ANNAMACHARYA UNIVERSITY

(ESTD UNDER AP PRIVATE UNIVERSITIES (ESTABLISHMENT AND REGULATION) ACT, 2016)
(UNIVERSITY LISTED IN UGC AS PER THE SECTION 2(f) OF THE UGC ACT, 1956)

RAJAMPET, YSR Kadapa District, AP – 516126, INDIA

Lr. No.: AUR/EOC/Agenda/October/6/2025 Date: 12.10.2025

EQUAL OPPORTUNITY CELL
Detailed Agenda for the First Meeting

Ref.: AUR/Registrar's Office/Circular/September/5/2025, dated 12.10.2025

Meeting: Tuesday, 14 October 2025 | Time: 2:00 PM | Venue: Conference Room

The first meeting will consider the functions of the Equal Opportunity Cell and the arrangements for awareness activities, student support, accessibility and inclusion during the academic year 2025–26.

1.1 Welcome and Opening Remarks

The Chairperson will welcome the members and introduce the objectives and functions of the Equal Opportunity Cell established through the constitution order dated 27.05.2025. The opening discussion will cover equal access, inclusion, prevention of discrimination and support for disadvantaged and underrepresented groups.

Members will consider their respective roles and coordination with the departments and relevant University cells. The discussion will establish the priorities for the Cell's work during 2025–26.

1.2 Awareness Programmes and Outreach Activities for 2025–26

The Committee will review awareness programmes, workshops, seminars and outreach activities relevant to equal opportunity for the academic year 2025–26. Members will consider the topics, target groups and departmental participation to be included in the activity plan.

The discussion will cover awareness on the role of the Cell, respectful conduct and access to student support. Members will also consider responsibility for programme coordination and maintenance of activity details.

1.3 Policies and Practices Promoting Equality and Non Discrimination

The Committee will consider policies and practices that support equal treatment in academic activities, participation in campus programmes and access to University facilities. Members will discuss how students and staff can approach the Cell with concerns relating to discrimination.

The discussion will cover communication of the Cell's objectives and contact details, confidential handling of concerns, and referral to the competent authority or relevant University committee for appropriate action.

1.4 Support for Disadvantaged and Underrepresented Students

The Committee will consider academic and mentoring support for SC, ST, OBC, EWS, minority and other underrepresented students. Members will discuss guidance on academic difficulties, scholarships, counselling and access to the support offered by the University.

The discussion will cover coordination with Heads of Departments and faculty mentors, identification of students requiring assistance, and referral to the appropriate University office. Student representatives may bring relevant concerns to the Committee's attention.

1.5 Facilities and Support for Persons with Disabilities

The Committee will consider accessibility in buildings, classrooms, laboratories, libraries, hostels and digital platforms. Members will discuss how the Cell can obtain specific observations from students and staff with disabilities and identify matters requiring attention.

The discussion will cover collection of accessibility concerns through departments and student representatives, consolidation of observations, and submission of recommendations to the University administration.

1.6 Awareness and Sensitisation Programmes for 2025–26

The Committee will consider sensitisation programmes for students and staff on equality, inclusion, diversity, disability awareness and respectful interaction. Members will discuss suitable topics and opportunities for coordination with the Women Empowerment Cell and other relevant University cells.

The discussion will cover programme planning, participation of faculty and student representatives, communication to the campus community and inclusion of the sessions in the Cell's activity plan.

1.7 Compliance with Applicable Guidelines and Statutory Requirements

The Committee will consider the guidelines and requirements applicable to the functioning of the Equal Opportunity Cell. Members will discuss coordination with the Registrar's Office on University directions and other applicable requirements.

The discussion will also cover maintenance of the constitution order, circulars, detailed agendas, minutes, Action Taken Reports, activity details and correspondence in sequence.

1.8 Any Other Matter with the Permission of the Chair

Members may raise other matters relating to equal opportunity, inclusion, student support, accessibility and the functioning of the Cell with the permission of the Chair. The Committee may consider member coordination, follow-up arrangements and the schedule for subsequent meetings.

The meeting frequency prescribed in the constitution order will be considered while planning the review of the Cell's work.

Paper for consideration

Constitution order of the Equal Opportunity Cell, Procd. No. EOC/Orders/17/2025, dated 27.05.2025.

Dr. CH. Nagaraju
CHAIRPERSON
Equal Opportunity Cell

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RAJAMPET, YSR Kadapa District, AP – 516126, INDIA

Lr. No.: AUR/EOC/Minutes/October/7/2025 Date: 14.10.2025

EQUAL OPPORTUNITY CELL
Minutes of the First Meeting

Ref.: AUR/Registrar's Office/Circular/September/5/2025, dated 12.10.2025

Minutes of the First Meeting of the Equal Opportunity Cell of Annamacharya University held at 2:00 PM in the Conference Room on Tuesday, 14 October 2025.

