

Equal Opportunity Cell (EOC) – Thapar Institute of Engineering & Technology (TIET)

Purpose: In compliance with the guidelines of the University Grants Commission (UGC), TIET establishes the Equal Opportunity Cell (EOC) at its main campus and off-campus centres. The EOC is committed to ensuring a just, fair, and inclusive environment by safeguarding the rights and welfare of students, faculty, and staff irrespective of caste, creed, religion, language, ethnicity, gender, or disability.

Objectives:

1. Promote equality and foster a culture of non-discrimination within the Institute.
2. Provide support to students and staff from Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), Minorities, Persons with Disabilities (PwD), and other marginalized groups.
3. Ensure compliance with UGC and Government of India directives regarding equal opportunity and inclusivity.
4. Create awareness programs, sensitization workshops, and training for students and staff.
5. Monitor and address grievances related to discrimination, harassment, or exclusion.

Composition of the Equal Opportunity Cell

S. No.	Committee Members	Designation
1	Senior Faculty Member (Professor or equivalent), nominated by Vice-Chancellor	Anti-Discrimination Officer (Chairperson)
2	Three Faculty Members, nominated by Vice-Chancellor	Members
3	Registrar (Ex-Officio)	Member
4	Two Student Representatives (preferably from SC/ST/OBC/Minority/PwD background), nominated by Vice-Chancellor	Members
5	Chief Human Resources Officer (CHRO) (Ex-Officio)	Member Secretary

The composition shall ensure gender and social diversity.

Roles and Responsibilities of the Committee

- Safeguard the interests of disadvantaged groups and promote inclusivity.
- Address complaints of discrimination, harassment, or unfair treatment.
- Provide counseling and guidance services to students and staff.
- Coordinate with the Anti-Ragging Committee, Internal Complaints Committee, and Students' Grievance Redressal Committee (SGRC) for case referrals.
- Recommend policy measures to the Institute for enhancing equal opportunities.

Term of Office

- Faculty and staff members: Two years (with provision for reappointment).
- Student members: One year.

Complaint Redressal Mechanism

- Complaints may be submitted to the Anti-Discrimination Officer in writing or via the institutional grievance portal.
- The Officer shall conduct a preliminary inquiry and, if required, refer the matter to the appropriate committee.
- Complaints shall be resolved within 60 days of receipt.
- A report with recommendations shall be submitted to the Vice-Chancellor and shared with the complainant within 15 working days.
- Dissatisfied complainants may appeal to the Ombudsperson within 15 days of receiving the decision.
- The decision of the Vice-Chancellor shall be final.

Public Awareness & Accessibility

- Information about the EOC, its members, and complaint procedures shall be prominently displayed on the Institute's official website.
- Awareness and sensitization programs shall be conducted periodically.
- Outcomes of initiatives and action taken shall be transparent and accessible to stakeholders.