

**ICAR-National Dairy Research Institute
Karnal-132001, Karnal**

Equal Opportunities Cell

In pursuance of the vision of the Indian Council of Agricultural Research (ICAR) and with the approval of the Director, ICAR-National Dairy Research Institute (NDRI), Karnal, an **Equal Opportunities Cell** has been set up and constituted a committee. The primary mandate of the Committee is to recognize and celebrate the existing diversity on campus and to foster a more inclusive, equitable, and respectful environment for all members of the Institute community.

The Committee shall advise the administration on the formulation and implementation of policies, programmes, and training initiatives related to diversity, equity, inclusion, and human rights. It will also serve as a consultative body for addressing systemic issues that affect the wellbeing and participation of any group or individual on grounds of gender, ethnicity, disability, socio-economic background, religion, sexual orientation, or any other dimension of identity.

The Composition of the Committee:

The Director of the ICAR-NDRI, Karnal approved the following EOC committee vide F.No.2-1/Univ. Office/Students/Committee dated 11-08-2025 to promote and look after the issues related to diversity on campus and to foster a more inclusive, equitable, and respectful environment for all members of the Institute community.

1	Dr. Ashish Kumar Singh Joint Director (Academics)	Chairman
2	Dr. Chand Ram Principal Scientist Dairy Microbiology Division	Member
3	Dr. Sunita Meena Principal Scientist Animal Biochemistry Division	Member
4	Dr. M.K. Singh Senior Scientist Animal Biotechnology Division	Member
5	Ms. Veda T.V. PhD Scholar Agronomy Section	Member
6	Mr. Santosh PhD Scholar Dairy Extension Division	Member
7	Dr. Anjali Agrawal Principal Scientist & Academic Coordinator	Member Secretary

The Committee shall:

- i. **Conduct a diversity audit** of the Institute to map existing demographic, cultural, and social diversity among students, faculty, staff, and other stakeholders.
- ii. **Advise the administration** on designing and implementing policies that promote equal opportunity, prevent discrimination, and address unconscious bias in academic and administrative processes.

- iii. **Organize and recommend** awareness programmes, workshops, and mandatory training modules on diversity, equity, inclusion, and human rights for all sections of the Institute.
- iv. **Celebrate diversity** by instituting annual events (e.g., “Diversity Week”, cultural exchange programmes, disability awareness campaigns) and recognizing contributions of underrepresented groups.
- v. **Review existing facilities** (hostel, canteen, classrooms, labs, toilets, ramps, assistive technologies, etc.) and recommend improvements to make the campus accessible and inclusive for persons with disabilities and other special needs.
- vi. **Develop a mechanism** for receiving suggestions and feedback on inclusion-related issues, and advise on grievance redressal in coordination with the existing Anti-Harassment and Grievance Committees.
- vii. **Submit a quarterly report** to the Director through the Joint Director (Academics) on activities undertaken, recommendations made, and progress achieved.