



NARAYANA

COLLEGE OF ALLIED HEALTH SCIENCES

CHINTHAREDDYPALEM, NELLORE - 524003, ANDHRAPRADESH, INDIA.

Recognized by Govt. A.P. India.

Affiliated to Dr. YSR University of Health Sciences, Vijayawada (A.P.). India.

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Equal Opportunity Cell

Preamble

Narayana College of Allied Health Sciences, Nellore (NCAHS), is committed to fostering an inclusive, safe, and equitable environment where all individuals regardless of gender, caste, creed, disability, religion, or socio-economic background are empowered with equal opportunities to excel academically, professionally, and socially. This policy establishes the Equal Opportunity Cell (EOC) at NCAHS and outlines its structure, objectives, and functions to ensure that the institution consistently upholds the values of equality, diversity, accessibility, and social justice.

Objectives

The objectives of the Equal Opportunity Cell at Narayana College of Allied Health Sciences, Nellore are:

- To ensure a discrimination-free environment where no member of the institution is treated unfairly on the basis of caste, religion, gender, disability, socio-economic background, or any other factor.
- To extend academic, social, and institutional support to marginalized and underrepresented groups, including Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), minority communities, women, and persons with disabilities (PwD).
- To create and promote awareness among students and staff regarding their rights, protections, and entitlements under national laws, constitutional provisions, and relevant international frameworks.
- To facilitate and monitor the implementation of affirmative action policies in admissions, recruitment, scholarships, examinations, and infrastructure accessibility across the institution.
- To encourage and support research, training, and capacity-building initiatives related to equality, diversity, inclusion, and social justice for the holistic development of the campus community.

Scope

This policy applies to all students, staff, and faculty members of Narayana College of Allied Health Sciences, Nellore (NCAHS). The EOC is responsible for addressing grievances, fostering inclusivity, and monitoring compliance with national regulations, such as:

- The Rights of Persons with Disabilities Act, 2016
- The Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989
- The UGC (Promotion of Equity in Higher Education Institutions) Regulations, 2025

Composition:

S.No	Name	Role in the Committee	Contact Number	Email ID
1	Dr.K.VAHEDA BEGAM	Chairman	8897029991	ncbscpmc23@gmail.com
2	Dr.K. ASHA LATHA	Member	7702586330	drashasekhar@gmail.com
3	Dr.P. SASIKALA	Member	9491042994	drsasisatish@gmail.com
4	Dr.R.VISWAKUMAR	Member	9849530503	viswa.kumar2008@gmail.com
5	Dr.B.MADHAVULU	Member	9440713718	madhavulu@gmail.com
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7	Dr.P.VASUNDHARA DEVI	Member	9949395901	dr.pvasundhara@Yahoo.com

8	N .NAGESWARI	Student Member	6304527414	nallamakalanageswari@gmail.com
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12	O.M.SARAVANA PERUMAL	Counsellor	9445780757	saranahs@gmail.com
13	Dr.N. SAI SAMPATH KUMAR	Member Secretary	9849959527	drmssampath123@gmail.com

Roles and Responsibilities

The EOC shall:

- Monitor policies and programs to ensure compliance with equity and inclusion regulations.
- Address grievances related to inequality, discrimination, or exclusion.
- Organize workshops, seminars, and campaigns to raise awareness about diversity and inclusivity.
- Prepare and submit annual reports to the governing body of the institution.
- Ensure infrastructure and facilities are accessible to differently-abled individuals.

Activities of the Cell

To fulfil its objectives, the EOC will engage in the following activities:

- Awareness Programs: Conduct events on gender sensitization, disability awareness, and intercultural understanding.
- Academic Support: Provide mentoring, scholarships, and skill development initiatives for underrepresented groups.
- Grievance Redressal: Offer a platform to report complaints, ensuring transparency and fairness in their resolution.
- Policy Recommendations: Suggest policies and measures to improve inclusivity within the institution.

Reporting and Accountability

The EOC shall submit periodic reports on its activities, achievements, and challenges to the Principal or governing authority. Annual reviews will be conducted to evaluate its effectiveness and recommend improvements.

Compliance with National Regulations

The institution pledges to adhere to the principles of equality enshrined in:

- The Constitution of India (Articles 14, 15, 16, and 17)
- The Rights of Persons with Disabilities Act, 2016
- The Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989

Amendment Clause

This policy may be amended from time to time to align with changes in national regulations or institutional priorities.




PRINCIPAL
 Narayana College of Allied Health Sciences
 Chinthareddypalem Nellore