

## **CREATING INCLUSIVE ENVIRONMENT IRRESPECTIVE OF CASTE AND CREED**

“Education is a liberating force, and in our age, it is also a democratizing force, cutting across the barriers of caste and class, smoothing out inequalities imposed by birth and other circumstances”- so defined Padmabushan Arutchelvar Dr. N. Mahalingam, Chairman, Sakthi Groups, Pollachi. Following the great man’s footsteps, the Chairman of Sakthi College of Arts and Science has started the institution with the sole aim of uplifting, especially the womenfolk of the interior villages in Dindigul District.

The institution has made a Policy Document on “Implementing Inclusive Environment”. A Committee has been formed, comprising the faculty, staff and students, representing various caste and religion. This committee monitors the whole processes and activities of the college and is at freedom to report grievances of any sort, if they arise to the Management of the college. Till date, the institution has not met any sort of cases on Discrimination shown to any sector of learners or employees. In addition, many extra-curricular activities are conducted to maintain the oneness among the students and harmony in the campus.

**Though separate cells for SC, ST and OBC have not been formed in the college, the Management of the college takes all necessary steps in nurturing the harmony among the students, faculty and the staff, irrespective of caste and creed.**

- The noble vision of the college is empowering women through value-based education, with special concern for the economically disadvantaged and the first generation learners.
- Admission to the College is based on Regulations of the Reservation Policy of the Government of Tamil Nadu. The college admits all students belonging to Reserved category, whoever applies, as the number of applicants is usually less than the number of seats. All deserving candidates get admitted in the Ear-marked seats.
- Irrespective of caste or creed, the Management of the college is ready to do Fee Waivering to the toppers in the Higher Secondary Examination, District and State Level Players. The students from disadvantaged economic backgrounds are allowed to pay fees in instalments.
- The Tamil Nadu Government Scholarship is made available to the SC and ST students.

- While recruiting staff, the college gives importance to the meritorious performance of the candidate and does not show any inequality in offering appointment. Thus, there are teachers and staff of all categories working in the college.
- In keeping with UGC guidelines, the College has set up an Equal Opportunity Cell to help students from these communities become part of the mainstream. The Cells also aim to provide prompt counselling for emotional emergencies arising from any event on the College campus and to provide these students access to a grievance redressal mechanism.
- The unique feature of the college is the students should come to college in prescribed uniforms only. It is quite evident how discrimination could never find a place in the campus. This practice has eradicated the socio-economic imbalance among the learners.
- The students feel the oneness among themselves by the correct counselling by the mentors. They are together while travelling in the college buses or staying in the hostel.

All these practices ensure inclusive environment and betterment of overall academia.

# ACTIVITIES

## Equal Opportunity in Appointment of Faculty and Staff



### SAKTHI COLLEGE OF ARTS AND SCIENCE FOR WOMEN

(RECOGNIZED UNDER SECTION 2(F) AND 12(B) OF UGC ACT 1956)

PERMANENTLY AFFILIATED TO MOTHER TERESA WOMEN'S UNIVERSITY, KODAIKANAL

Sakthi Nagar, Palakkanuthu (post),

Phone: 0451-2554317

(Dindigul- Palani Main Road),

Mobile: 97509 56802

ODDANCHATRAM (Tk), Dindigul (District) - 624619

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### EQUAL OPPRTUNITY IN APPOINTMENT OF FACULTY AND STAFF

2020 - 2021

| Department              | Total Staff | BC | BCM | BCC | MBC | SC | ST |
|-------------------------|-------------|----|-----|-----|-----|----|----|
| Tamil                   | 11          | 5  |     |     | 2   | 4  |    |
| English                 | 8           | 7  |     |     |     | 1  |    |
| Maths                   | 8           | 5  |     |     | 2   | 1  |    |
| Physics                 | 6           | 4  |     |     | 2   |    |    |
| Chemistry               | 11          | 8  |     |     | 2   |    |    |
| Commerce                | 5           | 3  |     |     | 1   | 1  |    |
| Commerce with (CA)      | 4           | 4  |     |     |     |    |    |
| Computer Science        | 4           | 2  |     |     | 1   | 1  |    |
| Computer Applications   | 2           | 1  |     | 1   |     |    |    |
| Information Technology  | 2           | 2  |     |     |     |    |    |
| Business Administration | 3           | 2  | 1   |     |     |    |    |
| Administrative Staff    | 15          | 7  |     |     | 3   | 5  |    |
| Sub-staff               | 10          | 1  |     |     | 5   | 4  |    |

*Dr. R. Thevar*

**PRINCIPAL**

Sakthi College of Arts and Science for Women  
Sakthi Nagar, Palakkanuthu (Po),  
Oddanchatram, Dindigul Dist - 624 619.

**Inclusive Environment – Recreation Club Activities**











## Onam Celebrations



**Inclusive Environment - Students in Prescribed Uniforms**







