

## **Reservation and Equal Opportunity Policy: Recruitment of Teaching/ Non-Teaching Staff**

### **1. Objective**

The University is committed to providing equal opportunity in recruitment and employment and to ensuring a fair, transparent and non-discriminatory recruitment process in accordance with applicable UGC norms, Government of India provisions and Government of Assam reservation norms.

### **2. Applicability**

This Policy shall apply to the recruitment of Teaching and Non-Teaching Staff of the University, to the extent applicable to the University and the respective category of posts.

### **3. Reservation Framework**

The University shall follow the reservation framework prescribed by the competent statutory authority from time to time. In particular, the reservation framework of the Government of Assam provides for the following categories:

| <b>Category</b>                                                 | <b>Reservation</b> |
|-----------------------------------------------------------------|--------------------|
| Scheduled Castes (SC)                                           | 7%                 |
| Scheduled Tribes – Plains (ST(P))                               | 10%                |
| Scheduled Tribes – Hills (ST(H))                                | 5%                 |
| Other Backward Classes / More Other Backward Classes (OBC/MOBC) | 27%                |

The University shall also provide reservation/benefits for Economically Weaker Sections (EWS), Persons with Disabilities (PwD) and other eligible categories, wherever applicable, in accordance with the relevant Government of Assam notifications, Central Government provisions, UGC directions and applicable statutory requirements.

### **4. UGC and State Government Compliance**

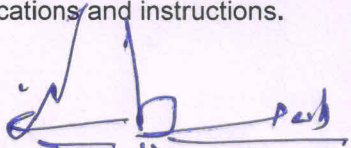
The University shall comply with the applicable UGC and State Government regulations, guidelines and directions relating to reservation and equal opportunity.

### **5. Equal Opportunity**

The University shall provide equal opportunity to all eligible applicants. Selection shall be based on the prescribed qualifications, experience, merit, suitability and other applicable selection criteria, together with the reservation provisions wherever applicable.

### **6. Review and Amendments**

This Policy shall be reviewed and amended as and when required to remain consistent with changes in UGC regulations, Central Government provisions, Government of Assam reservation laws, rules, notifications and instructions.



**Signed by: Prof. (Dr.) Zacharias George**  
**Registrar**

**Date: 24 April 2024**

**Registrar**  
**Assam Don Bosco University**  
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