



Smt. Taisaheb Kadarn Sevabhavi Foundation & Research Center, Sonai's

YASH INSTITUTE OF PHARMACY

AURANGABAD (CHHATRAPATI SAMBHAJI NAGAR)

Accredited with Grade B++ by NAAC

An ISO 9001:2015 certified Organisation

Approved by Pharmacy Council of India, New Delhi.

Permanently affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad



DTE code : PH2153

Ref.

Date :

Policy number: SS-SWG-09-2023/V00 W. e. f:01/07/2023

Minorities Welfare Policy

Introduction

The Yash Institute of Pharmacy (YIP) is committed to fostering an equitable, inclusive, and supportive environment for individuals from minority communities. Recognizing the unique challenges faced by minorities, this policy aligns with the Constitution of India, National Commission for Minorities Act, 1992, and other relevant laws and guidelines. The policy aims to promote the educational, social, and economic welfare of minority students and staff and ensure their full participation in institutional activities.

Objectives

1. To ensure equal opportunities for individuals from minority communities in education, employment, and campus life.
2. To prevent discrimination and foster inclusivity and respect for diversity.
3. To facilitate access to government and institutional welfare schemes for minorities.
4. To provide mechanisms for grievance redressal related to minority issues.
5. To promote awareness of the rights and entitlements of minorities.

Scope

This policy applies to all students, faculty, and staff belonging to officially recognized minority communities, including Muslims, Christians, Sikhs, Buddhists, Jains, and Zoroastrians (Parsis).

Legal Framework

This policy is guided by the following:

1. **The Constitution of India**, particularly Articles 15, 16, 29, and 30.
2. **National Commission for Minorities Act, 1992.**
3. **Prime Minister's 15-Point Programme for the Welfare of Minorities.**
4. **UGC Guidelines for Equity and Inclusion in Higher Educational Institutions.**

5. Relevant State Government Policies on Minority Welfare.

Policy Guidelines

Non-Discrimination

1. Discrimination, harassment, or exclusion based on religion, language, or community identity is strictly prohibited.
2. Institutional processes, including admissions, recruitment, and evaluation, will ensure equal treatment for all.

Reservation in Admissions and Employment

1. YIP will implement government-mandated reservation policies for minority communities.
2. Outreach programs will be conducted to encourage applications from minority candidates in both admissions and employment.

Financial Support and Scholarships

1. Assist eligible students in availing scholarships and grants under government schemes such as:
 - Post-Matric Scholarship for Minorities.
 - Merit-cum-Means Scholarship for Professional and Technical Courses.
 - Maulana Azad National Fellowship.
2. Provide fee concessions or institutional scholarships for meritorious and needy students from minority communities.

Academic and Professional Support

1. Conduct remedial coaching, bridge courses, and mentoring programs to help minority students excel academically.
2. Organize skill development programs, career guidance sessions, and placement opportunities for minority students.
3. Provide guidance for competitive exams, higher education, and entrepreneurship initiatives.

Cultural and Community Engagement

1. Celebrate festivals and cultural events of minority communities to foster understanding and respect for diversity.
2. Facilitate student clubs and associations to represent and voice the interests of minority groups.

Grievance Redressal Mechanism

1. Establish a **Minorities Welfare Cell** to address issues and grievances specific to minority communities.
2. Ensure a fair and transparent process for grievance handling with confidentiality and sensitivity.

Implementation Strategy

Minorities Welfare Cell

1. Composition:

- Chairperson: A senior faculty member.
- Members: Faculty, administrative staff, and student representatives from minority communities.
- External Member: An expert or representative from a minority welfare organization (if feasible).

Responsibilities:

- Oversee the implementation of minority welfare initiatives.
- Conduct awareness programs on rights, entitlements, and welfare schemes for minorities.
- Monitor and report on the progress and challenges faced by minority members.

Accountability

1. Ensure compliance with government and institutional guidelines for minority welfare.
2. Conduct annual audits of welfare activities and assess their impact.

Monitoring and Reporting

1. The Minorities Welfare Cell will prepare an annual report detailing initiatives undertaken, grievances resolved, and outcomes achieved.
2. The report will include feedback and recommendations for policy improvements and will be submitted to the management and relevant authorities.

Awareness and Outreach

1. Disseminate information about this policy and government welfare schemes through the institutional website, notice boards, and social media.
2. Organize orientation sessions and workshops for minority students and staff to ensure awareness and participation.

Policy Review

This policy will be reviewed annually to incorporate updates from government guidelines, UGC directives, and stakeholder feedback.

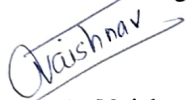
Contact Information

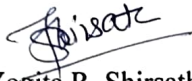
For assistance or grievances related to minority welfare, individuals may contact the Minorities Welfare Cell on Email or Phone

References


1. The Constitution of India (Articles 15, 16, 29, and 30).
2. National Commission for Minorities Act, 1992.
3. Prime Minister's 15-Point Programme for the Welfare of Minorities.
4. UGC Guidelines for Equity and Inclusion in Higher Educational Institutions.
5. Relevant State Government Policies on Minority Welfare.


Dr. Sachidanand. S. Angadi

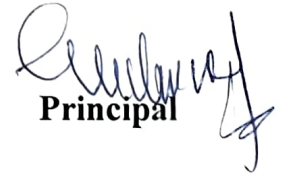

Dr. Gajanán A. Vaishnav


Ms. Yogita R. Shirsath


Ms. Sana T. Shaikh


Mr. Abhay S. Joshi


Mr. Afroj Shaikh


Principal