



St Joseph College of Communication

Media Village, Changanassery
Affiliated to Mahatma Gandhi University, Kottayam, Kerala

Vision: Transforming Media for a Wholesome World

Founded in 2004

SC/ST/OBC Welfare Policy

Responsible Executive	Convenors: SC/ST Committee & OBC Cell, St Joseph College of Communication
Responsible Office	Student Welfare Office, St Joseph College of Communication
Date Issued	November 2020
Date Last Revised	November 2023
Code	SJCC/ADMP/16/23

1. Statement of Policy

The Scheduled Castes (SC), Scheduled Tribes (ST) and Other Backward Class (OBC) Policy at St. Joseph College of Communication, Changanassery, serves as a guiding framework for the dedicated committee overseeing the welfare and development of SC, ST and OBC students. This policy is rooted in the vision of ensuring equality of opportunity in education, which is pivotal in preparing these students for public employment and broader societal roles. By emphasizing both social and educational upliftment, the policy aims to enhance the status of SC, ST and OBC individuals, enabling them to secure their rightful place within the mainstream of society. Through targeted initiatives and support systems, the policy endeavours to create an inclusive academic environment that fosters their growth, empowerment, and holistic development.

2. Definition

Scheduled Castes and Scheduled Tribes have been identified as the two most backward groups of Indian Society. They include all such castes, races or tribes, which have been declared as scheduled castes and scheduled tribes by the Constitution of India under the provisions of Articles 341 and 342.

Scheduled Castes generally represent those communities, which have suffered from the stigma of untouchability in one form or the other.

Scheduled Tribes are generally those who have been living in seclusion in hills and forests, more or less untouched by modern civilization and development.

The Other Backward Class (OBC) is a collective term used by the Government of India to classify castes that are educationally or socially backward.

3. Objectives

- Implement the reservation policy for Scheduled Castes (SCs), Scheduled Tribes (STs) and Other Backward Classes (OBC) within the college.
- Oversee and guide the SC/ST/OBC Cells to ensure the welfare and holistic development of SC, ST, and Other Backward Class (OBC) students.
- Direct the implementation of policies related to admissions, and appointments for both teaching and non-teaching positions in the college.
- Undertake follow-up measures to achieve the objectives and targets set by the Government of India and the University Grants Commission (UGC) for the upliftment of SC, ST, and OBC students.

4. Committee/Cell Members

The committee/Cell is constituted as follows:

Principal

Vice Principal

Senior faculty

HoDs

Student Welfare Officer

SC/ST/OBC Student Representative

SC/ST/OBC Staff Representative

Management Representative

5. Functions of the SC/ST Committee and OBC Cell

- Ensure the effective implementation of reservation policies for SC, ST, and OBC students in admissions and faculty recruitment.
- Provide guidance and support to SC, ST, and OBC students in academic, financial, and personal matters to enhance their overall well-being and academic performance.
- Regularly monitor the implementation of policies and regulations related to SC, ST, and OBC welfare, ensuring compliance with governmental and institutional guidelines.
- Organize workshops, seminars, and awareness programs to sensitize the college community about the issues and challenges faced by SC, ST, and OBC students, promoting an inclusive and supportive environment.
- Establish a robust grievance redressal mechanism to address and resolve issues and concerns raised by SC, ST, and OBC students promptly and effectively.
- Facilitate access to scholarships, fellowships, and other financial aid opportunities available for SC, ST, and OBC students.
- Provide academic counselling and career guidance to help SC, ST, and OBC students achieve their educational and professional goals.
- Collaborate with government agencies, non-governmental organizations, and other institutions to leverage resources and programs aimed at the upliftment of SC, ST, and OBC students.
- Maintain detailed records of all activities, policies implemented, and progress made concerning the welfare of SC, ST, and OBC students, and prepare reports for submission to relevant authorities.

- Organize skill development and training programs to enhance the employability and career prospects of SC, ST, and OBC students.

6. Approval & Review Details

Approval Authority:

Executive Director, St Joseph College of Communication

Officer In-charge:

Convenors: SC/ST Committee & OBC Cell, St Joseph College of Communication

Approved on: November 2023

Next Review Date: November 2024

7. Feedback:

Stakeholders may provide feedback about this document by e-mailing IQAC.