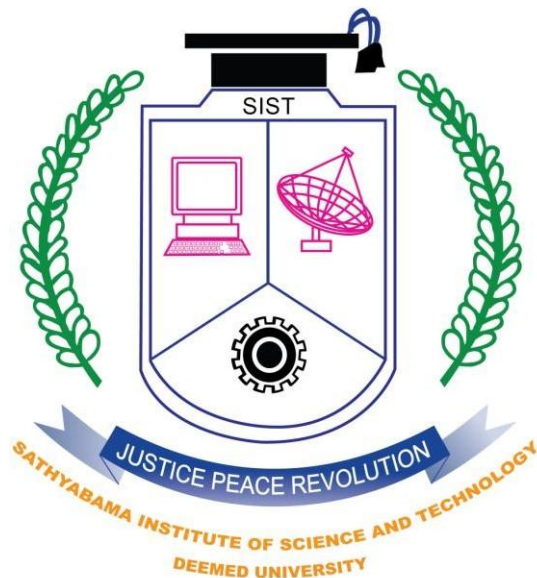


SATHYABAMA

**INSTITUTE OF SCIENCE AND
TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

MINORITY PROTECTIONPOLICY



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SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY

MINORITY PROTECTION POLICY

1. Objectives of the policy

- To safeguard the minority groups from any form of discrimination.
- To protect the rights and interests of the minority groups.
- To promote diversity and inclusiveness of the Institution.
- To empower the minority groups by creating an enabling environment.
- To meticulously promote and implement all the Schemes as and when introduced by the Government of India for the promotion of Minorities' interests.

Sathyabama expects all members of the institution to treat each other with respect and does not tolerate any form of discrimination, harassment or victimisation, particularly against the minority groups.

2. Scope of the Policy

- The Minority policy of Sathyabama applies to the minorities defined as follows:

2.1 Minority

Literally the term „Minority“ can be understood as a relatively small group of people, differing from others in race, religion, language, or political persuasion. „Minority“ means the “non-dominant groups in a population which possess a wish to preserve stable ethnic, religious, and linguistic traditions or characteristics markedly different from those of the rest of population” (Definition of the special Sub-committee on the Protection of Minority Rights, appointed by the United Nations Human Rights Commission in 1946).

The Constitution of India talks about two categories of minorities – religious minorities and linguistic minorities (Articles 29, 30, 350A and 350B), but it has no definition for the term minority.

In India only Religious Minorities and Linguistic Minorities are recognised (National Commission for Religious and Linguistic Minorities, 2007). Religious Minorities include Muslim, Christian, Sikh, Buddhist, Parsi and Jain (Section 2 of the National Commission for Minorities Act, 1992). Whereas, the minority status based on language, i.e., linguistic minority has to be determined by the individual States or Union Territories based on the language spoken by majority of the people in that respective state or UT.

2.1.1 This policy covers the religious minorities, linguistic minorities and other minority groups (based on nationality, disabilities etc)

2.1.2 This policy applies to students, faculty and other staff members belonging to the minority groups.

2.2 Equality and non-discrimination

The Constitution of India guarantees equal rights to all citizens and the rights of everyone, including the minorities and other marginalised groups needs to be protected. Sathyabama is committed to creating an environment where everyone is valued and treated equally. The Institution strives to ensure that no member is unlawfully discriminated on the basis of disability, gender reassignment, colour, nationality and ethnic or national origins, religion or belief. The Institution has separate policies to address equality and discrimination.

2.3 Representation and active participation of Minorities

Minority groups shall be provided opportunities to effectively represent them in any committee or forum constituted at the Institution level. They shall be allowed to actively participate in all the activities of the Institution like others, to ensure that the minority groups are adequately represented, consulted and have a voice in decisions that affects them. Promotions and other work related growth shall not be affected because of the minority status of an employee working in the Institution.

2.4 Religious beliefs and Practices will be respected

Religious beliefs, rituals and practices of the minority groups will be given due respect. Restricted holidays will be given for the religious minorities to celebrate their festivals.

2.5 Support to Minorities

Sathyabama advocate positive discrimination and it takes all necessary steps to help minorities and disadvantaged groups of the society.

2.6 Government's Schemes for the welfare of the Minorities

2.6.1 The Institution will ensure that the benefits of all the welfare schemes implemented by the Ministry of Minority Affairs and Government of India are properly received and utilised by the students of minority groups. It shall promote Scholarships, Fellowships, Training, Vocational Education and Skill Development Schemes as and when introduced by the Government of India for the protection of interests of students and staff members belonging to the minority groups.

Sathyabama shall promote the following Schemes which are currently offered for the benefit of the minorities:

2.6.2 Government Scholarships and Fellowships

2.6.3 Scholarships for meritorious students from minority Communities

2.6.4 Maulana Azad National Fellowship for Minority Students funded by Ministry of Minority Affairs, Government of India, under which the UGC provides financial assistance to selected candidates belonging to minority communities for pursuing M.Phil./Ph.D. research in Universities and Colleges.

2.6.5 Remedial Coaching for Non-Creamy Layer and Minority Community Students

2.6.6 Coaching for NET/SET/SLET for Non-Creamy Layer and Minority Community Students

2.6.7 Coaching Classes for entry into Services for Non-Creamy Layer and Minority Community Students

2.6.8 Vocational education and skill development of minorities (as recommended by the National Monitoring Committee for Minorities' Education).

3 Institution Minorities Committee for redressal of grievances

The Institution shall take all the necessary steps to protect the interests of the minority. The Institution shall monitor the working of the safeguards for minorities provided by the Constitution and the legislations of India.

It shall constitute a Committee known as **Institution Minorities Committee** to specifically look into the complaints regarding deprivation of rights and safeguards of minorities. The Committee shall consist of members representing religious, linguistic and other minorities.

Employees and students belonging to the minority groups can refer their grievances to this committee if they feel that they were denied equal opportunity for promotion or other work related benefits.

4 Functions of the Committee

- 4.1 Scrutinize the complaints as and when received.
- 4.2 Conduct thorough and unbiased investigation.
- 4.3 Provide recommendations as to the remedial measures and
- 4.4 Follow up action.

The intent of this policy is to make everyone know that Sathyabama is an Institution which will not tolerate any offensive, derogatory, prejudiced behaviour of member/members of a majority group against member/members of a minority group and the Institution will take all necessary measures to safeguard the minority groups.