



**SIDDHARTH INSTITUTE OF
ENGINEERING & TECHNOLOGY, PUTTUR**
(AUTONOMOUS)

EQUAL OPPORTUNITY CELL COMMITTEE

Siddharth Institute of Engineering & Technology, Puttur has established an Equal Opportunity Cell as per UGC Guidelines for Scheme of Equal Opportunity Cell for Colleges, XII Plan (2025-2026). The Equal Opportunity Cell objective is to address the issues related to staff & students belonging to Schedule Caste / Schedule Tribe, other Backward Caste, minorities, gender, and Persons with Disabilities (PWDs) on a continual basis.

It also aims to provide students to participate fully in the academic, intellectual, social and cultural life of college on an equal basis especially those from marginalized and underrepresented groups. The college strictly follows Zero Tolerance towards discrimination and harassment of disadvantaged / minority groups such as SC/ST/OBC, Persons with Disabilities (PWDs) etc.,

Objectives:

- To ensure equity and equal opportunity to the community at large in the college and bring about social inclusion.
- To promote diversity and inclusive practices on the campus & provide the disadvantaged groups with adequate opportunities and at the same time eliminate the perception of discrimination.
- To ensure a barrier free access in the College, Departments, Library, and office.
- To provide counselling for psychological support and fulfil the needs of PWDs.
- To ensure that there is no discrimination in the college on grounds of disability or minority status.

Future plans of Equal Opportunity Cell Committee

The **Equal Opportunity Cell (EOC) Committee** plays a crucial role in ensuring inclusivity and fairness in educational institutions. Some future plans that the committee can implement to strengthen its impact are:

1. Awareness and Sensitization Programs

- Conduct workshops and seminars on diversity, equity, and inclusion.
- Organize guest lectures by experts on gender equality, disability rights, and marginalized communities

2. Policy Implementation and Strengthening

- Regularly review and update institutional policies on inclusivity.
- Ensure compliance with government policies regarding reservations, accessibility, and anti-discrimination laws.
- Advocate for gender-neutral policies in recruitment and student admissions.

3. Capacity Building and Skill Development

- Provide soft skills and leadership training for underprivileged students.
- Conduct career guidance programs and mentorship initiatives for students from marginalized backgrounds.

4. Support for Students with Disabilities

- Improve infrastructure to enhance accessibility (ramps, lifts, Braille signages, etc.).
- Offer special counselling and academic support for students with disabilities.

5. Scholarships and Financial Assistance

- Identify and promote scholarships for economically weaker sections.
- Assist students in availing government schemes and grants.

6. Strengthening the Grievance Redressal System

- Set up an anonymous complaint mechanism to report discrimination or bias.
- Ensure timely resolution of grievances through periodic review meetings.
- Increase student participation in decision-making regarding EOC activities.

7. Internship and Placement Support

- Partner with companies that support equal employment opportunities.
- Provide training on interview skills and resume writing for employability enhancement.

The Equal Opportunity Cell shall have the following composition:

1. Dean or Director of Equal Opportunity Cell to be nominated by the Head of the HEI ...Chairperson
2. A senior faculty member to be nominated by Vice Chancellor / Principal ...Member
3. Liaison Officer of Equal Opportunity Cell ...Member
4. In-charge of Internal Complaint Committee ...Member
5. Coordinator/Director of IQAC ...Member
6. Women Representative to be nominated by the Head of the HEI ...Member
7. Students' Representative to be nominated by the Head of the HEI. ...Member

EQUAL OPPORTUNITY CELL COMMITTEE MEMBERS

S.No	Name	Designation	Position	E-mail ID
1.	Dr. Bogala Madhu	Principal	Chairperson	principal.f6@jntua.ac.in
2.	Dr. G. Prabhakaran	Professor	Co-ordinator	gprabhadhana@gmail.com
3.	Dr. Palamangalam Ramesh	Associate Professor	Member	rameshvgt@gmail.com
4.	Dr. M. Jayalakshmi	Professor	Member	mjayalakshmi@siddharthgroup.ac.in
5.	Mr. P. Karthikeyan	Assistant Professor	Member	karthipaneer1@gmail.com
6.	Mrs. M. Kezia Rani	Assistant Professor	Member	keziarani.msc@gmail.com
7.	Mr. M. Puneeth krishna	Student	Member	bpuneethkrishna2005@gmail.com
8.	Ms. R. Nandhini	Student	Member	www.nandhini1009@gmail.com


Co - Ordinator


PRINCIPAL
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Siddharth Institute of Engineering & Techonlogy
(Autonomous) Siddharth Nagar
PUTTUR - 517583, Tirupati Dist. A.P.