

## Policy on Affirmative Action

### 1.0 Introduction

India a mix of different religions, languages, castes and cultures and thus the Indian society is characterized by a highly entrenched systems of social inequalities and stratification. Further, the amassing of the higher education institutions in India over the past couple of decades, has led to a significant increase in student, faculty and staff diversity in the campuses and to bring in inclusiveness across, gender diversities, social classes and students with special needs.

### 2.0 Mandate

To oversee the effective implementation of this policy and its relevant programmes for such disadvantaged groups, to provide guidance and counselling with respect to academic, social, educational, financial and other matters and to enhance the diversity within and among the various stakeholders in MSRIM.

To monitor and handle the outcomes of such kind of inequalities and stratification, the implementation of an affirmative action policy will contribute to smoothen the growing diversities and its outcomes among the various stakeholders in MSRIM.

### 3.0 Primary objectives:

1. To sensitize the students, staff, faculty and staff about the problems of the marginalized/disadvantaged sections of the society in order to enable to improve their performance not only in the education but also in other spheres of life.
2. To monitor the various schemes/policies of the Government of India and State Governments relating to marginalized/disadvantaged sections.
3. To ensure that there is an effective functional SC/ST Cell; Equal Opportunity Cell; and such other socially relevant cells in the Institute.
4. To also become an effective tool for gender sensitization and ensure participation in all socially relevant activities in the Institute.

### 4.0 Secondary objectives:

1. To enhance the diversity among the students, teaching and non-teaching staff population and at the same time eliminate the perception of discrimination.




2. To create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds.
3. To ensure equity and equal opportunity to the community at large in the college and bring about social inclusion.
4. To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students of the disadvantaged groups.
5. To disseminate the information related to schemes and programmes for the welfare of the socially weaker section as well as notifications/memoranda, office orders of the Government, or other related agencies/organizations issued from time to time.
6. To prepare barrier free formalities/procedures for admission/registration of students belonging to the disadvantaged groups of society.
7. To organize periodic meetings to monitor the progress of different schemes.

5.0 Composition of an Institutional Committee (to function as per this policy)

The composition is as follows -

Name of the Member	Designation (In the Institute)	Designation (as per the committee)
Dr. Manasa Nagabhusanam	Director (A,R,A)	Chairperson
Dr P R Kumuda	Assoc. Professor (Fin)	Member Secretary
Prof. Sanjay Chari & Prof. Mallieswari R	Professor (Fin) & Asst. Prof. (DA)	Members
Prof. Rajashree K	Asst. Prof, Ramaiah College of Law	Legal expert
Prof. Karanth GK	Former Professor & Director, ISEC	Philosopher/Ethicist
Mr. Zafar A	Lay person from the community	Lay person from the community
Mr. Raghavendra RK	Manager, Administration	Member
Mr. Mahendra Sridhar Ms. Tanushree	Student representatives (Batch 2021-23)	Student Members

The Institutional committee members will conduct themselves as per the primary and secondary objectives as has been above mentioned.

Approved and issued by	Name :	Dr. Manasa Nagabhusanam
	Signature :	
	Date :	1/6/21