



G-35

**EQUITY, DIVERSITY AND
NON-DISCRIMINATORY
POLICY GUIDELINES
(REVISED)**

G-35 ¹ EQUITY, DIVERSITY AND NON-DISCRIMINATORY POLICY GUIDELINES (REVISED)

(In exercise of powers conferred under Section 9 of AUUP Act 2005 and Sections 13 of the Uttar Pradesh Private Universities Act 2019 and pursuant to UGC Regulations on Promotion of Equity in Higher Educational Institutions, 2012 and UGC Guidelines 2024 for Socio-Economically Disadvantaged Groups (SEDGs) in the HEIs.)

The Amity University Uttar Pradesh (AUUP) with an objective to promote “Equity” amongst the students, staff members, applicants and service providers and eliminate discrimination against any section of society, hereby notifies Policy Guidelines for Equality, Diversity, and Non-discrimination.

1. SHORT TITLE, APPLICATION AND COMMENCEMENT

- 1.1 These Guidelines may be called Amity University Uttar Pradesh (AUUP) (Equity, Diversity and Non-discriminatory Policy) Guidelines (Revised).
- 1.2 These Guidelines shall apply to all students, all employees/staff members (faculty & support staff), all applicants seeking employment, all student applicants and all service providers to Amity University Uttar Pradesh (AUUP) and its campuses, from the date of notification.
- 1.3 These guidelines shall come into force with effect from the date of Notification.

2. OBJECTIVE

The objective of Policy is to:

- 2.1 Meet high standards for diversity and inclusion that reflect the University’s values.
- 2.2 Promote “Equity” amongst the students, staff members, applicants and service providers and eliminate discrimination against any section of society.
- 2.3 Foster a learning and social environment where the rights and dignity of every staff member and student are upheld and valued.
- 2.4 Safeguard the interests of the students and staff members without any prejudice to their caste, creed, religion, language, ethnicity, gender and disability.

¹G-35 Guidelines adopted vide 19th Academic Council Meeting held on 23rd September 2014 (Item No 19.17 D) & vide 14th Executive Council Meeting held on 17th July 2015 {(Item No 14.24 (J))}

Amended vide 50th Academic Council meeting held on 6th December, 2023 {(Item No. AC. 50.11(A)} & vide 28th Executive Council meeting held on 18th January, 2024 {(Item No. EC. 28.18 (A))}

- 2.5 Eliminate discrimination against or harassment of any student, staff members, applicants, service providers in all forms by prohibiting it and by providing for preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment. To ensure that all members of the campus community feel they belong and are supported regardless of their background, identity, or affiliations.
- 2.6 Create an environment of equal treatment of students and staff members belonging to Scheduled Castes or Scheduled Tribes and other communities.
- 2.7 Promote equitable access to quality higher education for students belonging to Socio-Economically Disadvantaged Groups (SEDGs), including (but not limited to):
 - Female (including pregnant women) and transgender students,
 - Scheduled Castes (SCs) and Scheduled Tribes (STs),
 - Non-creamy layer OBCs,
 - Economically Weaker Sections (EWS),
 - Religious and linguistic minorities,
 - Persons with Disabilities (PwDs) and Benchmark Disabilities,
 - Students from vernacular-medium schools, first-generation learners, children of victims of trafficking, disaster-prone and conflict-prone areas, and other socio-economically marginalized identities.
 - Students from less-developed, poor-access, and disadvantaged locations.

3. **DEFINITION**

In these AUUP Guidelines, unless the context otherwise requires:

- 3.1 “Equity” shall mean equal opportunity and a level playing field for all students and employees in respect of any opportunity and entitlement ensuring inclusivity, for enjoyment of all legitimate rights.
- 3.2 “Diversity” includes, but is not limited to, race, ethnicity, caste, creed, religion, language, gender, gender identity, gender expression, sexual orientation, socioeconomic background, physical and mental ability, age, national origin, and life experiences.
- 3.3 "Inclusivity" shall mean creating an environment within the University where all individuals—regardless of their background, identity, ability, or socio-economic status—feel welcomed, respected, supported, and valued. It encompasses intentional efforts to eliminate barriers to participation and to foster full engagement in academic, social, and institutional life for everyone.

