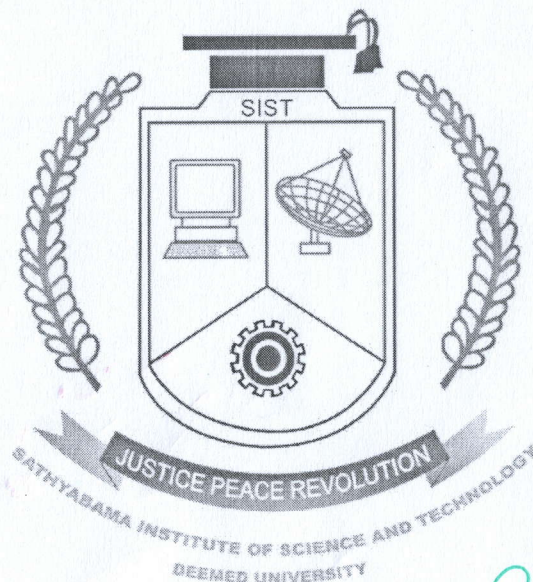


# SATHYABAMA

INSTITUTE OF SCIENCE AND  
TECHNOLOGY  
(DEEMED TO BE UNIVERSITY)

## MINORITY PROTECTION POLICY



*Sp*  
10/8/20





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11/01/20





# **SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY**

## **MINORITY PROTECTION POLICY**

### **1. Policy Objectives**

- ☐ To safeguard the minority groups from any form of discrimination.
- ☐ To protect the rights and interests of the minority groups.
- ☐ To promote diversity and inclusiveness of the Institution.
- ☐ To empower the minority groups by creating an enabling environment.
- ☐ To meticulously promote and implement all the Schemes as and when introduced by the Government of India for the promotion of Minorities' interests.

Sathyabama expects all members of the institution to treat each other with respect and does not tolerate any form of discrimination, harassment or victimisation, particularly against the minority groups.

### **2. Scope of the Policy**

- ☐ The Minority policy of Sathyabama applies to the minorities defined as follows:

#### **2.1 Minority**

Literally the term 'Minority' can be understood as a relatively small group of people, differing from others in race, religion, language or political persuasion. 'Minority' means the 'non-dominant groups in a population which possess a wish to preserve stable ethnic, religious and linguistic traditions or characteristics markedly different from rest of the population' (Definition of the special Sub-committee on the Protection of Minority Rights, appointed by the United Nations Human Rights Commission in 1946).

The Constitution of India talks about two categories of minorities – religious minorities and linguistic minorities (Articles 29, 30, 350A and 350B), but it has no definition for the term 'Minority'.

In India only Religious Minorities and Linguistic Minorities are recognised (National Commission for Religious and Linguistic Minorities, 2007). Religious Minorities include





Muslim, Christian, Sikh, Buddhist, Parsi and Jain (Section 2 of the National Commission for Minorities Act, 1992). Whereas, the minority status based on language, ie., linguistic minority has to be determined by the individual States or Union Territories based on the language spoken by majority of the people in that respective state or UT.

2.1.1 This policy covers the religious minorities, linguistic minorities, Institute's Minority status and other minority groups (based on nationality, disabilities etc)

2.1.2 This policy applies to students, faculty and other staff members belonging to the minority groups.

## **2.2 Equality and non-discrimination**

The Constitution of India guarantees equal rights to all citizens and the rights of everyone, including the minorities and other marginalized groups needs to be protected. Sathyabama is committed to creating an environment where everyone is valued and treated equally. The Institution strives to ensure that no member is unlawfully discriminated on the basis of disability, gender reassignment, colour, nationality and ethnic or national origins, religion or belief. The Institution has separate policies to address equality and discrimination.

## **2.3 Representation and active participation of Minorities**

Minority groups shall be provided opportunities to effectively represent them in any committee or forum constituted at the Institution level. They shall be allowed to actively participate in all the activities of the Institution like others, to ensure that the minority groups are adequately represented, consulted and have a voice in decisions that affects them. Promotions and other work related growth shall not be affected because of the minority status of an employee working in the Institution.

## **2.4 Respect to Religious beliefs and Practices**

Religious beliefs, rituals and practices of the minority groups will be given due respect. Restricted holidays will be given for the religious minorities to celebrate their festivals.

