

# SC/ST POLICY



## BISHOP JEROME INSTITUTE

*Fatima College Road, Kollam 691001*

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# **SC/ST Policy**

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# SC/ST POLICY

Established in 2010, **Bishop Jerome Institute (BJI)** in Kollam, Kerala, is a Christian minority institution. **As such, the college is exempt from providing reservations to SC/ST and OBC students as per the law.** However, BJI is committed to fostering inclusivity and equity while providing quality education to students from Scheduled Castes(SC) and Scheduled Tribes (ST). These policies are designed to ensure equitable access to education, support and academic and personal growth of SC/ST students, and address historical inequalities within the academic environment.

This document outlines BJI's SC/ST policies, their impact on student welfare, and the institution broader commitment to diversity and inclusion.

## 1) OBJECTIVES

- a) **Equal Opportunity:** To provide equal opportunities for SC/ST students in academic, extracurricular, professional development activities, appointments to teaching & non-teaching positions.
- b) **Academic & Financial Support:** To offer tailored academic, financial, and social support programs that meet the specific needs of SC/ST students.

Receive central assistance: Colleges meeting the criteria outlined in Section 2(f) of the UGC (University Grants Commission) Act and declared fit under 12(B) become eligible for various developmental grants and financial assistance for schemes related to teachers and students

- c) **Inclusive Environment:** To prevent and address any form of discrimination, ensuring a safe, supportive, and inclusive environment for SC/ST students.
- d) **Effective Implementation:** To implement and monitor welfare schemes that benefit SC/ST students.
- e) **Awareness campaigns & programs:** In line with the established policy of the government, and in the best interest for the development of the SC/ST and other reservation category, create total awareness by conducting awareness programs, seminars and campaigns to that effect.



## 2) RESERVATION OF SEATS FOR SC/ST STUDENTS

According to verdicts of **Hon. Supreme Court of India** and different High Courts, the concept of communal reservation, including SC/ST/OBC reservation, does not apply to minority educational institutions. The court ruled that the state is not empowered to compel minority educational institutions to admit students from these categories.

The court's ruling is based on the following:

- a) Articles 30 of the Constitution of India
- b) Excludes minority educational institutions from the definition of private educational institutions. (Ashoka Kumar Thakur v. Union of India)
- c) The exclusion of minority educational institutions from Article 15(5) of the Constitution of India does not violate Article 14 of the Constitution of India.
- d) Minority educational institutions are a separate class.
- e) Minority educational institutions have their own rights that are brought by other constitutional provisions.

However, the college always welcomed students from these disadvantaged communities whether they are admitted by State Government or Management merit.

## 3) MENTORING AND ACADEMIC SUPPORT

Recognizing that SC/ST students may face additional academic challenges due to disparities in their pre-college education, college has implemented several support programs.

- a) **Mentorship Programs:** Senior faculty members are assigned as mentors to guide SC/ST students, providing academic and career guidance, personal support, and addressing any specific challenges or special needs they may encounter during their studies.
- b) **Remedial Coaching:** Special coaching sessions focus on key subjects to help SC/ST students improve their academic performance and overcome any learning gaps.
- c) **Bridge Courses:** To ease the transition from high school to the rigorous demands of engineering, the college offers bridge courses in fundamental subjects like science and mathematics.
- d) **Counselling and Emotional Support:** Counselling services are available to help students including SC/ST students to manage academic stress, personal challenges, and emotional well-being.



- e) **Awareness of Government Schemes:** Workshops are conducted for SC/ST as well as OBC students to make them aware of the existing government-sponsored scholarships, financial aid, and other beneficial schemes in order to ensure they are aware of the resources available to them.
- f) **Motivation and Career Development Programs:** The College organizes sessions aimed at motivating SC/ST students, helping them set goals, build confidence, and pursue their career aspirations.

The mentioned initiatives are intended to bridge the academic gap that the students might face due to disparities in pre-college education and social background, ensuring that all students have an equal opportunity to succeed in their studies.

#### 4) SC/ST CELL CONSTITUTION AND ROLES

In accordance with Government of India guidelines, college has established an SC/ST Cell with the following constitution, ensuring the effective implementation of SC/ST policies and addressing the grievances of SC/ST students. This body ensure that the campus remains a safe, unbiased and inclusive environment for students from all backgrounds. The SC/ST Cell is governed by the roles and responsibilities defined as per the government rules.

##### Constitution of the SC/ST Cell

- a) **Chairperson:** Head of the Institution (*Principal*)
- **Role:** The Chairperson oversees the overall functioning of the SC/ST Cell, ensuring that the policies and support systems for SC/ST students are effectively implemented, namely; approving major decisions, covering meetings, and ensuring compliance with governmental regulations.
- b) **Convener:** Senior Faculty Member
- **Role:** The Convener is responsible for coordinating the activities of the SC/ST Cell. They serve as the point of contact for SC/ST students, ensuring that their concerns are addressed promptly. The Convener is also responsible for organizing awareness programs, workshops, and providing reports to government agencies, if necessary.