- 3.4 “Discrimination” shall mean any distinction, exclusion, limitation or preference which has the purpose or effect of nullifying or impairing equality of treatment in education or employment, by way of act, such as, however, not limiting to;
- depriving a student/ employee/ applicant/ service provider or a group of students/ employees / applicants/ service providers on the basis of caste, creed, religion, language, ethnicity, gender, disability, sexual orientation, and pregnancy.
 - imposing conditions on any student/ employee/ applicant/ service provider or group of students/ employees/ applicants/ service providers which are incompatible with the dignity of human; and
 - establishing or maintaining separate educational systems or institutions for students or groups of students based on caste, creed, religion, language, ethnicity, gender and disabilities.
- 3.5 “Harassment” shall mean unwanted conduct, which is persistent and demeans, causes humiliation, creates a hostile and intimidating environment, exclusion by peers and such other act like threatening, causing mental agony and disturbance;
- 3.6 “Victimization” shall mean any unfavorable treatment of a student/employee/ applicant/ service provider on the basis of caste, creed, religion, language, ethnicity, gender and disability, sexual orientation, and pregnancy.
- 3.7 “Unfavorable treatment” shall mean any adverse situation in the working environment, denial of training, and denial of opportunities for advancement, unfavorable reports, vexatious grievances and exclusion by peers.

4. ACTIONS THAT MAY ATTRIBUTE TO HARASSMENT OR VICTIMIZATION

- By announcing, verbally or otherwise, in the class/ meetings, the names of the castes, tribes, religion or region of the students/ employees;
- By labelling students/ employees as reserved category in the class/ meetings;
- By passing derogatory remarks indicating caste, social, regional, racial or religious background as reason of underperformance in the class/ meetings;
- By allotting differential time to any student to meet faculty as compared to other students;
- By keeping any student idle in the laboratory and not allowing him/ her to work even if he/ she is allowed to enter;
- By earmarking separate seats for any student or a group of students in the reading hall;
- By following differential treatment to any student regarding issue of books or journals or magazines, etc.;

- By treating any student or section of students separately in utilising the sports facilities on the basis of their caste, creed, region or religion.
- By not properly evaluating and reevaluating examination papers of such students/applicants and by giving them less marks;
- By delaying declaration of results of any student or section of students;
- By not giving full information about the fellowships related matters;
- By withholding or stopping the fellowships meant for students;
- \By segregating such students from others in hostel or mess or reading room or common room or playground or canteen and any other student amenities including drinking water facilities, etc.;
- By indulging in acts of ragging specifically targeted against such students (the cases of ragging shall be dealt with separately, as per regulations of AUUP);
- By doing anything which disrupts or disturbs the regular activities of such students/employees;
- By any act of financial extortion or forceful expenditure put on such students/employees;
- By not allowing such students to participate in the cultural programme or the sports events.

5. POLICY ELABORATION

5.1 Equal Opportunity

The University emphasizes fair and unbiased treatment across all gender identities, orientations, and life situations, including pregnancy. The University aims to create an environment in which students, faculty, staff and service providers are selected and treated solely on the basis of their merits, abilities and potential.

The University is open to persons of either sex and of whatever race, creed, caste or class for admitting them as a student, officer, a teacher, staff member or engaging as service provider. It is the policy of AUUP to provide equal opportunities to all students, employees' applicants as well as service providers to the University. This policy applies in all aspects of the student admissions & education system and employment practices including (but not limited to) recruiting, selection, placement, supervision, working conditions, compensation, training, promotion, demotion, transfer, layoff, and termination. All University personnel policies, procedures, and practices must be administered consistent with the intent of this basic policy.

