

## **Awareness against Caste Discrimination**

- A. **The Committee for the Prevention of Caste-based Discrimination, Southfield College, Darjeeling**, has been functioning in the college to promote the inclusive, ANTI CASTE BASED DISCRIMINATION POLICY of Southfield College, Darjeeling.
- B. The functions of the Committee for the Prevention of Caste-based Discrimination, Southfield College, Darjeeling are:
- To promote zero tolerance against any sort of caste-based discrimination.
  - To uphold the constitutional value of equality and equity
  - To guarantee that all the staff, students, administrators and stake holders strive towards annihilation of caste based atrocities
  - To monitor the mental health of the SC/ST/OBC students
  - To continue rigorous sensitization and awareness program on annihilation of caste
- C. **Any student who is found involved in caste-based discrimination would have to face any / all of the following:**
- Cancellation of admission
  - Suspension from attending classes
  - Withholding/Withdrawing scholarship/fellowship and other benefits
  - Debarring from appearing in any test/examination or other evaluation process
  - Withholding results
  - Debarring from representing the institution in any regional, national or international meet, tournament, youth festival etc.
  - Suspension/expulsion from the hostel
  - Rustication from the institution for a period ranging from one to four semesters
  - Expulsion from the institution and consequent debarring from admission to any other institution
  - Collective punishment: when the persons committing or abetting the caste-based discrimination are not identified, the institution shall resort to collective punishment as a deterrent to ensure community pressure on the potential discriminator.
- D. **Measures taken by the Committee for the Prevention of Caste-based Discrimination, Southfield College, Darjeeling:**
- a. Installing of CCTV camera is made in the college campus and in the hostel
  - b. Regular interaction and counseling with the students so that early signs of caste-based discriminations can be detected and identification of trouble-triggers is possible.

- c. Surprise inspection at hostels, students accommodation, canteens, common rooms, toilets, and any other measure which would augur well in preventing/quelling caste-based atrocities
- d. A professional counsellor has been appointed to counsel the students about the perils of caste-based discrimination and curbing such practices
- e. Awareness program for every employee of the institution so that he/she would report promptly any case of caste-based discrimination which comes to his/her notice.
- f. Undertaken measures for extensive publicity against caste-based discrimination by means of audio-visual aids, counselling sessions, workshops, competitions
- g. Uploading information regarding the problem of caste-based discrimination in the college website
- h. Equal Opportunity squad is formed
- i. The college website has the contact and mail details of the coordinator of Equal Opportunity squad where any complains can be sent.

**E. Revised Composition of the Committee for the Prevention of Caste-based Discrimination, Southfield College, Darjeeling:**

1. Principal
2. Ms Prava Lohar (teacher's representative of SC): **Coordinator of the Equal Opportunity squad**
3. Dr Marsha Lama (teacher's representative of ST)
4. Diki Ongmu Bhutia (teacher's representative of ST)
5. Evana Mokhtan (representative of ST from non-teaching staff)
6. Mr Srikrishna Sarkar (teacher's representative of SC)
7. Dr Sujata Baraily (teacher's representative of SC)
8. Anand Biswakarma (representative of SC from non-teaching staff)
9. Dr Mahesh Pradhan (teacher's representative of OBC)
10. Ms Gyanshree Pradhan (teacher's representative of OBC)
11. Ms Poonam Pradhan (teacher's representative of OBC)
12. One student Counsellor from SC
13. One student counsellor from ST
14. One student counsellor for OBC

**F. Tenure:**

The tenure of the members is five years

**G. The Southfield College, Darjeeling has formed the Equal Opportunity squad to undertake the following functions:**

- maintaining vigils,

- making surprise raids on hostels, canteens, common room, and other places vulnerable to incidents of, and having the potential of caste-based discrimination, and shall be empowered to inspect such places
- making on-the-spot enquiry into any incident of caste-based discrimination referred
- conducting enquiry about caste-based discrimination cases observing a fair and transparent procedure and the principles of natural justice and after giving adequate opportunity to the student or students accused of caste-based discrimination and other witnesses to place before it the facts, documents and views concerning the incident of ragging, and considering such other relevant information as may be required.

#### **H. COMPOSITION OF THE EQUAL OPPORTUNITY SQUAD**

1. Ms Prava Lohar (teacher's representative of SC): **Coordinator of the Equal Opportunity squad**
2. Dr Marsha Lama (teacher's representative of ST)
3. Anand Biswakarma (representative of SC from non-teaching staff)
4. One student Counsellor from SC
5. One student counsellor from ST
6. One student counsellor for OBC

#### **I. Details of the person to contact for lodging Grievances related to caste-based discrimination:**

**Coordinator of the Equal Opportunity squad:**

**Ms Prava Lohar**

**24x7 contact number: 8371894441**

**Mail: [pravalohar1@gmail.com](mailto:pravalohar1@gmail.com)**