outlined in anti-discrimination legislation. These characteristics include sex, age, race, sexuality, disability, pregnancy, or marital status.</p> <p>(3) "Discrimination" means any distinction, exclusion or restriction made on the basis of sex, caste, language, religion, disability, descent, place of birth, residence, race or any other parameter which results in less favorable treatment which is unjustified or has the effect of impairing or nullifying the recognition, enjoyment or exercise of equality of opportunity, but does not include affirmative action for fulfillment of constitutional obligations towards Scheduled Castes, Scheduled Tribes, backward classes, women and children.</p> <p>(4) "Diversity" means differences between individuals or groups of people in age, cultural background, disability, ethnicity, family responsibilities, gender, language, marital status, religious belief and sexual orientation; diversity may also include other ways in which people are different, such as learning, life experience, work experience and socio-economic background.</p> <p>(5) "Parties" means complainant or victim and respondent of the University.</p> <p>(6) "Victimization" means any form of detriment directed at a person for alleging, making or participating in, supporting or resolving a complaint of discrimination, sexual harassment or victimization; or directed at a person associated with a person who alleges, makes or participates in, supports or resolves a complaint of discrimination, sexual harassment or victimization.</p>





	<p>(7) "Bullying" is repeated, unreasonable behavior directed toward an employee or student, or a group of employee or students by employee/s or student/s that creates a risk to health and safety.</p> <p>(8) "Person with disability" means a person suffering from any of the following disability:</p> <p>(i) 'Locomotor Disability' means disability of the bones, joints or muscles leading to substantial restriction of the movement of the limbs.</p> <p>(ii) 'Cerebral Palsy' means a group of non-progressive conditions of a person characterized by abnormal motor control posture resulting from brain insult or injuries occurring in the pre-natal, peri-natal or infant period of development.</p> <p>(iii) 'Leprosy cured person' means any person who has been cured of leprosy but is suffering from:</p> <ul style="list-style-type: none"> - loss of sensation in hands or feet as well as loss of sensation and paresis in the eye and eye- lid but with no manifest deformity - manifest deformity and paresis but having sufficient mobility in their hands and feet to enable them to engage in normal economic activity - extreme physical deformity as well as advanced age which prevents him from undertaking any gainful occupation, and the expression "leprosy cured" shall be construed accordingly <p>(iv) 'Blindness' refers to a condition where a person suffers from any of the following conditions, namely:</p> <ul style="list-style-type: none"> - total absence of sight - visual acuity not exceeding 6/60 or 20/200 (snellen) in the better eye with correcting lenses - limitation of the field of vision subtending an angle of 20 degree or worse <p>(v) 'Person with low vision' means a person with impairment of visual functioning even after treatment or standard refractive correction but who uses or is potentially capable of using vision for the planning or execution of a task with appropriate assistive device;</p> <p>(vi) 'Hearing impairment' means loss of sixty decibels or more in the better ear in the conversational range of frequencies;</p> <p>(vii) 'Mental illness' means any mental disorder other than mental retardation;</p> <p>(viii) 'Mental retardation' means a condition of arrested or incomplete development of mind of a person which is specially characterized by sub-normality of intelligence</p>
EO-01-04	As a preliminary stage to set up a grievance redressal system, all the members agreed





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	to install a drop box to receive grievances from the complainants, with due respect to their privacy.
EO-01-05	The Member Secretary gave vote of thanks to all the members.

[Handwritten Signature]

Signature of Chairperson





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Meeting Attendance

Committee Name	Equal Opportunity Committee		
Meeting No.	01		
Date	04/03/2023	Time	02:00 pm
Venue	IQAC Board Room		

Meeting Attendance

Sr.	Name	Designation	Absent/Present	Remarks
1	Dr. Dharmesh Pandya	Chairperson		
2	Mr. Pallav Radia	Member		
3	Ms. Rachna Joshi	Member		
4	Dr. Kairvi Rathod	Member	A	
5	Mr. Mithilesh Singh	Member		
6	Dr. Divyesh Gohel	Member		
7	Ms. Tosal Bhalodia	Member		
8	Dr. Archana Cholera	Member (Parents)		
9	Ms. Kanchan Vadher	Member Secretary	A	





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Meeting Agenda & Notes

Committee Name	Equal Opportunity Committee				
Meeting No.	02				
Date	05/08/2023	Time	02:00 pm	A.Y.	2023-24
Venue	IQAC Board Room				

Agenda List

Agenda No.	Details
EO-02-01	Review of last Minutes of Meeting
EO-02-02	Among the varied functions carried out by the Equal Opportunity Committee, the prime function is to review the grievance received and action taken by the concerned University-level committee, as per the mechanism developed to deal with such grievance.
EO-02-03	Any other agenda with the permission of chair





