

**St. Joseph's College (Autonomous),**  
**Lalbagh Road**  
**Bengaluru-27**

**“EQUAL OPPORTUNITY CENTER (EOC)”**

The equal opportunity centre (EOC) was set up in the college on 2 February, 2016 as per the recommendations of the University Grant Commission (UGC) under the chairmanship of the Principal Fr. Dr. Victor Lobo.

Since the primary responsibility of setting up the EOC is to monitor various welfare schemes and overseeing the effective functioning of the SC/ST cell and other such cells/centres dealing the social issues such as Gender Sensitization Centre, anti sexual harassment centre and National Service Scheme (NSS) were merged under the EOC.

**Objectives of EOC:**

- To oversee the effective implementation of policies and programmes for disadvantaged groups.
- To provide guidance and counseling with respect to academic, financial, social and other matters to enhance the diversity within the groups.

**Core Functions:**

To ensure equity and equal opportunity to the community at large in the college and bring about social inclusion.

- ii. To enhance the diversity among the students, teaching and non-teaching staff population and at the same time eliminate the perception of discrimination.
- iii. To create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds.
- iv. To make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.
- v. To help individuals or a group of students belonging to the disadvantaged section of society to contain the problems related to discrimination.
- vi. To look into the grievances of the weaker section of society and suggest amicable solution to their problems.
- vii. To disseminate the information related to schemes and programmes for the welfare of the socially weaker section as well as notifications/memoranda, office orders of the Government, or other related agencies/organizations issued from time to time.
- viii. To prepare barrier free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of society.

ix. To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students of the disadvantaged groups.

x. To organize periodic meetings to monitor the progress of different schemes. 28

xi. To adopt measures to ensure due share of utilization by SC/ST in admissions, recruitments (teaching and non-teaching posts) and to improve their performances.

xii. To sensitize the college on the problems of SC/ST and other disadvantaged groups.

### **Advisory Committee :**

There will be an Advisory Committee with the Principal as Chairperson and three other members including an Adviser, to review the implementation of various schemes and programmes for the welfare of the disadvantaged and marginalized groups of the society and other related activities undertaken by the college as well as implementation of reservation policy in admission and recruitment for SC, ST, PH, OBC (non-creamy layer) and others, if any. The Committee should meet at least once in four months and action taken on decisions are to be reviewed in the subsequent meetings.

The Principal shall nominate one of the teachers, who has an innate interest in the welfare of the disadvantaged social groups, as an Adviser

The Adviser in the college shall:

- i. oversee/monitor various welfare schemes/ programmes sponsored by the Government of India/State Government, UGC or any agency/ organization as well as those devised by the college/affiliating university for the disadvantaged groups for their effective implementation.
- ii. be responsible for the effective functioning of SC/ST Cell and other such Cells/ Centres dealing with the problems of different socially disadvantaged groups.
- iii. convene the meetings of incharge of other Committees/Programmes dealing with social issues such as Gender Sensitization Committee against sexual harassment (GSCASH), National Service Schemes (NSS) etc. to review their activities. iv. The Advisor shall submit the progress/review report to the Principal. The Coordinators of SC/ST Cell, Remedial Coaching and other schemes/ Women's Study Centre, Population Education Cell etc. shall be closely associated with the Equal Opportunity Centre. 29

**Equal Opportunity Centre(EOC), St. Joseph's College will comprise of the following committees:**

**Chairperson: Fr.Dr.Victor Lobo**

**Advisor : Keshavamurthy.K**

- **SC, ST, OBC, Women, Minorities, differently abled persons and Student scholarship**

Members:

- Mr. Keshava Murthy (Coordinator)
- Dr. Grace Prabhakar
- Dr. Shiv Swamy
- Ms. Maria L Sailo
- Mr. Mohd Riyaz Khan

- **Gender sensitization**

Members:

- Dr. Padma Baliga (Coordinator)
- Mr. Nirmal Joseph Das

- **NSS**

Members:

- Mr. Selwin Paul (Coordinator)

The advisor of EOC has to create a database of the activities pertaining to the redressal of the grievances of the marginalized/disadvantaged sections of the society. This database has to be sent to the UGC in a tabulated format in the next 15 days.

