

SULTAN-UL-ULOOM COLLEGE OF PHARMACY

(Estd. by Sultan-ul-Uloom Education Society)

Approved by AICTE & Pharmacy Council of India

Affiliated to Jawaharlal Nehru Technological University, Hyderabad.

B. Pharm Program Accredited by NBA

Recognized under Section 2(f) & 12(B) of the UGC Act, 1956

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ANTI-DISCRIMINATION COMMITTEE

(Policy Document)

The Anti-Discrimination Committee of Sultan-ul-Uloom College of Pharmacy is established with the objective of promoting equal opportunities, preventing discrimination and fostering an inclusive and diverse environment within the institution. This policy document outlines the roles, responsibilities and guidelines for the committee's functioning.

Objectives:

The objectives of the Anti-Discrimination Committee are as follows:

- To ensure the fair treatment and equal opportunities for all students, faculty and non-teaching staff belonging to the SC/ST communities.
- To create awareness about anti-discrimination policies and practices.
- To prevent and address any form of discrimination, harassment or victimization based on caste, religion, gender or any other protected characteristic.
- To promote the inclusion and participation of SC/ST students in all aspects of academic and campus life.
- To monitor and evaluate the institution's compliance with relevant anti-discrimination laws and policies.

Composition and Structure:

- The committee shall have a Chairperson, who will be appointed by the college administration and will be responsible for coordinating the committee's activities.
- The committee shall consist of representatives from various stakeholders, including SC/ST students, faculty, and non-teaching staff.
- The committee will meet regularly to discuss issues related to discrimination, review policies and propose necessary measures for creating an inclusive environment.

Committee Members

Sl. No.	Name	Actual Designation	Position	Contact No.	Email
1	Dr. N. Appala Raju	Professor	Chairperson	9346241083	rajnemala@hotmail.com
2	Dr. N. Anitha	Professor	Member	9959971590	anirajan_76@yahoo.co.in
3	Dr. K. Chaitanya Sravanthi	Associate Professor	Member	9177520594	sravanthineel@sucp.ac.in
4	Mr. Dabagatla Vamshi Krishna	Student Representative	Member	9493805028	18451r0024@sucp.ac.in
5	Ms. Gaddam Sri Harsha	Student Representative	Member	9014934821	20451r0039@sucp.ac.in

Roles and Responsibilities:

- Conduct regular assessments to identify and address any instances of discrimination or harassment within the institution.
- Receive and investigate complaints related to discrimination or harassment, ensuring confidentiality and fair treatment for all parties involved.
- Develop and implement awareness programs, workshops and training sessions to promote understanding and respect for diversity.
- Collaborate with relevant departments to provide support services and resources for SC/ST students, such as scholarships, mentoring programs and counselling services.
- Monitor the representation and participation of SC/ST students, faculty and non-teaching staff in various academic and administrative bodies of the institution.
- Liaise with external organizations and agencies working towards the eradication of discrimination, seeking collaborations and sharing best practices.
- Periodically review and update institutional policies to ensure compliance with applicable anti-discrimination laws and guidelines.

Grievance Redressal:

- Establish a transparent and confidential mechanism for individuals to report incidents of discrimination, harassment or victimization.
- Ensure prompt and impartial investigation of complaints, providing support and assistance to affected individuals throughout the process.
- Implement appropriate disciplinary actions against individuals found guilty of discrimination or harassment, in accordance with the institution's disciplinary policies.
- Maintain records of all complaints, investigations and actions taken, while respecting the privacy and confidentiality of the individuals involved.

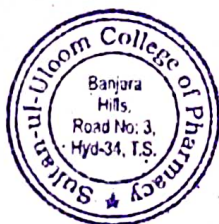


Awareness and Outreach:

- Organize regular workshops, seminars and awareness campaigns to educate the campus community about the importance of diversity, equality and non-discrimination.
- Create and distribute educational materials, including brochures, posters and online resources, to promote awareness and understanding of SC/ST issues.
- Collaborate with student organizations, faculty associations and other stakeholders to organize events that celebrate diversity and foster a sense of inclusivity.

Conclusion:

The Anti-Discrimination Committee of Sultan-ul-Uloom College of Pharmacy is committed to promoting a culture of equality, respect and inclusion within the institution. This policy document serves as a guide for the committee's operations, ensuring that all members of the campus community are treated with fairness and dignity.



A handwritten signature in green ink, appearing to be "A. S. R.", written over the printed name "PRINCIPAL".

PRINCIPAL

PRINCIPAL

Sultan-ul-Uloom College of Pharmacy
Road No: 3, Banjara Hills, Hyderabad-34, T.S