



GRV BUSINESS MANAGEMENT ACADEMY, BENGALURU

Minority Cell Policy

Introduction:

The Minority Cell aims to promote an inclusive and equitable environment for students and staff from minority communities. It ensures their rights are safeguarded, grievances addressed, and opportunities for growth and development are provided. The cell actively promotes awareness, cultural diversity, and access to government scholarships and support schemes.

1. Objective

The Minority Cell is established to:

- Empower students and faculty members belonging to minority communities.
- Ensure equal opportunities in education and employment for minority groups in compliance with AICTE guidelines.
- Create a harmonious and inclusive environment for students and staff from diverse cultural, religious, and linguistic backgrounds.
- Address grievances and ensure timely redressal related to issues faced by minorities.

2. Definition of Minority

The Minority Cell recognizes minority communities as defined by the **National Commission for Minorities Act, 1992**, which includes:

- Muslims
- Christians
- Sikhs
- Buddhists
- Zoroastrians (Parsis)
- Jains

3. Scope

This policy applies to:

- Students, faculty, and staff from minority communities.
- Academic, administrative, and cultural aspects of institutional functioning.

4. Structure of the Minority Cell

The Minority Cell will consist of:

- **Chairperson:** A senior faculty member appointed by the institution's head.
- **Faculty Members:** Representatives from various departments.
- **Student Representatives:** Nominated students from minority communities.
- **External Advisor (Optional):** A legal or social expert in minority issues.

5. Functions of the Minority Cell

1. **Awareness and Inclusivity:**
 - Organize workshops, seminars, and programs to promote awareness about minority rights and government schemes.
 - Celebrate cultural diversity by encouraging participation in events highlighting minority traditions and contributions.
2. **Educational Support:**
 - Disseminate information about **AICTE-approved scholarships**, government aid, and educational opportunities for minorities.
 - Provide academic support programs, such as mentorship, career counselling, and peer learning groups.
3. **Grievance Redressal:**
 - Establish a grievance redressal mechanism to address complaints of discrimination, harassment, or unfair treatment.
 - Ensure confidentiality and transparency in the resolution process.
4. **Monitoring and Reporting:**
 - Regularly monitor the inclusivity of the institution's policies, infrastructure, and activities.
 - Submit periodic reports to AICTE and institutional leadership on the initiatives and outcomes of the Minority Cell.

6. Policy Guidelines

1. **Equal Opportunity:**
 - Ensure that no student or staff member is discriminated against based on religion, caste, or cultural background.
2. **AICTE Compliance:**
 - Adhere to the **AICTE Mandate** for promoting minority welfare, including implementing schemes such as the **Pragati Scholarship** and the **Saksham Scholarship**.
3. **Anti-Discrimination:**
 - Enforce strict measures against harassment, bias, or discriminatory behavior within the campus.
4. **Community Engagement:**
 - Collaborate with NGOs, government agencies, and other institutions to enhance opportunities and support for minority students.
5. **Anonymity and Confidentiality:**
 - Maintain the privacy of individuals seeking support or filing grievances.

7. Grievance Redressal Mechanism

1. **Submission of Complaints:**
 - Complaints can be submitted online, via email, or in person at the Minority Cell office.
2. **Initial Assessment:**
 - The cell will review the complaint and initiate a preliminary inquiry within 7 working days.
3. **Resolution Process:**
 - Depending on the nature of the complaint, appropriate actions such as counselling, mediation, or disciplinary action will be taken.
4. **Appeal Process:**
 - Complainants may appeal to higher authorities if dissatisfied with the resolution.

8. AICTE Initiatives for Minorities

The Minority Cell will actively promote and implement AICTE-supported initiatives, including:

- **Scholarship Schemes for Minorities:** Promoting access to financial aid for deserving students.
- **Training and Placement Assistance:** Enhancing employability through skill development and placement support.
- **Career Guidance and Counselling:** Offering counselling sessions to support minority students academically and emotionally.


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