

# लक्ष्मीबाई राष्ट्रीय शारीरिक शिक्षा संस्थान, ग्वालियर Lakshmibai National Institute of Physical Education, Gwalior

Deemed to be University, Ministry of Youth Affairs & Sports, Government of India  
(Declared vide Govt. of India MHRD Notification NO. F.9-14/92-U.3 dated 21.09.1995  
under section 3 of UGC Act, 1956)

No. Acaad./212/09

Date: 28/5/25

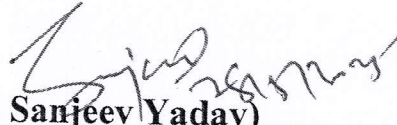
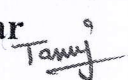
## OFFICE ORDER

The Competent Authority of the Institute has established the Equal Opportunity Cell. The Equal Opportunity Cell shall function in accordance with the Equal Opportunity Policy. The Equal Opportunity Cell is constituted as follows:

- |  |   |                  |
|--|---|------------------|
| 1. Dr. Nibu R. Krishna                             | - | Chairperson      |
| 2. Prof. M.K. Singh                                | - | Member           |
| 3. Dr. Vinita Bajpai Mishra                        | - | Member           |
| 4. Prof. Joseph Singh                              | - | Member           |
| 5. Dr. Payal Das                                   | - | Member           |
| 6. Mr. Kartik Tudu (B.P.Ed. II <sup>nd</sup> Year) | - | Member           |
| 7. Mr. Amit Yadav                                  | - | Member Secretary |

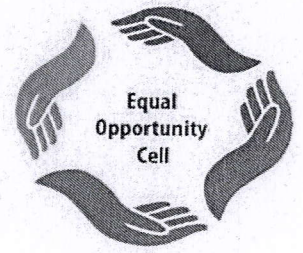
Dr. Dilip Tirkey is appointed as Coordinator of the Equal Opportunity Cell.

(Authority : Vice Chancellor's approval dated 27.05.2025)

  
(Dr. Sanjeev Yadav)  
I/c Registrar  


### Copy to:

- |                                 |                         |
|---------------------------------|-------------------------|
| - Vice Chancellor's Secretariat | - Registrar Secretariat |
| - Director IQAC                 | - All Member's          |
| - Establishment Section         | - Concerned File        |



LAKSHMIBAI NATIONAL INSTITUTE OF PHYSICAL  
EDUCATION, GWALIOR (M.P.)

(DEEMED TO BE UNIVERSITY)

MINISTRY OF YOUTH AFFAIRS & SPORTS, GOVT. OF INDIA

**POLICY OF  
EQUAL OPPORTUNITY CELL**

**[www.lnipe.edu.in](http://www.lnipe.edu.in)**

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## **1. Policy**

As Diversity is the basic fabric of our society, it is essential to have mechanism and policies to have holistic and Inclusive Growth. Lakshmbai National Institute of Physical Education, as a premier institute, always endeavor to provide conducive and Harmonious Environment to its Faculty's, Staff and Students. Institute always aims to provide equal opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, gender etc.

Equal Opportunity Cell is proposed, as single plat-form, for creative Interactions and Promotions of equality among all stakeholders (Faculty, Staff and Students) belonging to Schedule Caste/Schedule Tribe, Other Backward Caste, minorities, persons with disabilities (PWDs) & women. The Main aim of the cell is to ensure that Stakeholders from various diverse background of Community, religion, region, gender or abilities are not deprived of their rightful opportunities.

## **2. Objective**

1. To promote diversity and inclusive practices among different stake holders (faculty, Staff and Students) belonging to Schedule Caste/Schedule Tribe, Other Backward Caste, minorities, persons with disabilities (PWDs) & women.
2. To raise awareness regarding issues among the stakeholders and to create and enabling and non-discriminate environment for the disadvantageous groups in the institutions so as to provide equal and adequate opportunities to all.
3. To ensure implementation of policies, schemes and programs for inclusion of disadvantaged groups with in the frame work of the policies and

guidelines of the Government of India.

4. To ensure the equity and equal opportunity of the community at large in the Institution and bring about the social inclusion.
5. To enhance the diversity among the students, teaching and non-teaching staff and eliminate the discrimination or harassment.
6. 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 issued from time to time.
7. To help the individual's belonging to the disadvantaged section of society for solving the problems related to discrimination.
8. To prepare the barrier free formalities/procedures for admission/registration of students and fair process of Appointments for Faculty and Staff, belonging to the disadvantaged group of society.
9. To establish the coordination with Government and other agencies/organizations to mobilize academic and financial resources to provide the assistance of the disadvantaged group.

