



# AMITY UNIVERSITY

MADHYA PRADESH

*Established vide Government of Madhya Pradesh Act No. 27 of 2010*

## **Social sustainability occurs Policies, Event and Benefits:**

University developed a staff orientation so new staff members can understand and adjust to the University and their jobs and quickly become effective. Following are the processes that promote well-being among teaching and non-teaching staff.

### **Grievance Redressal Mechanism**

Amity University Madhya Pradesh has an established grievance redressal mechanism for both teaching and non-teaching staff. Employees are encouraged to raise concerns through proper channels, starting with the HOD and, if unresolved, escalating to higher authorities. A Fact-Finding Committee may be constituted by the Registrar, and action may be taken based on the report, including suspension if misconduct is serious. The process follows natural justice, ensuring fairness and transparency.

### **Policy on Equality**

Amity University Gwalior is committed to ensuring equality and non-discrimination across all aspects of university life. The policy guarantees equal opportunity for all, irrespective of gender, caste, religion, or disability. It promotes an inclusive culture through workshops and awareness programs. Harassment or biased behavior is strictly prohibited, ensuring a safe and respectful environment for everyone.

### **Committee Against Sexual Harassment**

Amity University Gwalior has a dedicated committee to prevent and address sexual harassment on campus. The Internal Fact-Finding Committee follows university policy to handle complaints with confidentiality and sensitivity. It ensures a secure environment for all students and staff. This reflects the university's strong stand on gender equality and campus safety.

### **Action Against Teaching Staff**

In cases of alleged misconduct by teaching staff, a Fact-Finding Committee is constituted by the Vice Chancellor. Based on the report, appropriate action including suspension or termination may be taken. The Governing Body reviews serious cases, and appeals can be made to the Chancellor within 30 days. The decision of the Chancellor, after due consideration, shall be final.

### **Action Against Non-Teaching Staff**

The Registrar may initiate action including suspension for misconduct by non-teaching staff. Termination cases are reported to the Vice Chancellor for a final decision. Employees have the right to appeal to the Chancellor within 30 days of receiving the order. The Chancellor's decision is considered final and binding.

### **Medical Insurance, EPF and ESI**

All AUMP employees are covered under a Group Medical Insurance Scheme, with premium paid by the university. Medical camps are regularly organized for free health check-ups and wellness awareness. Eligible employees also receive EPF and ESI benefits, ensuring long-term financial security and healthcare. These welfare measures reflect the university's commitment to employee well-being.

### **Promotions and Appraisal**

Promotions at AUMP follow the Selection Committee's recommendation and criteria set under the Career Advancement Scheme (CAS). A Performance-Based Appraisal System (PBAS) evaluates contributions in teaching, research, and service. Faculty submit documentation through a Performance Appraisal Form for assessment. The system ensures transparency, merit-based promotions, and academic excellence. Faculty members are also eligible for the Faculty Incentive Scheme for their quality research works. The appraisal process for non-teaching staff is structured to evaluate performance based on efficiency, punctuality, conduct, and contribution to departmental goals. Annual Performance Reviews are conducted by the respective reporting officers and reviewed by higher authorities to ensure transparency and fairness.

### **Sports Events and Yoga Day**

AUMP organizes various sports events during National Days and the University Fest to promote fitness and unity. Students enthusiastically participate in games like cricket, football, and athletics. International Yoga Day is celebrated with workshops and yoga sessions for physical and mental wellness. These events foster teamwork, health, and holistic student development.

### **Employee Welfare and Benefits**

Amity University Madhya Pradesh offers comprehensive employee welfare benefits like medical care, crèche facility and a structured leave policy, including casual leave, earned leave, medical leave, study leave, duty leave and maternity leave, as per institutional norms and applicable regulations. Health initiatives like wellness camps, and yoga sessions support employee well-being. Aadhar-ESI seeding camps were organized for support staff.

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