- c) **Faculty Members:** Professors / Associate Professors / Assistant Professors (*preferably from SC/ST Community*)
- **Role:** Faculty members play a critical role in mentoring and supporting SC/ST students, particularly in academic matters. They provide guidance in implementing welfare schemes, assist in resolving issues related to discrimination, and contribute to capacity building initiatives for SC/ST students.
- d) **Administrative Officer:** Registrar / Senior Administrative Officer
- **Role:** The Administrative Officer ensure that all administrative functions related to SC/ST student welfare are executed efficiently, including processing scholarships, reservations, and student records. They ensure compliance with reporting requirements and maintain communication with government bodies on SC/ST related matters.
- e) **Student Representatives:** Preferably from the SC/ST Community
- **Role:** Student representatives provide valuable insights into the needs and challenges faced by SC/ST students. They act as a liaison between the SC/ST community and the college administration, ensuring the students' voices are heard and their concerns are addressed.
- f) **Non-Teaching Staff Rep.:** Technical Staff (*preferably from the SC/ST Community*)
- **Role:** The Non-Teaching Staff Representative ensures that the interests of SC/ST students are supported in administrative and technical areas. They assist in maintaining communication with SC/ST students and contribute to the cell's initiatives on student welfare.

## 5) ANTI-DISCRIMINATION AND INCLUSIVITY POLICIES

The college enforces strict anti-discrimination policies in compliance with national legislation, including the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989. The institution is committed to maintain a campus free from caste-based discrimination, harassment, or exclusion. Key measures include:

- **Grievance Redressal Cell:** A dedicated cell addresses any complaints related to caste-based discrimination, ensuring prompt resolution.



- **Anti-Ragging Committee:** This committee actively prevents and addresses incidents of ragging, particularly those that may involve caste-based harassment.
- **Awareness Programs:** Regular workshops and seminars are conducted to educate faculty and students about caste-related issues, inclusivity, and the importance of social justice.

## 6) COMPLIANCE WITH GOVERNMENT SCHEMES AND INITIATIVES

The College ensures full compliance with government regulations and initiatives designed to support SC/ST students. These include:

- **Post-Matric Scholarship:** The college facilitates access to government-sponsored scholarships that reduce the financial burden on SC/ST students.
- **Capacity Building Programs:** The college actively participates in government programs like the SC/ST Students' Capacity Building Program, designed to enhance academic skills and overall student development.

The college also monitors the implementation of these policies, ensuring transparency and accountability.

## 7) SC/ST CELL INITIATIVES

To address the concerns and needs of SC/ST students, BJI has established a dedicated SC/ST Cell with the following objectives:

- **Claiming Student Rights:** Ensuring that SC/ST students have full access to educational opportunities and resources.
- **Providing a Conducive Learning Environment:** Creating a safe, inclusive atmosphere for SC/ST students to thrive academically and personally.
- **Career and Academic Advancement:** Encouraging SC/ST students to pursue new opportunities, whether educational or professional, that contribute to their holistic growth.

The SC/ST Cell serves as a bridge between the administration and the students, facilitating open dialogue and prompt action on issues related to their welfare.



## 8) AWARENESS AND ENGAGEMENT

The College is committed to fostering an inclusive campus culture. This is achieved through:

- **Awareness Campaign:** Promoting understanding and acceptance of SC/ST policies, benefits, and the importance of an inclusive academic environment.
- **Student Engagement:** Supporting SC/ST student associations and encouraging active participation in discussions about policy development and implementation.

## 9) ADDRESSING COMPLAINTS AND GRIEVANCES

BJI prioritizes that timely resolution of any grievances related to SC/ST students. The institution has set up a robust grievance redressal mechanism that ensures:

- **Dedicated Channels:** SC/ST students can report issues regarding discrimination or non-compliance through established channels, including the SC/ST Cell. Complaints, in written form, can be submitted to SC/ST Cell members or sent via email to the Principal or any committee members for prompt attention and resolution.
- **Timely Resolution:** All complaints are addressed in a timely and fair manner, with clear procedures for resolution and appeal.

This SC/ST Policy document along with the procedures for grievance redressal, must be made publicly accessible and displayed on the official college website for transparency and public reference.

## 10) CONSEQUENCE FOR NON-COMPLIANCE

Non-compliance with SC/ST reservation policies in educational institutions can lead to various consequences, including legal action, penalties, and potential loss of recognition.

Institutions may face lawsuits, fines, and even be derecognized for failing to adhere to reservation mandates. Additionally, there could be consequences for individuals/officials involved in discriminatory practices, such as being held personally liable and facing legal penalties.



## 11) CONTACT DETAILS

Enquiries and complaints can be directed to the Coordinator of the SC/ST Cell or to the Principal, Bishop Jerome Institute.

Email: [principal@bji.ac.in](mailto:principal@bji.ac.in)

## 12) CONCLUSION

**Bishop Jerome Institute** remains committed to promoting equity, social justice, and inclusivity through its SC/ST policies-encompassing seat reservations, financial aid, academic support, and strict anti-discrimination measures. The college is dedicated to the academic and personal success of the SC/ST students. The College not only complies with government mandates but also fosters an environment where students from marginalized communities can thrive, free from the disadvantages of historical inequities.

*Policy Approved by:*

*Amil. A.R.*

**Principal**  
**Bishop Jerome Institute**