Members present

1. Dr. CH. Nagaraju, Professor, ECE — Chairperson
2. Dr. N. R. Gowthami, Assistant Professor, Civil Engineering and Chairman, Women Empowerment Cell — Faculty Representative
3. Dr. B. Sreenivasulu, Assistant Professor, H&S — Faculty Representative
4. Mr. N. Nagaraju, Assistant Professor, Mechanical Engineering — Faculty Representative
5. Miss. S. Rubinabi, Assistant Professor, EEE — Faculty Representative
6. Busa Reena Jessi, II B.Tech, CSE — Student Representative
7. Eslavath Suresh Naik, I B.Tech, AI & DS — Student Representative
8. Karthik Sagabala, MCA — Student Representative
9. Mr. G. Siva Prasad, Accountant — Administrative Representative
10. Dr. Haritha Garlapati, Psychiatrist, Amrutha Mindcare, Kadapa — External Expert

Members absent: Nil

1.1 Welcome and Opening Remarks

The Chairperson welcomed the members to the first meeting. The Committee discussed the objectives and functions of the Equal Opportunity Cell established through the order dated 27.05.2025, including equal access, inclusion, prevention of discrimination and support for underrepresented groups.

Resolution: The Committee resolved to carry out the functions in the constitution order and coordinate with the departments and relevant University cells on matters of equal opportunity.

1.2 Awareness Programmes and Outreach Activities for 2025–26

The Committee discussed the Awareness Program on Equal Opportunities, with Dr. N. Mallikharjuna Rao, Registrar, Annamacharya University, as the resource person. Members considered awareness on the role of the Cell, equal treatment, student support and the channels for raising concerns. The programme details form Annexure I.

Resolution: The Committee resolved to organise the programme in coordination with the Registrar's Office and the departments, and include equal opportunity awareness in the Cell's activity plan.

1.3 Policies and Practices Promoting Equality and Non Discrimination

The Committee discussed the objectives and functions laid down in Procd. No. EOC/Orders/17/2025, dated 27.05.2025. Members considered their application to equal access, diversity, grievance handling and support for marginalised groups. The relevant provisions of the order form Annexure II.

Resolution: The Committee resolved to follow these provisions, communicate the Cell's functions to students and staff, and refer concerns to the competent University authority or relevant committee for appropriate action.

1.4 Support for Disadvantaged and Underrepresented Students

The Committee discussed academic, mentoring and scholarship support for SC, ST, OBC, EWS, minority and other underrepresented students. Members considered need-based financial assistance and the University's procedure for scholarship awards. Scholarship and student support provisions form Annexure III.

Resolution: The Committee resolved that faculty representatives shall coordinate with Heads of Departments, mentors and the relevant University offices to guide students on scholarships, academic assistance and counselling. Scholarship awards shall follow the applicable University policy and approval procedure.

1.5 Facilities and Support for Persons with Disabilities

The Committee discussed the ramps in the Civil, Main and PG Blocks and the lifts installed in the Civil and PG Blocks. Members also considered accessible routes, direction boards and disabled-friendly washrooms. Facility details and photographs form Annexure IV.

Resolution: The Committee resolved to support access to these facilities, collect concerns from students and staff with disabilities, and coordinate with the administration on upkeep and matters requiring attention.

1.6 Awareness and Sensitisation Programmes for 2025–26

The Committee discussed Sensitization Programs on Discrimination, with Dr. V. Mouneswari, Coordinator, Women Empowerment Cell, as the resource person. Members considered respectful conduct, prevention of discriminatory behaviour and access to support for II-year women students and women faculty. The programme details form Annexure V.

Resolution: The Committee resolved to organise sensitisation sessions in coordination with the Women Empowerment Cell and the departments. Faculty and student representatives shall assist with communication and participation.

1.7 Compliance with Applicable Guidelines and Statutory Requirements

The Committee discussed the guidelines and University directions applicable to the functioning of the Cell, together with the maintenance of its meeting papers, activity details and correspondence.

Resolution: The Committee resolved that the Chairperson shall coordinate with the Registrar's Office on applicable requirements and maintain the constitution order, circulars, agendas, minutes and Action Taken Reports in sequence.

1.8 Any Other Matter with the Permission of the Chair

With the permission of the Chair, the Committee discussed member coordination, follow-up and the quarterly meeting requirement in the constitution order.

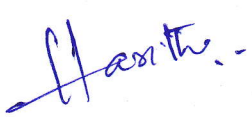
Resolution: The Committee resolved to meet at least once every quarter and place the action taken on its decisions before the subsequent meeting for review.

The meeting concluded with a vote of thanks to the Chair.

