



Smt. Taisaheb Kadam 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



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OBC Welfare Policy

Introduction

The Yash Institute of Pharmacy (YIP) is committed to fostering an inclusive and equitable environment for students, faculty, and staff from Other Backward Classes (OBC) communities. This policy aligns with constitutional provisions, government laws, and UGC guidelines to ensure the welfare, development, and empowerment of individuals belonging to OBC communities.

Objectives

1. To promote the educational and professional development of OBC students, faculty, and staff.
2. To ensure fair representation of OBC communities in admissions, employment, and other institutional opportunities.
3. To facilitate access to government welfare schemes and scholarships.
4. To create an inclusive environment that prevents discrimination or harassment based on caste.
5. To provide mechanisms for grievance redressal specific to OBC-related issues.

Scope

This policy applies to all students, faculty, and staff belonging to OBC communities, covering institutional activities, processes, and interactions.

Legal Framework

This policy is guided by the following:

1. **The Constitution of India**, particularly Articles 15, 16, and 46.

2. **Central Educational Institutions (Reservation in Admission) Act, 2006.**
3. **UGC Guidelines for Equity and Inclusion in Higher Educational Institutions.**
4. **Reservation Policies** of the Central and State Governments.

Policy Guidelines

Non-Discrimination

1. Ensure that no individual is subjected to discrimination, exclusion, or harassment based on their OBC status.
2. Implement strict anti-discrimination measures across all academic and administrative processes.

Reservation in Admissions and Employment

1. Adhere to government-mandated reservation policies in admissions, employment, and promotions for OBC candidates.
2. Ensure that reserved positions and seats are not diverted to the general category without due procedures.
3. Provide counseling to ensure OBC candidates are aware of their entitlements and opportunities.

Financial Assistance

1. Facilitate access to government scholarships, fellowships, and fee waivers for eligible OBC students.
2. Provide support for applying for educational loans and grants specific to OBC communities.

Academic Support

1. Offer remedial and bridge courses to help OBC students excel academically.
2. Provide mentorship programs to guide OBC students in career planning, competitive exams, and higher studies.
3. Organize workshops and training sessions to enhance skills and employability.

Awareness and Empowerment

1. Conduct awareness programs on OBC rights, welfare schemes, and government policies.
2. Promote diversity and inclusivity through cultural and academic activities.
3. Establish platforms for dialogue and representation of OBC concerns and aspirations.

Grievance Redressal Mechanism

1. Establish an **OBC Welfare Cell** to address welfare-related issues and grievances.
2. Ensure confidentiality, impartiality, and fairness in resolving complaints.
3. Provide channels for submitting grievances through online and offline modes.

Implementation Strategy

OBC Welfare Cell

1. **Composition of committee as per the guidelines**
2. **Responsibilities:**
 - o Oversee the implementation of the OBC Welfare Policy.
 - o Conduct regular awareness programs on OBC welfare schemes.
 - o Monitor the progress and challenges faced by OBC students and staff.

Accountability

1. Ensure strict adherence to reservation policies and welfare measures.
2. Conduct annual audits and reviews to evaluate the effectiveness of the policy.

Monitoring and Reporting

1. The OBC Welfare Cell will submit an annual report to the management detailing initiatives undertaken, grievances addressed, and outcomes achieved.
2. The report will also include recommendations for policy improvement based on institutional feedback.

Outreach and Communication

1. Disseminate information about this policy and welfare schemes through the institution's website, notice boards, and social media.
2. Include OBC-specific orientation sessions during admissions and induction programs.

Policy Review

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

Contact Information

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

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References

1. The Constitution of India, Articles 15, 16, and 46.
2. The Central Educational Institutions (Reservation in Admission) Act, 2006.
3. UGC Guidelines for Equity and Inclusion in Higher Educational Institutions.
4. Government of India and Maharashtra State Government Reservation Policies.



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