**Suggestions made towards EOC:**

- Dr. Ebenezer Wilson suggested to conduct courses for the SC/ST/OBC sections, where the students would be better trained on good communication skills.
- The advisor was suggested to generate a report of EOC for the past 3 academic years. Until last year, the three committees mentioned above were functioning separately, but from this year onwards all the three comes under one umbrella that is **Equal opportunity Centre**.
- Sr. Judith Lewis and Ms. Sarah Crasta will serve as the counselors for EOC.
- Student counseling should be conducted in order to break the linguistic grouping in classrooms.
- Open debates to be conducted on the issues faced by the marginalized.
- Spoken Kannada course to be conducted for the students which would help them communicate better. Dr. Shivswamy was asked to set up specific module for this course.
- Fr. Principal emphasized on admission of trans-genders in our college. There are suggestions from UGC to provide equal opportunities to them.

- A short-film titled “Rainbows are real”, based on the life of trans-genders could also to be telecasted for students to sensitize them.
- Through Street-plays could be conducted for students during lunch break to enlighten about the importance of providing equal opportunities for the marginalized sections of the society.
- The members of the committee set up for anti-sexual harassment should remain for at least 3 academic years. A room should be allotted for the same for their better functioning.
- A training program will be organized for the faculty members on Gender sensitization by Dr. Padma Baliga and Mr. Nirmal.

**SC/ST Cell. St.Joseph's College, Bengaluru**

**Mr. Keshava Murthy (Coordinator)**

Dr. Grace Prabhakar

Dr. Shiv Swamy

Ms. Maria L Sailo

Mr. Mohd Riyaz Khan

SC/ST cell of St.Joseph's College was set up on 4th Nov, 2012 under the chairmanship of Fr.Dr. Daniel Fernandez. It constitutes one Coordinator and four executive members.

The objectives of the SC/ST cell is to

1. To disseminate the information related to the Schemes and Programmes for the welfare of the socially weaker sections , women and disabled students.
2. To organize periodic meeting to monitor the progress of different schemes implemented by both central and state governments
3. To create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationship.

The cell meets twice in a year to ensure the effective implementation of various schemes and to collect reports and information regarding the govt of India and Karnataka on various aspects of education, training of SC/ST , OBC and Minority student community in the college. Since its inception it has been publishing and giving updates about number of schemes and programmes of the marginalized communities at regular intervals and has been operating successfully.

## THE GENDER SENSITIZATION CELL

- **Gender sensitization:** Classes were conducted across combinations to sensitize the students against gender discrimination. The difference between sex and gender was highlighted. Role plays were used to understand how the social institutions such as family, media, education etc. perpetrate discrimination.
- **Transgender sensitization:** A talk by a representative of the community revealed the issues that plague the community and avenues of the community incorporation into mainstream society.
- An **exhibition** “Dolls speak” by Francoise Bosteels illustrated the roles played by women as well as the issues faced by them in our society on July 15<sup>th</sup>, 2015.
- **Prathibha**, the gender sensitization cell contributed towards
  - Creative writing: A world without women
  - Collage: Women empowerment
  - Street Play: Violence against women
  - Painting: Women and the media
  - Pencil Sketching: Stereotyping women
- **Marmara:** a platform to showcase how victims of violence have gathered the courage to come together and share their stories of oppression, resistance and empowerment was organized by the gender sensitization cell. Around ten women inspired the students.
- A session on Theyyam Art was conducted on December 15<sup>th</sup>, 2015. A documentary, “Only Sometimes a God” was screened by Prateek Prajosh in collaboration with the department of English (PG). A talk on “Queer representations in literature and cinema” was given by Danish Sheikh of the Alternative Law Forum, Bangalore on February 11<sup>th</sup>, 2016 in collaboration with the department of English (PG).
- **Association Day:** A tableau was put up at both UG and PG quadrangles on February 9<sup>th</sup>, 2016. A poem on gender issues was read by a master’s student.