5.2 Diversity

In addition, it is the policy of the University to undertake affirmative action. University is committed to principles of diversity and affirmative action and will comply with all affirmative action requirements in accordance with law, consistent with its obligations for minorities, women, differently abled persons, LGBTQ+ individuals, and socioeconomically disadvantaged groups. The University commits itself to apply good faith effort to achieve prompt and full utilization of minorities and women in all segments of its work force where deficiencies exist. These efforts conform to all current legal and regulatory requirements and are consistent with University standards of quality and excellence.

The University supports individuals during pregnancy and maternity by offering facilities such as a crèche for young children, thereby enabling parents to better manage their professional and academic responsibilities.

In conformity with Policy, written affirmative action plans shall be prepared and maintained by each campus of the University.

5.3 Non-Discrimination

It is the policy of the AUUP not to engage in discrimination against or harassment of any student, applicant, service provider or person employed with the AUUP on the basis of sex, race, creed, caste, class, sexual orientation, pregnancy or maternity status. This policy applies to student's admission & education system and all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable University policies.

University policy also prohibits retaliation against any student or employee for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person or student who assists someone with a complaint of discrimination or harassment or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/ or adverse actions related to employment.

5.4 Bridge Courses for Inclusive Learning

The University shall design and offer Bridge Courses, both in online and/or offline mode, for newly admitted students from Socio-Economically Disadvantaged Groups (SEDGs) to bridge academic gaps and assist in their transition to higher education. Bridge courses shall be tailored or offered from online platforms (such as SWAYAM), where appropriate, in local/regional languages, and conducted after their admission, before the commencement of first semester.

5.5 Earn-While-Learn Scheme

The University shall implement an Earn-While-Learn (EwL) scheme to financially support students from Socio-Economically Disadvantaged Groups (SEDGs) and enhance their employability. Part-time campus-based opportunities (e.g., library, data entry, computer services, lab assistant) shall be created.

Additionally, the University offers Amity Research Fellowships to meritorious candidates who will contribute as Teaching Assistants (TAs) for 8 hours per week, in addition to their research activities. These fellows will receive a monthly stipend. The selection process will be transparent, ensuring fair and equal opportunity for students from Socio-Economically Disadvantaged Groups (SEDGs).

5.6 Amity Scholarship Scheme

Driven by the University's vision to develop the next generation of leadership for organisations, communities and society at large, the Amity Scholarships is instituted to help those who are brilliant in academics and those who deserve world-class education but do not have the means.

5.7 Outreach Programs and Special Educational Zones for SEDGs

The University shall conduct outreach programs and establish Special Educational Zones (SEZs) in underrepresented and vulnerable regions. Services like legal aid, language translation, assistive technology, awareness on socio-economic issues and academic/career counselling shall be provided through these programs in collaboration with Government and NGOs.

5.8 SEDGs Cell (Institutional Mechanism)

A dedicated SEDGs Cell shall be created under the Equal Opportunity Cell (EOC) to coordinate all activities concerning Socio-Economically Disadvantaged Groups (SEDGs). The Cell shall include representatives from SC/ST, OBC, PwDs, religious and linguistic minorities, and two SEDGs student representatives. It shall function independently and ensure implementation, sensitization, grievance redressal, reporting and shall ensure the protection of the constitutionally guaranteed rights, dignity, safety, and security of all individuals belonging to the SEDGs and also ensure them equalizing access and opportunities to pursue higher education.

6. IMPLEMENTATION

This policy shall be implemented at various levels by the designated authority as mentioned below:

For Faculty: HR Committee

For Support Staff: HR Committee

For Students: Dean Student Welfare (DSW)

For others: Director (Administration)

6.1 Awareness of Equality and Value System in the University

There shall be regular events by the concerned Institution/ Department of the University who shall be charged with the responsibility of raising public awareness on the importance of equality and value-based education amongst students and staff to ensure overcoming any form of caste-based discrimination and harassment against students/ employees/ applicants belonging to the marginalized sections, including SC/ ST students/ employees/ applicants of the society.

