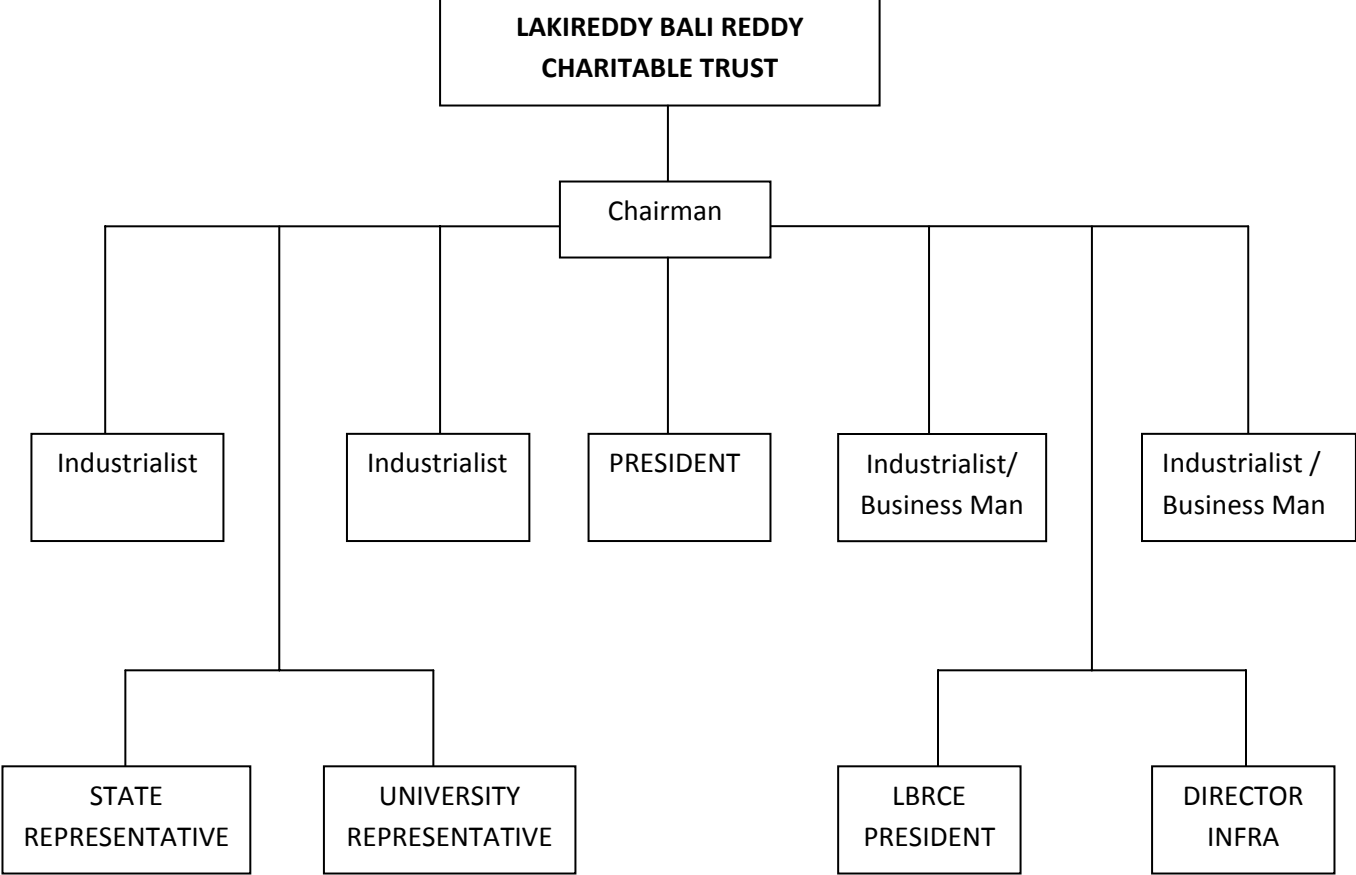


DISCLOSURE OF MANAGEMENT FRAMEWORK



DISCLOSURE MANAGEMENT FRAMEWORK – INSTITUTE ACCEPTANCE

The following are the standards to be followed by the institute as per the Disclosure Management Frameworks

EQUITY ACTION PLAN

LBRCE is an Equal Opportunity/ Affirmative Action Employer. The institute is committed to providing equal opportunity to all employees and individuals seeking employment or access to its programs, facilities or services, and will not discriminate against these persons because of race, color, national origin, ethnicity, language, sex, religion, age, caste, creed, economic or social status disability, genetic information, veteran's status or sexual orientation.