Minutes of Meeting

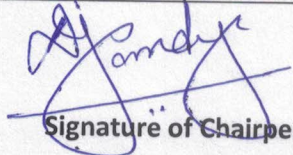
Committee Name	Equal Opportunity Committee		
Meeting No.	02		
Date	05/08/2023	Time	02:00 pm to 02:45 pm
Venue	IQAC Board Room		

Meeting Attendance

Sr.	Name	Designation	Absent/Present
1	Dr. Dharmesh Pandya	Chairperson	Present
2	Mr. Pallav Radia	Member	Present
3	Ms. Rachana Joshi	Member	Present
4	Dr. Kairvi Rathod	Member	Absent
5	Mr. Mithilesh Singh	Member	Present
6	Dr. Divyesh Gohel	Member	Present
7	Ms. Tosal Bhalodia	Member	Present
8	Dr. Archana Cholera	Member (Parents)	Present
9	Ms. Kanchan Vadher	Member Secretary	Absent

Minutes of Meeting

Agenda No.	Details
EO-02-01	Dr. Dharmesh Pandya offered all the members whether they require further clarification of terminologies and definitions discussed during the last meeting.
EO-02-02	Grievance received and action taken:NIL
EO-02-03	Any other agenda with the permission of chair:NIL


Signature of Chairperson





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Meeting Attendance

Committee Name	Equal Opportunity Committee		
Meeting No.	02		
Date	05/08/2023	Time	02:00 pm
Venue	IQAC Board Room		

Meeting Attendance

Sr.	Name	Designation	Absent/Present	Remarks
1	Dr. Dharmesh Pandya	Chairperson		
2	Mr. Pallav Radia	Member		
3	Ms. Rachna Joshi	Member		
4	Dr. Kairvi Rathod	Member	A	
5	Mr. Mithilesh Singh	Member		
6	Dr. Divyesh Gohel	Member		
7	Ms. Tosal Bhalodia	Member		
8	Dr. Archana Cholera	Member (Parents)		
9	Ms. Kanchan Vadher	Member Secretary	A	





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Meeting Agenda & Notes

Committee Name	Equal Opportunity Committee				
Meeting No.	03				
Date	02/03/2024	Time	02:00 pm	A.Y.	2023-24
Venue	IQAC Board Room				

Agenda List

Agenda No.	Details
EO-03-01	Review of last Minutes of Meeting
EO-03-02	To review the grievance received and action taken by the concerned University-level committee, as per the mechanism developed to deal with such grievance.
EO-03-03	Any other agenda with the permission of Chair





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Minutes of Meeting

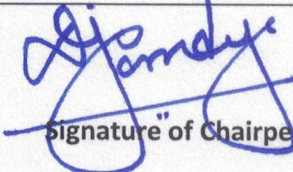
Committee Name	Equal Opportunity Committee		
Meeting No.	03		
Date	02/03/2024	Time	02:00 pm to 02:30 pm
Venue	IQAC Board Room		

Meeting Attendance

Sr.	Name	Designation	Absent/Present
1	Dr. Dharmesh Pandya	Chairperson	Present
2	Mr. Pallav Radia	Member	Present
3	Ms. Rachana Joshi	Member	Present
4	Dr. Kairvi Rathod	Member	Absent
5	Mr. Mithilesh Singh	Member	Present
6	Dr. Divyesh Gohel	Member	Present
7	Ms. Tosai Bhalodia	Member	Present
8	Dr. Archana Cholera	Member (Parents)	Present
9	Ms. Kanchan Vadher	Member Secretary	Absent

Minutes of Meeting

Agenda No.	Details
EO-03-01	Review of last Minutes of Meeting
EO-03-02	Grievance received and action taken: NIL
EO-03-03	Any other agenda with the permission of chair: NIL


Signature of Chairperson





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Meeting Attendance

Committee Name	Equal Opportunity Committee		
Meeting No.	03		
Date	02/03/2024	Time	02:00 pm
Venue	IQAC Board Room		

Meeting Attendance

Sr.	Name	Designation	Absent/Present	Remarks
1	Dr. Dharmesh Pandya	Chairperson		
2	Mr. Pallav Radia	Member		
3	Ms. Rachna Joshi	Member		
4	Dr. Kairvi Rathod	Member	A	
5	Mr. Mithilesh Singh	Member		
6	Dr. Divyesh Gohel	Member		
7	Ms. Tosal Bhalodia	Member		
8	Dr. Archana Cholera	Member (Parents)		
9	Ms. Kanchan Vadher	Member Secretary		

