



EQUAL OPPORTUNITY CELL

Policy for Equitable Opportunity for Socio-Economically Disadvantaged Groups (SEDGs)

Coimbatore Institute of Management and Technology (CIMAT)

1. Preamble

In alignment with the UGC Guidelines for SEDGs (January 2024) and NEP 2020, CIMT commits to fostering an inclusive, equitable, and discrimination-free environment for students from Socio-Economically Disadvantaged Groups (SEDGs). This policy ensures access to quality education, financial support, and holistic development opportunities for SEDGs, including SC/ST/OBC (non-creamy layer), EWS, PwDs, women, transgender individuals, first-generation learners, and other marginalized communities.

2. Objectives

- **Access & Inclusion:** Enhance participation of SEDGs in higher education through affirmative actions.
- **Support Systems:** Provide academic, financial, and emotional support via bridge courses, scholarships, and mentorship.
- **Sensitization:** Foster an inclusive campus culture through awareness programs.
- **Grievance Redressal:** Establish a robust mechanism to address discrimination or exclusion.

3. Key Interventions

A. Academic Support

Bridge Courses:

Conduct pre-semester bridge courses (online/offline) in core subjects (e.g., Mathematics, Communication Skills) for SEDGs.

Offer courses in regional languages (Tamil/English) to aid comprehension.

Remedial Classes: Weekly sessions for students struggling academically.

B. Financial Assistance

Fee Waivers: Up to 50% fee concession for EWS, SC/ST, and PwD students.

Earn-while-Learn (EwL):

Part-time campus jobs (e.g., library assistants, lab helpers) at ₹150/hour (max 20 hours/week).

Priority to SEDGs; certificates issued for skill development.

Scholarships: Leverage government schemes (e.g., Post-Matric Scholarships) and CSR funds.

C. Infrastructure & Accessibility

PwD-Friendly Campus: Ramps, tactile paths, screen readers, and accessible washrooms.

Hostels: Reserved seats with subsidized fees for SEDGs.

D. Sensitization & Awareness

Mandatory Workshops: Annual sessions for faculty/staff on gender sensitivity, disability etiquette, and anti-discrimination.

Student Campaigns: Peer-led initiatives like "Inclusion Week" to celebrate diversity.

4. SEDGs Cell

Structure

Role	Name	Designation
Chairperson	Dr.S.Ramachandran	Senior Professor nominated by Director
Member	Mr.Grace Antony Rose	SC/ST/OBC representatives
Member	Dr.Y.Babu Vinothkumar	IQAC Coordinator
Member	Mr G.Gladwin I MBA	SEDG student rep Male
Member	Ms.M.Hemalatha I MBA	SEDG student rep Female
Member Secretary	Mr.P.Varadharajan	Administrative Officer

Functions

Monitor implementation of SEDG policies.

Organize mentorship programs and counselling sessions.

Resolve grievances within 15 days via the Grievance Redressal Committee (GRC).

5. Outreach & Collaboration

Community Engagement: Partner with NGOs (e.g., NSS) for rural outreach programs.

Industry Tie-ups: MoUs with corporates for internships and skill development for SEDGs.

6. Monitoring & Evaluation

Annual Audit: Track SEDG enrollment, retention, and placement rates.

Feedback Mechanism: Anonymous surveys to assess policy effectiveness.

7. Budget Allocation

Initiative	Annual Budget (₹ in Lakhs)
Bridge Courses	5
Scholarships	10
Infrastructure Upgrade	7.5
Sensitization Programs	2.5

8. Policy Review

Reviewed biennially by the SEDGs Cell and Governing Body to incorporate feedback and UGC updates.



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