



SADHAN CHANDRA MAHAVIDYALAYA

Affiliated to the University of Calcutta and included under section 2(f) & 12(B) of the UGC Act, 1956

Vill.-Harindanga, ❖ P.O.-Chaberia, ❖ P.S.-Falta ❖ Dist.-South 24 Parganas,

Pin.-743504 ❖ Phone : 9734786645; 03174-298873 (Land line)

ESTD-2007 E-mail : sadhanchandra.mahavidyalaya@gmail.com • Website : sadhanchandramahavidyalaya.org & scm.ac.in

Ref. No. :

Date

Policy on Inclusive Atmosphere

1. Introduction

Sadhan Chandra Mahavidyalaya is committed to fostering an inclusive atmosphere where every member of the community feels valued, respected, and supported. This Inclusive Atmosphere Policy outlines the institution's commitment to promoting diversity, equity, and inclusion in all aspects of campus life.

2. Objectives

The primary objectives of this policy are to:

1. Ensure a nondiscriminatory and inclusive environment for all students, faculty, and staff.
2. Promote accessibility and support services for individuals with disabilities.
3. Foster an inclusive curriculum that reflects diverse perspectives and experiences.
4. Encourage awareness and sensitization about issues related to diversity and inclusion.
5. Ensure representation and participation of all groups in decision making processes.

3. Scope

This policy applies to all activities, operations, and stakeholders within the campus of Sadhan Chandra Mahavidyalaya, including students, faculty, staff, and visitors. It covers aspects such as nondiscrimination, accessibility, support services, inclusive curriculum, awareness and sensitization, representation and participation, and monitoring and feedback.

4. Policy Guidelines

4.1 Non-Discrimination

Policy:

1. Zero Tolerance for Discrimination: Maintain a zero tolerance policy towards any form of discrimination based on race, gender, sexual orientation, religion, caste, disability, or any other protected characteristic.
2. Equal Opportunity: Ensure equal opportunities in admissions, recruitment, promotions, and all other institutional activities.

4.2 Accessibility

Policy:

1. Physical Accessibility: Ensure all buildings, facilities, and infrastructure on campus are accessible to individuals with disabilities by providing ramps, elevators, accessible restrooms, and other necessary modifications.





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1. Regular Assessments: Conduct regular assessments to evaluate the effectiveness of the inclusive atmosphere initiatives and identify areas for improvement.
2. Feedback Mechanisms: Establish mechanisms for students, faculty, and staff to provide feedback on the institution's inclusivity practices and policies.

5. Implementation Strategy

Policy:

1. Action Plan: Develop a detailed action plan with specific targets, timelines, and responsibilities for implementing the inclusive atmosphere initiatives.
2. Resource Allocation: Allocate necessary resources, including funding, personnel, and training, for the successful implementation of the policy.
3. Collaboration: Collaborate with external organizations, NGOs, and government agencies to support and enhance the institution's inclusivity efforts.

6. Monitoring and Evaluation

Policy:

1. Performance Indicators: Establish key performance indicators (KPIs) to monitor the progress and impact of the inclusive atmosphere initiatives.
2. Regular Reviews: Conduct regular reviews and audits to assess the effectiveness of the implemented measures and identify areas for improvement.
3. Reporting: Prepare and publish an annual report on diversity and inclusion to communicate progress and achievements to stakeholders.

7. Grievance Redressal

Policy:

1. Grievance Cell: Active Grievance Redressal Cell to address any issues or concerns related to discrimination, harassment, or exclusion.
2. Procedure: Staff and students can submit their grievances in writing or through designated online platforms to the Grievance Redressal Cell.
3. Resolution Timeline: The Grievance Redressal Cell will review and resolve grievances within a stipulated time frame, ensuring fairness and transparency.





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2. Digital Accessibility: Ensure all digital content, including websites, online courses, and resources, are accessible to individuals with disabilities by adhering to accessibility standards and guidelines.

4.3 Support Services

Policy:

1. Counseling and Mentorship: Provide counseling and mentorship services to support the mental health and wellbeing of students, faculty, and staff.
2. Disability Support Services: Offer specialized support services for individuals with disabilities, including assistive technologies, academic accommodations, and personalized support plans.
3. Financial Aid: Provide financial aid and scholarships to support students from underrepresented and economically disadvantaged backgrounds.

4.4 Inclusive Curriculum

Policy:

1. Diverse Perspectives: Integrate diverse perspectives and experiences into the curriculum to reflect the multicultural and diverse nature of society.
2. Inclusive Teaching Practices: Promote inclusive teaching practices that cater to diverse learning needs and styles, ensuring all students have an equal opportunity to succeed.

4.5 Awareness and Sensitization

Policy:

1. Workshops and Training: Conduct regular workshops, training sessions, and seminars on diversity, equity, and inclusion for students, faculty, and staff.
2. Awareness Campaigns: Organize awareness campaigns to promote understanding and acceptance of diverse identities and cultures.

4.6 Representation and Participation

Policy:

1. Inclusive Representation: Ensure representation of diverse groups in all decisionmaking bodies and committees within the institution.
2. Student and Staff Councils: Establish councils or committees that focus on diversity and inclusion, allowing students and staff to voice their concerns and contribute to policymaking.

4.7 Monitoring and Feedback

Policy:





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8. Review and Amendments

Policy:

1. Periodic Review: The Inclusive Atmosphere Policy will be reviewed periodically to ensure it remains aligned with the latest best practices and regulatory guidelines.
2. Amendments: Any amendments to the policy will be made based on recommendations from the Diversity and Inclusion Committee and changes in regulations or institutional needs.
3. Approval: Amendments will be approved by the Principal and Governing Body before implementation.

9. Conclusion

Sadhan Chandra Mahavidyalaya is dedicated to fostering an inclusive and welcoming environment for all members of its community. By adhering to the guidelines outlined in this policy document, the institution aims to promote diversity, equity, and inclusion, ensuring that every individual feels valued, respected, and supported.

Policy approved by Governing Body on: 05/12/2022 (Item No.: 18)

(Dr. Sk. Fazlul Haque)
Principal

Principal
Sadhan Chandra Mahavidyalaya
Harindanga, Falta, South 24 Parganas