*S. M. S.*  
10/8/20





## **2.5 Support system to Minorities**

Sathyabama advocates positive discrimination and it takes all necessary steps to help minorities and underprivileged groups of the society.

## **2.6 Government's Schemes for the welfare of the Minorities**

2.6.1 The Institution will ensure that the benefits of all the welfare schemes implemented by the Ministry of Minority Affairs and Government of India are properly received and utilized by the students of minority groups. It shall promote Fellowships, Scholarships, Training, Vocational Education and Skill Development Schemes as and when introduced by the Government of India for the protection of interests of students and staff members belonging to the minority groups.

**Sathyabama shall promote the following Schemes which are currently offered for the benefit of the minorities:**

2.6.2 Government Scholarships and Fellowships

2.6.3 Scholarships for meritorious students from minority Communities

2.6.4 Maulana Azad National Fellowship for Minority Students funded by Ministry of Minority Affairs, Government of India, under which the UGC provides financial assistance to selected candidates belonging to minority communities for pursuing M.Phil./Ph.D. research in Universities and Colleges.

2.6.5 Remedial Coaching for Non-Creamy Layer and Minority Community Students

2.6.6 Coaching for NET/SET/SLET for Non-Creamy Layer and Minority Community Students

2.6.7 Coaching Classes for entry into Services for Non- Creamy Layer and Minority Community Students

2.6.8 Vocational education and skill development of minorities (as recommended by the 'National Monitoring Committee for Minorities Education').





### **3 Anti-Discrimination Cell for grievance redressal of Minorities**

- The Institution shall take all the necessary steps to protect the interests of the minorities and shall closely monitor and implement the safeguard measures provided by the Constitution and the legislations of India for minorities.
- The institute's Anti-Discrimination Cell constituting members representing religious, linguistic and other minorities look after the grievance redressal mechanism of Minorities.
- This cell Scrutinize the complaints / grievances regarding deprivation of minorities rights, Address the complaints thorough unbiased investigation, provide recommendations and remedial measures and make continuous follow up measures.
- Employees belonging to the minority groups can represent their grievances to this committee if they feel that they were denied equal opportunity for promotion or other career related benefits.

### **4 Minority Institution**

According to section 2(g) of the National Commission for Minority Education Institution Act, 2004, a minority institution means a college or institution (other than a university) established or maintained by a person or group of persons from amongst the minorities.

Sec. 2 (f) of the Central Educational Institutions (Reservation in Admission) Act, 2006, defines a minority educational institution as under: - 'Minority Educational Institution' means an institution established and administered by the minorities under clause (1) of article 30 of the Constitution and so declared by an Act of Parliament or by the Central Government. Article 30 provides rights to establish and to administer educational institutions to the Linguistic or religious minorities.

#### **4.1 Institute's Minority Status**

Sathyabama Institute of Science and Technology is certified as a Christian Minority Institution on the ground that it was established and administered by members belonging to Christian





community and the intent is only to impart quality education and not preservation or propagation of ideologies of the religion.

#### **4.2 Reservation in Student's Admission**

Being a Minority Educational Institution, Sathyabama has reservation up to 25% for the students from the Christian community. Remaining percentage of seats are filled by admitting non- minority students.

The institution is exempted from constitutional reservation for SCs, STs, and OBCs in admission as required to be done by other educational institutions under Article 15(5). Provisions of the Central Educational Institutions (Reservation in Admission) Act, 2006 is also not applicable to Sathyabama.

#### **4.3 Reservation in Appointment of Faculty and Staff**

Sathyabama has 20% reservation for appointment of the faculty belonging to Christian community. Remaining 80% of vacancy positions are filled from non- minority candidates. The Institute can devise its own procedure for the appointment of the Teaching and Research Faculty and other Staff with the requisite qualifications prescribed by UGC.

#### **4.4 Administration**

The management selects the members of its governing body according to their potential and trusts in the conduct and management of the institutional affairs. The management can induct eminent or competent persons from other communities in the managing Committees and Governing Bodies.

The intent of this policy is to make everyone know that Sathyabama is an Institution which shall not tolerate any offensive, derogatory, prejudiced behaviour of member/members of a majority group against member/members of a minority group and the Institution will take all necessary measures to safeguard the minority groups.