The cell plans to conduct gender sensitization sessions for the students on the 27<sup>th</sup> and 28<sup>th</sup> of February, 2016. It also plans to train a core group of teachers, in order to sensitize students on gender as well as transgender issues. A series of lectures “Writing from the Margins” in collaboration with the PG English department has been slated for March 2016.

## NATIONAL SERVICE SCHEME

Following are the major activities of the National Service Scheme:

- **International day against torture:** The International Anti-Torture day is celebrated on the 26<sup>th</sup> of June every year. Talks on torture and its impact on victims were given by Mr. Matthew Philip of SICHREM and the Principal in 2013, while Mr. Manohar of SICHREM led the gathering through an oath. Street plays, candle lighting continued and the day ended with the song “We shall overcome”. During 2015, the NSS

volunteers along with members from ISI and SICHREM initially conducted a flash mob in college to mobilize students. They then took out a rally from college to the Town Hall. Street plays and lighting of candles spread the message to passersby. In 2015,

- **Independence Day Celebrations:** After hoisting of the flag in the college by the principal, Fr. Daniel Fernandes S.J., the NSS volunteers distributed sweets among the participants in 2013. Following this, 50 of the volunteers visited Florence Health Care Centre, Nagarbhavi: an old age home and rehabilitation centre. The volunteers shared joy and happiness with the inmates. During 2014, after the Independence day parade, the NSS members visited NIMHANS and KIDWAI Institutes. Street plays were enacted, games were played. Fruits and biscuits were distributed. In 2015, after the independence day parade, the NSS volunteers split into two batches and visited an orphanage: Snehalaya and an old age home: Little Sisters of the Poor. After a time of sharing in the orphanage and the old age home, the NSS volunteers assembled back in college for a documentary on NSS: its aims and objectives.
- **Outreach programmes:** The NSS volunteers visited the Home of Hope started by Auto Raja at Kothanur in August. 2013. The inmates are either mentally retarded or diseased and have been abandoned by their families. Songs were sung and we played with the children. A team building exercise among college students was taken up by the NSS in 2014, in the form of a treasure hunt. With the participation of over 20 teams, the exercise was worthwhile. A rally against women harassment was organized by the NSS on the 15<sup>th</sup> of August, 2014 at 4.30 pm from the college to the Town Hall. The event saw a lot of participation from the members despite the pouring rain. The 16<sup>th</sup> of September is earmarked as the International day for Preservation of Ozone Layer. On 16<sup>th</sup> September, 2015, NSS volunteers conducted a cycle rally to Town Hall. A pocket money campaign was conducted to raise money towards the earthquake devastation in Nepal. A campus cleaning campaign was conducted on 25<sup>th</sup> July, 2015. The volunteers were divided into groups to clean the science, humanities, hostel and library blocks. A protest was observed in solidarity with the Kandhamal issue on 25<sup>th</sup> of August, 2015 at Town Hall. It stood as a reminder of secularism and religious tolerance.
- **Fests:** A food fest was conducted in 2013 to raise funds towards NSS. Several stalls with mouth watering dishes were set up. Games were organized for the teachers. Game fests were conducted on the 18<sup>th</sup> of July 2014 and on 17<sup>th</sup> of July, 2015. Several games for students and teachers were organized at nominal fees. These fests help to raise funds that can be used to support orphanages and old age homes visited by the members.
- **Blood Donation Camps:** A blood donation camp was conducted on the 13<sup>th</sup> of August, 2013. Doctors and nurses from Sanjay Gandhi Hospital, Kidwai and Victoria