Dr. CH. Nagaraju
CHAIRPERSON
Equal Opportunity Cell

Signatures of the Members

First Meeting | 14 October 2025 | Conference Room

S.No.	Name of the Member	Role	Signature
1	Dr. CH. Nagaraju	Chairperson	
2	Dr. N. R. Gowthami	Faculty Representative	
3	Dr. B. Sreenivasulu	Faculty Representative	
4	Mr. N. Nagaraju	Faculty Representative	
5	Miss. S. Rubinabi	Faculty Representative	
6	Busa Reena Jessi	Student Representative	
7	Eslavath Suresh Naik	Student Representative	
8	Karthik Sagabala	Student Representative	
9	Mr. G. Siva Prasad	Administrative Representative	
10	Dr. Haritha Garlapati	External Expert	

Glimpses of the Meeting

First Meeting of the Equal Opportunity Cell

14 October 2025 | Conference Room



Opening discussion



Committee deliberations

Annexure I
Awareness Program on Equal Opportunities

Equal Opportunity Cell | First Meeting | Agenda Item 1.2

Resource Person

Dr. N. Mallikharjuna Rao

Registrar, Annamacharya University

Purpose

The programme introduces students and staff to the Equal Opportunity Cell and its role in promoting equity, access and inclusion. It focuses on equal treatment in academic and campus life and on the assistance available to students from disadvantaged and underrepresented groups.

Programme Focus

1. Objectives, functions and responsibilities of the Equal Opportunity Cell.
2. Equal access to academic activities, University facilities and campus programmes.
3. Academic guidance, mentoring, counselling and scholarship support.
4. Respectful interaction and prevention of discrimination based on social or personal identity.
5. Approaching the Cell, communicating concerns and obtaining assistance through the relevant University offices.

Coordination

The Equal Opportunity Cell shall coordinate the programme with the Registrar's Office and the departments. Faculty representatives shall communicate the programme arrangements, while student representatives shall support student participation.

Expected Outcome

Students and staff will be familiar with the Cell's functions, the support available to them and the channels through which they can seek assistance.

Annexure II
Policies and Practices Promoting Equality and Non Discrimination

Equal Opportunity Cell | First Meeting | Agenda Item 1.3

Procd. No. EOC/Orders/17/2025 | Date: 27.05.2025

By the direction of the Vice Chancellor of Annamacharya University, the Equal Opportunity Cell (EOC) has been established to ensure equity, access, and non-discrimination in all aspects of institutional life, in accordance with the constitutional mandate for equality and the commitment to fostering an inclusive environment for all.

Objectives of Equal Opportunities Cell

1. To ensure equity and equal opportunities to all members of the institution regardless of caste, creed, religion, language, ethnicity, gender, or disability.
2. To promote diversity and inclusion within the campus.
3. To prevent and address discrimination or harassment based on social or personal identity.
4. To sensitize the campus community on issues of equality, diversity, and inclusion through awareness programs, workshops, and training.
5. To provide support and guidance to marginalized or underrepresented groups.

Functions of Equal Opportunity Cell

1. To collect data and conduct audits on diversity and inclusion.
2. To counsel and support students and staff from marginalized groups.
3. To handle grievances related to discrimination and recommend action.
4. To develop and implement equal opportunity policies.
5. To coordinate with other institutional bodies such as the Gender Cell, SC/ST Cell, and Disability Support Cell.

Authority: Constitution of Equal Opportunity Cell, Annamacharya University, dated 27.05.2025.

Annexure III
Scholarships and Support for Disadvantaged and Underrepresented Students

Equal Opportunity Cell | First Meeting | Agenda Item 1.4

Annamacharya University's Quality Policy includes need-based scholarships, grants and financial assistance for students from low-income backgrounds. The support addresses tuition fees, books and living expenses. Mentoring and peer support help students access resources and address academic difficulties.

Student Support Provisions

Support	Provision
Financial assistance	Need-based scholarships, grants and financial aid under the University's policy.
Academic support	Mentorship and peer support for academic guidance and access to resources.
Accessibility support	Accommodations and accessible facilities for students with disabilities.

Scholarship Awards

Ordinance No. 5 governs fellowships, assistantships and scholarships. The Board of Management determines the value, duration and conditions of University awards. Eligible students receive support within the applicable policy framework, with continuation governed by the award conditions. Awards and their continuation require a proposal from the Registrar and approval of the Vice-Chancellor. Undergraduate and postgraduate scholarship schemes are subject to the Board's approval.

EOC Coordination

Faculty representatives shall work with Heads of Departments and mentors to guide SC, ST, OBC, EWS, minority and other underrepresented students towards the relevant support. Applications and individual concerns shall be referred to the appropriate University office for consideration.