In addition to this commitment, the Institute will take affirmative steps to insure that applicants are employed, and employees are treated, during all aspects of employment, in a non-discriminatory manner. The Institute shall maintain and annually update its Affirmative Action Plan and will make good faith efforts to achieve established goals, to the extent permitted by applicable law.

An institutional commitment to these policies provides for selection procedures based upon objective, defensible qualifications; promotions based upon documented performance, merit, and potential achievement; and, evaluations which are equitable. In addition, the Institute commits itself to increased recruitment efforts to assure that qualified minorities, women, veterans, and individuals with a disability are represented in the applicant pool and are evaluated equitably by search committees and administrative personnel.

Responsibility for implementing the Equal Opportunity Policy and Affirmative Action Plan rests with every member of the Institute community; administrative officers, deans, department heads, supervisory personnel, and members of search committees.

All regulations, programs, and documents required by these regulations are available for inspection by employees, applicants for employment, and the general public in the Institute Equal Opportunity/Affirmative Action Office on any workday.

Any member of the Institute community who engages in discrimination or other conduct in violation of Institute policy is subject to the full range of disciplinary action, up to and including separation from the Institute.

Students admissions into different courses will be as per the reservation norms specified by Government will be strictly implemented by the institute.

TRAINING NEEDS ASSESSMENT

The institute will conduct the training programmes and follow the evaluation process includes determining participant reaction to the training program, how much participants learned and how well the participants transfer the training back on the job. The information gathered from the training evaluation is then included in the next cycle of training needs assessment. It is important to note that the training needs assessment, training objectives, design, and implementation. Evaluation process is a continual process for the organization.

QUALIFICATION ENHANCEMENT

The faculty of the institute will be given an opportunity to upgrade themselves in terms of qualifications and will be monitored accordingly as per the TEQIP norms.

WEEK STUDENTS

The institute will try to improve the transition rate to the best during and after the time of project time.

FINISHING SCHOOL

All the necessary steps will be taken in fulfilling the objectives of finishing school for enhancing the employability of engineering students, enhancing the standard of fresh engineering graduates making available to industry standards. Also creating a platform where the students can work towards accessing the skills required to get into industry. Bridging the gap between industry and educational institutions, and also providing an opportunity to young graduates in finding jobs through appropriate training.

PHYSICALLY CHALLENGED PEOPLE

The institute will take care of accommodation of physically challenged people in structures. This includes building entry, parking spaces, elevators, and restrooms.

KNOWLEDGE WORKSHOPS

Institute will commit in organizing the knowledge workshops in collaboration with SPFU's.

PROCURE MANAGEMENT

For achieving the effectiveness in the project implementation the institute will maintain all the standards and make them available for review. Transparency and code will be followed all the time.

All the financial information related to expenditures, requirements, procurements, reports are made available in the websites according to the norms of NPIU, SPFU, and Institutes.

Complaint Mechanism is made available in identifying the faults during all the time of project for overcoming the corruption.

FINANCIAL/AUDIT STATEMENTS

The monthly reports will be prepared and are made available for auditing. On the requirements the reports will be published into the website accordingly.

All the reports like satisfactory surveys for faculty, students and performance audit will be done as per the norms of TEQIP.

ENVIRONMENTAL MANAGEMENT FRAMEWORK

The Environmental Sciences/Management is already made mandatory for the students and all the standards will be followed in construction of building and also suitable action required for the purpose of bringing awareness amongst the common public related to Environmental Management.

This is already in force under institute Green Energy Technology Centre objectives and listed below:

- To maintain the standards and to contribute for Green Environment and Earth
- To initiate and implement pilot projects related to green energy technology fields
- To develop partnerships between industry and technology providers
- To aware the local people about the future prospects of Green Energy and create opportunities for rural economic development
- To create research, testing, demonstration and training opportunities on cost-effective systems
- Steps required in constructing the Green Buildings