



VITS COLLEGE OF PHARMACY

(A Unit of DPR Charitable Trust)

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Anti-Discrimination Cell

Objectives-

- The objectives of an anti-discrimination cell at **VITS College of Pharmacy, Satna** are to ensure equal opportunities and to eliminate discrimination against students and staff or harassment of any individual in all forms.

The **Anti-Discrimination Cell** is constituted to ensure that no member of the institution faces discrimination based on caste, creed, religion, ethnicity, gender, or other factors, fostering inclusivity and respect among students, faculty, and staff. The cell is constituted in line with the directives of UGC/PCI/AICTE and relevant regulations with the following members and responsibilities for the session 2024-25.

S.N.	Name	Designation	Department	Role	E-mail	Contact Number
1	Dr. Swapnil Verma	Principal	Pharmaceutical Chemistry	Chairman	vcp.satna@gmail.com	8349994461
2	Mr. Satyendra Garg	HOD	Pharmacology	Member	satyendra.garg.vcp@gmail.com	8777034295
3	Ms. Neha Dwivedi	Asst. Professor	Pharmacology	Member	Neha.dwivedi.vcp@gmail.com	8602924220
4	Mr. Akhil Pratap Singh	CAO	-	Member	akhil@vitsdpr.ac.in	8966903500
5	Ms. Richa Singh	Student	-	Member	singhricha4002@gmail.com	7067410242
6	Aniket Singh	Student	-	Member	aniket78901@gmail.com	8305292662
7	Mr. Arun Kumar Tiwari	parent	-	Member	Arun7613@gmail.com	8902596262

Principal
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➤ Roles and Responsibilities:

❖ Complaint Redressal:

- Address complaints related to discrimination promptly and fairly, maintaining confidentiality.
- Ensure a safe space for victims to voice their concerns without fear of retaliation.

❖ Awareness Programs:

- Conduct regular workshops, seminars, and campaigns on equality, inclusivity, and respect for diversity.
- Educate students and staff on the legal framework, such as the Constitution of India, UGC regulations, and anti-discrimination laws.

❖ Monitoring and Surveillance:

- Regularly monitor campus spaces to identify and address discriminatory practices.
- Organize periodic audits of institutional policies to ensure they align with anti-discrimination objectives.

❖ Policy Formulation:

- Develop and implement an institutional policy on anti-discrimination, including preventive measures and redressal mechanisms.

❖ Reporting and Documentation:

- Maintain records of complaints, actions taken, and outcomes for transparency and accountability.
- Submit periodic reports to the UGC and other regulatory authorities on the functioning of the cell.

❖ Promoting Inclusivity:

- Encourage representation of students and faculty from diverse backgrounds in academic and extracurricular activities.
- Promote inclusive practices in admissions, employment, and academic collaborations.

➤ Implementation Guidelines

❖ Visibility:

- Display contact details of the cell members prominently on campus and on the college website.
- Provide accessible online and offline mechanisms for lodging complaints.

❖ Confidentiality:

- Ensure strict confidentiality while handling complaints to protect the identity of the complainant.

❖ Capacity Building:

- Train cell members and institutional stakeholders on anti-discrimination laws and conflict resolution techniques.

❖ Periodic Review:

- Conduct biannual reviews to evaluate the effectiveness of the cell and update policies as required.



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