Hospital helped in the conduct of the Blood Donation camp. On the 3<sup>rd</sup> of July, 2015, doctors from Sanjay Gandhi Hospital, Indira Gandhi Hospital of Child Health, Kidwai Memorial Institute of Oncology, Bowring and Lady Curzon Hospital conducted the camp in Association with the NSS wing of St. Joseph's College and Lion's Club, Bangalore. The Bangalore Institute of Dental Science conducted a dental camp for the staff and students of the college on the 6<sup>th</sup> of July, 2015. A camp in association with the Lion's Club and the Red Cross Society was organized on the 8<sup>th</sup> of January, 2016. Blood was collected by Sanjay Gandhi Hospital, Indira Gandhi Hospital of Child Health, NIMHANS and Indian Red Cross Society.

- **Rural Camp:** The rural camp for the 2013-14 was conducted between the 25<sup>th</sup> of October, 2013 to the 3<sup>rd</sup> of November 2013 at Samudradahalli, Hiriyur Taluk, Chitradurga. The NSS members were accompanied by the co-ordinators as well as Prof. Livia Anthony. For the year 2014-15, the camp was conducted from the 4<sup>th</sup> of November 2014 to the 13<sup>th</sup> of November, 2014 at Balamanahalli, Pavagada Taluk, Tumkur. The students were accompanied by the coordinators, Profs. Poonam and Pushpa. For the year 2015-16, the camp was conducted from the 4<sup>th</sup> of November 2014 to the 13<sup>th</sup> of November, 2014 at Sompura, Tumkur. The students were exposed to hands-on village experiences and gained insight on the ground reality issues.
- **Campaigns:** A road safety campaign on respectful riding behaviours was conducted by the Department of Clinical Psychology, NIMHANS for the NSS volunteers IN 2013. A campaign on the importance of exercising voting was conducted by the NSS volunteers at Shanthinagar Bus Station on the 21<sup>st</sup> of August, 2015. The campaign helped many citizens to understand the need for participation in the affairs of the state.
- **Workshops:** An Anti-Nuclearisation session was conducted by the NSS in 2013. Documentaries were screened and streetplays conducted. A three-day leadership training was conducted for five students of NSS at Samvada, Jayanagar, Bangalore. A one day workshop on the importance of NSS was conducted by Mr. Dilshad, M.B., from Bijapur on the 11<sup>th</sup> of August, 2015. He encouraged the students to continue their commendable social work.
- **Human Rights Week:** The human rights week is celebrated by the NSS every year from the 1<sup>st</sup> to the 10<sup>th</sup> of December. Each day is devoted for a social cause. These range from solidarity with Irom Sharmila, Tibetan and Lankan Refugee issues, gender discrimination, communal harmony, AIDS, global warming, global peace, women's rights, child rights, disability, economic disparity, religious intolerance, lesbian, gay, bisexual and transgender issues and a fast to repeal AFSPA. Resource persons from institutions of repute address the students. The 10 days are a time to reflect on one's opinions of social issues, direct them and act accordingly. They serve as modes of opening up a vista of goodwill amongst students and staff.

- **Swami Vivekananda Jayanthi:** The NSS along with Kannada Sangha celebrate Swami Vivekananda Jayanthi on the 11<sup>th</sup> of January each year. Swami Tattwarupananda of Sri Ramkrishna Matt, along with the principal of the college, the coordinator of NSS and the staff of the Kannada department enhanced the austerity of the occasion. A book fair and portraits and sayings of the saint are displayed.
- **Chennai Flood Relief:** The NSS along with AICUF of the college initiated a relief drive and collected INR 50,000/- along with clothes, perishable and non-perishable food items from our college. A team of NSS volunteers went to Chennai and in association with NAAM, a foundation by Ms Suhasini Manirathinam and Mr. Manirathinam, packed the relief materials and oversaw their distribution.