### **3. Institutional Commitment**

1. Institute is committed to promote equal opportunities and diversity in academic pursuit and employment and to eliminate any form of discrimination and harassment. Mutual Respect and fair treatment are conducive to the creation of diverse and harmonious learning and working environment.
2. Institution has Zero Tolerance for discrimination and harassment and, will take necessary steps to ensure that any faculty, staff and students is not

subject to any discrimination and harassment.

3. Education provisions of the Institute is accessible to all. Applications will be actively encouraged from all those seeking admission in the institute.
4. Institute is committed for equality of opportunities with in a diverse environment for all its employees and will ensure that all its policies are equally applied to all staff.

#### **4. Equality of Opportunitites**

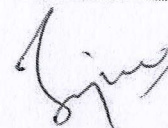
##### **4.1 Gender Equality**

- To strive to achieve 50% representation of women in the Institution Bodies, faculty, staff and students.
- Gender sensitization sessions for new faculty and students during induction programs.
- Display of posters on gender sensitization in different part of the institutions
- Access the impact of current and proposed policies of the institute on gender equality.
- Collect information about the effect of institutes different policies on gender equality.

##### **4.2 Divyangjan**

The Rights of Person with Disabilities Act, 2016 Prohibits discrimination against people with physical and Mental Disabilities. LNIPE prohibits discrimination in any form, including that based on physical and mental disabilities.

- Full and effective participation and inclusion of persons with disability.
- No discrimination practices are to be engaged and encouraged among



employee and students with disability.

- No person shall be deprived of his or her personal liberty or rights on the ground of disability.
- Institute shall endeavor to develop disabled friendly infrastructure.
- No queue shall be adopted at all the counters of the administrative offices and library.

#### **4.3 SC/ST/OBC/Minorities**

Institute provides the reservation for Scheduled Castes, Scheduled Tribes, Other Backward Class and Minorities in employment and admissions as per the directions of Government of India from time to time. Institute is committed to:

- To oversee the implementation of Reservation Policy for SC's/ST's/OBC's/Minorities/PWDs in the institute.
- To take measures to achieve the objectives laid down by the Government in this regard.
- To continuously monitor the reservation policy in the institute for the effective implementation of policies and programs of Government of India.

#### **5. Equal Opportunity Cell (EOC)**

The Equal Opportunity Cell shall function as a statutory umbrella body for effective implementation of this policy.

The Cell shall take care of the needs of Faculty, Staff and students while ensuring equality and equal opportunities for them. It shall also oversee effective implementation of policies and programs meant for their benefit.

### **5.1 Functions of Equal Opportunity Cell:**

1. To co-ordinate with other existing cells and bodies of the Institute and enable implementation of the existing schemes and provisions.
2. To ensure sensitization of faculty, staff, counsellors, and students on the gender-identity issue and their inclusion in all aspects of the Institute.
3. To explore and generate funds from various sources like Corporate Social Responsibilities (CSR) and Alumni to provide more financial assistance and scholarships to mitigate opportunity costs and fees for pursuing higher education.
4. Coordinate with the Internal Quality Assurance Cell (IQAC) to raise awareness about the implementation of various policies for inclusive and equitable quality higher education.
5. To work as a 'Single Window' for Faculty, Staff and students for their grievances, basic needs, amenities, facilities, welfare measures
6. To upload guidelines, facilities, welfare, and safety measures on Institute's portal and maintain such records to review and monitor amenities and basic facilities for a safe and secure environment.
7. To organize periodic meetings and to monitor the progress of various schemes.

### **5.2 Governance of Equal Opportunity Cell:**

The Equal Opportunity Cell is constituted as follows:

- |   |                            |
|---|----------------------------|
| 1. Dean to be nominated by the Vice Chancellor (Chairperson)      | - Dr. Nibu R. Krishna      |
| 2. A senior faculty member to be nominated by the Vice Chancellor | - Prof. M.K. Singh         |
| 3. In-charge of Internal Complaint Committee                      | - Dr. Vinita Bajpai Mishra |
| 4. Director of IQAC   | - Prof. Joseph Singh       |

5. Women Representative to be nominated  
by the Vice Chancellor - Dr. Payal Das
6. Students' Representative to be nominated  
by the Vice Chancellor - Mr. Kartik Tudu  
(B.P.Ed. IInd Sem.)
7. Administrative Officer to be nominated  
by the Vice Chancellor - Mr. Amit Yadav

