



Ref. No. : NECG/Committee/2025-26/ 05

Date : 12th July 2025

Equal Opportunity Cell

Preamble

Narayana Engineering College, Gudur (NECG), 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 NECG 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 Engineering College, Gudur 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 Engineering College, Gudur (NECG). 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	Designation	Role in the Committee	Contact No.
1	Dr. K. Viswak Sena Reddy	Principal	Chairman	9912355502
2	Dr.P. Janardhan Saikumar	Professor(ECE)	Member	9885084400
3	V. Swarna	Asst. Professor(EEE)	Member	9492576336
4	D. Sumanth	Asst. Professor(CIVIL)	Member	9642600734
5	D. Raveendra	Asst. Professor(MECH)	Member	9866999184
6	Yesdhani Khan	Asst. Professor(CSE)	Member	8985925557
7	Dr.B. Ankai	Asst. Professor(MBA)	Member	9493666808
8	A Ganesh	II-EEE: 23F11A0201	Student Member	9290985075
9	B. Sai Pragna	II-ECE: 24F11A0405	Student Member	9703711245
10	P. Gopi	Lab Technician	Member	9703711245
11	Ms. P R Nalini	Psychologist	Counsellor	7893086770
12	Ms. K Nathiya	Psychologist	Counsellor	8220828355
13	Mrs. S Shabana	Professor, Narayana Nursing College, Nellore	Counsellor	9160303517
14	Mrs. K Deepa	Asst. Professor, Narayana Nursing College, Nellore	Counsellor	9866418369
15	Mrs. J Ribka Priya Ranjani Anjali	Asst. Professor, Narayana Nursing College, Nellore	Counsellor	9491797529
16	Mr. K Siva Kumar	HoD- Civil	Member Secretary	9515311011

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 fulfill 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.



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