

PROCEEDINGS OF THE PRINCIPAL

Sub: SIMS- Constitution of Anti-Discrmination Cell

Date:02/01/2023

ANTI-DISCRMINATION CELL

TheAnti-Discrmination Cell of SIMS College of Pharmacy is constituted with the following composition

S.no	Name of the Faculty/Student	Designation	Position
1.	Dr.M.Prashanthi Evangelin	Vice Principal and Professor	Chairman
2.	Mrs.S.Lakshmi Savitri	Associate Professor	Member Secretary
3.	Mr.T.Rajeev Kumar	Associate Professor	Member
4.	Ramadevi	III/IV B.Pharm	Student Members
5.	Saiteja	III/IV B.Pharm	Student Members
6.	Sindhu	III/IV B.Pharm	Student Members
7.	Navya	III/IV B.Pharm	Student Members

To

The Chairman and Members concerned

Copy to:

Principal's Office

IQAC

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SIMS COLLEGE OF PHARMACY
GUNTUR



Roles and Responsibilities of the Anti-Discrimination Cell

The Anti-Discrimination Cell (ADC) is a crucial body within educational institutions, aiming to uphold equal opportunities, promote diversity, and prevent any form of discrimination. This cell works towards ensuring a safe, respectful, and inclusive environment for all individuals regardless of their caste, creed, religion, gender, sexual orientation, age, or physical ability. Here are the typical roles and responsibilities of an Anti-Discrimination Cell:

- 1. Awareness and Prevention:** The ADC should organize awareness campaigns, workshops, and discussions to promote understanding and acceptance of diversity, and to inform students, faculty, and staff about their rights and responsibilities to prevent discrimination.
- 2. Policy Formulation and Implementation:** The ADC helps to formulate, implement, and regularly update policies related to non-discrimination and equal opportunity. These policies should align with the laws and guidelines set by local, regional, and national authorities.
- 3. Grievance Redressal:** The ADC should have a well-defined and confidential mechanism for receiving complaints about any form of discrimination. All grievances should be treated seriously, confidentially, and urgently.
- 4. Conducting Investigations:** Upon receiving a complaint, the ADC is responsible for conducting a fair and impartial investigation. This involves gathering evidence, interviewing the involved parties and witnesses, and documenting the incident thoroughly.
- 5. Remedial Actions:** The ADC should ensure that appropriate remedial actions are taken if a complaint is found valid. This can range from counseling and mediation to disciplinary action against the offending individual or group.
- 6. Counselling and Support:** The ADC should provide support to victims of discrimination. This may include arranging for professional counselling services, providing guidance, and ensuring their safety.
- 7. Regular Review and Reporting:** The ADC should maintain detailed records of all reported incidents, actions taken, and resolutions. They should regularly review these records and the effectiveness of anti-discrimination policies, and submit reports to the higher authorities as required.
- 8. Collaboration:** The ADC should collaborate with other committees, administration, faculty, and students to create a holistic and inclusive environment.

9. Training: The ADC should conduct training sessions for members of the institution to ensure they understand the implications of discrimination, their responsibilities to prevent it, and the procedures to report any incidents.

By adhering to these roles and responsibilities, the Anti-Discrimination Cell plays a pivotal role in promoting a respectful and inclusive culture within the institution, where everyone is treated with dignity and equality.