University Sources

Quality Policy — Diversity and Equity

University Ordinances — Ordinance No. 5, pages 24–25

Annexure IV

Facilities and Support for Persons with Disabilities

Equal Opportunity Cell | First Meeting | Agenda Item 1.5

Ramps support access in the Civil, Main and PG Blocks. Lifts are installed in the Civil and PG Blocks. Direction boards identify accessible routes. Disabled-friendly washrooms are available in these blocks.

Block	Accessibility Facilities
Civil Block	Ramp, lift, direction boards and disabled-friendly washrooms.
Main Block	Left and right side ramps, Wheel Chair, direction boards and disabled-friendly washrooms.
PG Block	Left and right side ramps, Wheel Chair, lift, direction boards and disabled-friendly washrooms.

Ramps and Lifts



Civil Block ramp



Civil Block lift



PG Block ramp



PG Block lift



New Block lift

The Cell shall coordinate with the administration on upkeep of accessible routes and on concerns raised by students and staff. Facilities for Differently Abled — University facilities and photographs

Annexure V
Sensitization Programs on Discrimination

Equal Opportunity Cell | First Meeting | Agenda Item 1.6

Resource Person

Dr. V. Mouneswari

Coordinator, Women Empowerment Cell

Annamacharya University

Purpose

The programme promotes respectful conduct and awareness of discrimination in academic and campus life. It addresses the responsibilities of students and staff in maintaining an inclusive environment and supporting those who face unequal treatment.

The programme is intended for II-year women students and women faculty.

Programme Focus

1. Recognising discriminatory behaviour based on caste, creed, religion, language, ethnicity, gender, disability or other aspects of social and personal identity.
2. Respectful communication, inclusive participation and fair treatment in classrooms and campus activities.
3. Understanding the impact of exclusion, harassment and insensitive remarks.
4. Seeking assistance through the Equal Opportunity Cell, Women Empowerment Cell and the relevant University authorities.
5. Supporting peers and bringing concerns to the attention of the appropriate committee.

Coordination

The Equal Opportunity Cell shall coordinate the sessions with the Women Empowerment Cell and the departments. Faculty and student representatives shall support communication and participation.

Expected Outcome

Participants will be able to recognise discriminatory conduct, practise respectful interaction and identify the appropriate channels for support.

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RAJAMPET, YSR Kadapa District, AP – 516126, INDIA

Lr. No.: AUR/EOC/ATR/April/8/2026 Date: 26.04.2026

EQUAL OPPORTUNITY CELL
Action Taken Report of the First Meeting

Ref.: AUR/EOC/Minutes/October/7/2025, dated 14.10.2025

On the decisions of the Equal Opportunity Cell meeting held on 14 October 2025

The awareness and sensitisation programmes approved at the first meeting were completed in January 2026. This report covers the action taken up to 26 April 2026.

S.No.	Decision	Action Taken
1	1.1 — Functions and responsibilities of the Cell	The objectives and functions in the constitution order dated 27.05.2025 were adopted as the basis for the Cell's work. Coordination responsibilities were assigned to the members.
2	1.2 — Awareness Program on Equal Opportunities	The programme was conducted in January 2026 with Dr. N. Mallikharjuna Rao, Registrar, Annamacharya University, as the resource person. It covered equal opportunity, the role of the Cell and access to student support. The programme details form Annexure I to the minutes.
3	1.3 — Policies and practices promoting equality and non discrimination	The objectives and functions in the EOC constitution order were brought together in Annexure II. These provisions formed the basis for the Cell's work on equity, inclusion, grievance handling and support for underrepresented groups.
4	1.4 — Support for disadvantaged and underrepresented students	Scholarship, financial assistance, mentoring and accessibility provisions were consolidated in Annexure III for student guidance. The University's Quality Policy and Ordinance No. 5 formed the basis for information on scholarships and the award procedure.

S.No.	Decision	Action Taken
5	1.5 — Facilities and support for persons with disabilities	Ramps in the Civil, Main and PG Blocks and lifts in the Civil and PG Blocks were available for access. Details of these facilities, direction boards and disabled-friendly washrooms, together with photographs, were included in Annexure IV.
6	1.6 — Sensitization Programs on Discrimination	The sensitisation programmes were conducted in January 2026 with Dr. V. Mouneswari, Coordinator, Women Empowerment Cell, as the resource person. The sessions addressed respectful conduct, discriminatory behaviour and channels for assistance. The programme details form Annexure V to the minutes.
7	1.7 — Applicable guidelines and maintenance of the Cell file	The constitution order, circular, detailed agenda, minutes and Annexures I–V were arranged in sequence in the Cell file.
8	1.8 — Follow-up on the decisions of the meeting	The action taken on the decisions was consolidated in this report for review and ratification at the subsequent meeting of the Equal Opportunity Cell.

This report shall be placed before the next meeting of the Equal Opportunity Cell for ratification.

Dr. CH. Nagaraju
CHAIRPERSON
Equal Opportunity Cell