



# GRV BUSINESS MANAGEMENT ACADEMY, BENGALURU

## Policy for Other Backward Classes (OBC) Cell

### **Introduction**

The Other Backward Classes (OBC) Cell at Grv Business Management Academy is established to ensure the effective implementation of policies and programs for the welfare and development of students and staff belonging to the OBC community. The cell aims to provide a supportive environment, address grievances, and empower the OBC community by ensuring equal opportunities in academic, professional, and personal development.

### **Objectives**

1. To ensure compliance with government policies and reservation guidelines for OBC students in admissions and faculty recruitment processes.
2. To raise awareness about government scholarships, financial aid, and other welfare schemes designed for the OBC community.
3. To provide a platform for OBC students and staff to voice their concerns and seek redressal of grievances.
4. To promote inclusivity, diversity, and cultural understanding within the institution.
5. To support the overall growth and development of OBC students through skill development, mentoring, and career guidance programs.

### **Functions of the OBC Cell**

1. **Awareness and Outreach:**
  - o Organize workshops, seminars, and orientation programs to educate students about their rights and the benefits available to them under government policies.
  - o Disseminate information about scholarships, loans, and career development programs for OBC students.
2. **Grievance Redressal:**
  - o Provide a safe and confidential platform for OBC students and staff to report incidents of discrimination, harassment, or denial of entitlements.
  - o Address grievances promptly and ensure fair and transparent resolutions.
3. **Implementation and Monitoring:**
  - o Monitor the implementation of reservation policies in admissions and faculty recruitment to ensure compliance with government guidelines.
  - o Periodically review institutional practices to identify areas for improvement in OBC welfare.
4. **Skill Development and Mentoring:**

- Conduct training sessions, mentorship programs, and career counseling to help OBC students enhance their skills and prepare for professional success.
  - Collaborate with industries and organizations to create internship and placement opportunities for OBC students.
5. **Cultural and Social Inclusion:**
- Encourage participation in cultural events and extracurricular activities to foster a sense of belonging among OBC students.
  - Promote dialogue and collaboration between students from diverse backgrounds to build an inclusive campus culture.

### **Grievance Redressal Mechanism**

1. **Submission of Complaints:**
  - Complaints can be submitted in writing, via email, or through an online grievance portal.
2. **Initial Review:**
  - The OBC Cell will review the complaint within seven working days and conduct a preliminary inquiry.
3. **Resolution:**
  - Appropriate measures will be taken based on the nature of the complaint, including counselling, mediation, or disciplinary action.
4. **Follow-Up:**
  - Ensure the implementation of resolutions and follow up with the complainant to confirm satisfaction.

  
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