



GRV BUSINESS MANAGEMENT ACADEMY, BENGALURU

Committee for SC/ST Policy

Objective:

To ensure the academic, personal, and professional development of Scheduled Caste (SC) and Scheduled Tribe (ST) students, promote inclusivity, and safeguard their rights in compliance with government regulations and institutional policies.

Key Functions:

1. **Implementation of Policies:**
 - Ensure the implementation of government-mandated policies for SC/ST students, including reservations, scholarships, and other benefits.
 - Facilitate awareness of institutional policies for SC/ST students.
2. **Grievance Redressal:**
 - Address complaints or grievances related to discrimination, harassment, or inequality faced by SC/ST students.
 - Ensure a safe and supportive environment for students to voice their concerns.
3. **Scholarship and Financial Aid:**
 - Assist SC/ST students in availing scholarships, financial aid, and fee concessions as per government and institutional norms.
 - Provide guidance in applying for external funding opportunities.
4. **Academic and Career Support:**
 - Organize coaching, mentoring, and skill development programs for SC/ST students to enhance academic performance.
 - Facilitate placement training, internships, and career guidance specific to SC/ST students' needs.
5. **Awareness and Sensitization:**
 - Conduct workshops, seminars, and campaigns to spread awareness about SC/ST rights, equality, and cultural diversity.
 - Sensitize faculty, staff, and students to eliminate biases and promote an inclusive environment.

6. **Monitoring and Reporting:**

- Regularly monitor the welfare of SC/ST students and assess the impact of implemented policies.
 - Submit annual reports to the college administration and relevant government bodies on the status of SC/ST welfare initiatives.
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Committee Structure:

1. **Chairperson:**

- Senior faculty member (preferably a Head of Department or Dean) with experience in student welfare.

2. **Members:**

- At least two faculty members from diverse departments.
- A representative from the SC/ST student community.
- Administrative officer responsible for student welfare.
- External representative (optional): Social worker or legal expert specializing in SC/ST rights.

3. **Student Representatives:**

- Two SC/ST student representatives (one male, one female) to provide input and feedback.
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Activities and Initiatives:

- **Mentorship Program:** Pair SC/ST students with mentors to guide them academically and personally.
 - **Counselling Services:** Provide psychological and emotional support to students facing challenges.
 - **Annual SC/ST Welfare Day:** Celebrate the achievements of SC/ST students and raise awareness about their rights and contributions.
 - **Skill-Building Workshops:** Offer training in communication, leadership, and technical skills to boost employability.
 - **Anti-Discrimination Drives:** Conduct campaigns and posters to raise awareness about anti-discrimination laws and inclusive practices.
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Compliance:

This committee will operate under the guidelines provided by the University Grants Commission (UGC), Ministry of Education, and other regulatory authorities. It will

work in collaboration with government bodies to ensure SC/ST students receive their entitled benefits.

Contact Information:

- **Committee Office Location:** GRV Business Management Academy
- **Email:** Info@grvacademy.com
- **Helpline Number:** 080-23557020


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