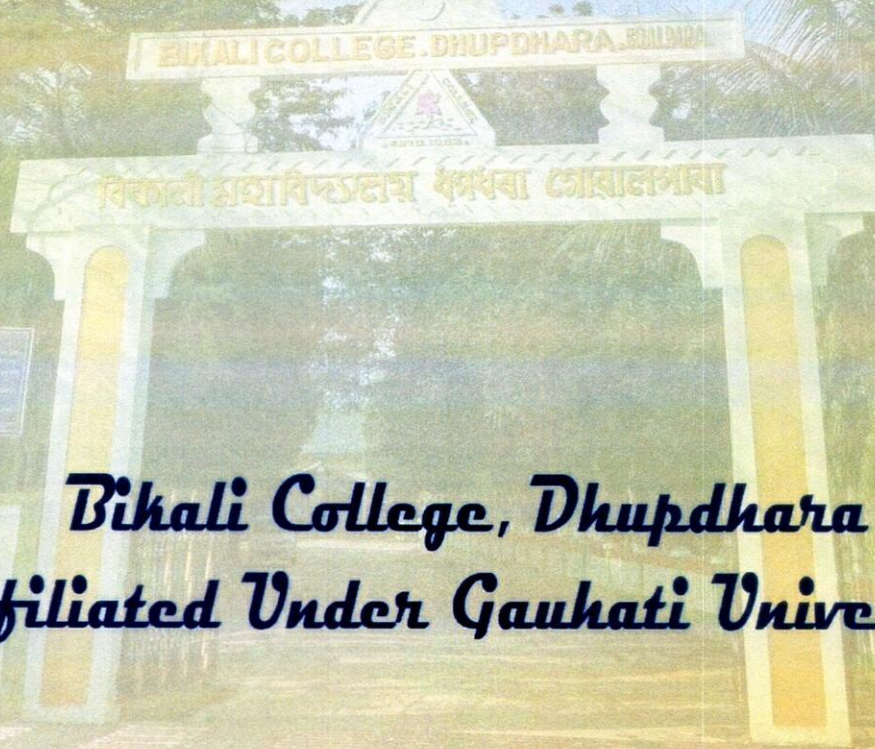
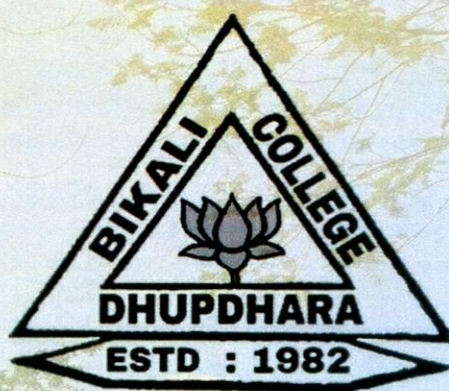
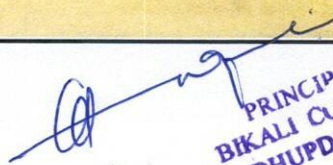




WELFARE POLICY



***Bikali College, Dhupdhara
Affiliated Under Gauhati University***


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Introduction

This document deals with welfare measures for Students, Faculty and Staff during their service at Bikali College. This policy is prepared in consideration with different aspects for the overall development of students as well as the staff. It will also promote satisfactory employability of the faculty and staff of the College.

Vision:

To create an inclusive and supportive environment where every member of the college community feels valued, respected, and empowered to thrive academically, personally, and professionally.

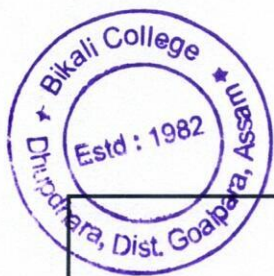
Mission:

Our mission is to foster a culture of well-being and support by implementing comprehensive welfare policies that address the diverse needs of students, faculty, and staff. Through proactive measures and responsive support systems, we aim to promote mental, physical, and emotional wellness while advocating for equity, diversity, and inclusion.

Objectives:

- 1. Foster a Culture of Inclusivity and Diversity:** Create a welcoming and inclusive environment where individuals from diverse backgrounds feel respected, supported, and valued.
- 2. Support Academic Success:** Provide academic support services such as tutoring, mentoring, and study skills workshops to ensure students have the resources they need to succeed academically.
- 3. Address Financial Concerns:** Offer financial assistance programs, scholarships, and emergency funds to alleviate financial stress and support students facing economic hardship.
- 4. Provide Support for Special Needs:** Ensure accessibility for individuals when and where need arises by implementing accommodations, adaptive technologies, and support services.


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5. **Promote Mental Health and Emotional Well-being:** Develop programs and initiatives that raise awareness about mental health issues, reduce stigma, and provide accessible resources for counseling, therapy, and support groups.
6. **Ensure Physical Wellness:** Implement measures to promote healthy lifestyle choices, including access to fitness facilities, nutrition education, and preventive healthcare services.
7. **Enhance Campus Safety:** Implement safety measures and protocols to ensure the physical safety and security of students, faculty, and staff on campus.
8. **Encourage Social Connection and Community Engagement:** Facilitate opportunities for students, faculty, and staff to engage in social activities, clubs, and volunteer opportunities to foster a sense of belonging and connectedness.
9. **Continuous Evaluation and Improvement:** Regularly assess the effectiveness of welfare policies and programs through feedback mechanisms, surveys, and data analysis, and make necessary adjustments to better meet the evolving needs of the college community.

Bikali College Welfare Initiatives

Following are the measures to be followed by the institution as effective welfare measures for students, teaching and non-teaching staff.

1. 50% fee waiver to staff's ward's studying in the college.
2. Provision of Maternity Leave and Child Care Leave for regular employees.
3. Maternity Leave with full pay for Full Time (Temporary) employees.
4. Grant of Leaves to employees to undertake FDP programmes, refresher courses as well as PhD course work and submission.
5. Grant of financial aid to faculty members for paper presentations in national/international seminars/ Conference/ Symposium.
6. Grant of financial aid to faculty members towards membership of professional bodies.


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7. College provides free accommodation to contractual faculty members in the Girls' and Boys' Hostel.
8. The institution aids the employees' promotion process without delay while adhering to the strict maintenance of UGC guidelines and procedures.
9. Academic leave facilities can be availed by the Full Time (Temporary) employees with a remuneration of 50% of the salary.
10. The administration also aids the swift passage of the retired employees' Pension, Gratuity, Arrear processes with least red-tapism.
11. Free Wi-Fi facility.
12. Access to fitness facilities for both teachers and students.
13. The campus is under CCTV surveillance to maintain the safety and security of students, faculty, and staff on campus
14. Free Health camps, Vaccination camps are organised in every academic year for students, staff as well as local community.
15. Inter-departmental engagement, learning, communication and bonding is encouraged through academic as well as cultural and recreational activities.


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