The University is committed towards strict implementation of all the constitutional provisions and protective measures in respect of students/ employees/ applicants belonging to SC/ ST categories.

These Guidelines shall be uploaded on the University website along with relevant public awareness materials for prevention of discrimination against and harassment of any section of the students.

In addition to existing measures, sensitization shall also include topics like intersectionality, gender identity, inclusive curriculum, rights of PwDs, inclusive language, and pronoun use. Awareness programs will address systemic and historical disadvantages faced by Socio-Economically Disadvantaged Groups (SEDGs).

6.2 Complaint procedure

- 6.2.1 A complaint about non-equity, discrimination, harassment, victimization or unfavorable treatment as defined in these guidelines may be made in writing by a student or a parent of a student, university staff irrespective of whether such activity is alleged to have taken place within or outside the University campuses.
- 6.2.2 The complaint shall include sufficient details of the alleged act of non-equity, discrimination, harassment, victimization or unfavorable treatment. The complaint shall be made to the Respective Designated Authority as defined in Clause 6.
- 6.2.3 The University shall formulate and make public, by uploading the information on its website, a transparent procedure for dealing with such complaints.
- 6.2.4 Grievance mechanisms will ensure anonymity, where requested, and will be strengthened with clear timelines and accountability structures.

6.3 Punishments

- 6.3.1 Whoever commits any act of discrimination or harassment as specified in these Guidelines against any student or section of students or staff or applicant or service provider shall be dealt with through the following procedure, namely:

- i. On receipt of a written complaint, the Respective Designated Authority shall initiate follow up action including preliminary fact-finding enquiry, if he considers necessary;

The respective designated authority will submit the preliminary enquiry report to Equal Opportunity Cell (EOC) of the University to finalize the enquiry report and submit the same to the Competent Authority. The EOC shall comprise the following members:

- Dean/ Head of Institution as Chairperson
- Director Admissions as Member
- One Senior Faculty member as Member
- One Representative of Alumni Relations as Member
- One nominee of Vice Chancellor as Member

- Dean -Student Support and Academic Affairs as Member Secretary

In case of differently abled person(s) Equal Opportunity Cell (EOC) will work in coordination with SEDGs Cell for differently abled persons to support them by providing equal opportunities.

SEDGs Cell shall comprise of:

- Chairperson SEDGs Cell (nominated by Vice Chancellor AUUP)
 - Senior Professor
 - In-charge of Internal Complaint Committee
 - Coordinator/Director of IQAC
 - SC/ST Representative
 - OBC Representative
 - Two Students' Representative belonging to SEDGs (one male and one female member)
 - Assistant Registrar/ Administrative Officer - Member Secretary
- ii. The competent authority of the University upon receipt of the enquiry report and the recommendation submitted by Respective Designated Authority, in the case of students and/ or faculty, staff, shall initiate appropriate action in accordance with the provisions of the Statutes/ Ordinances and/ or Regulations of AUUP in force;

The Respective Designated Authority shall execute such orders, as may be approved by the competent authority of AUUP, meeting out the punishment or otherwise within 60 days of receipt of complaints.

6.4 Appeal

Subject to provisions made by the University, any person aggrieved by an order made by the Respective Designated Authority may prefer an appeal against such order within a period of ninety days from the date of the order to the Registrar, AUUP, who shall act as Member Secretary to Appellant Committee, under the Chairmanship of Vice Chancellor/ Pro Vice Chancellor.

Provided that the Registrar may entertain an appeal after the expiry of the said period of ninety days, if he is satisfied that the appellant had sufficient cause for not preferring the appeal within the said period of ninety days.

The Registrar shall deal with such appeal and dispose off within a reasonable period and make necessary recommendations to the competent authority of AUUP, as per relevant provisions of Act/ Statutes/ Regulations of AUUP. In case the appeal is quashed on reasonable grounds, to be recorded for the purpose.

6.5 **Grievance Redressal for Socio-Economically Disadvantaged Groups (SEDGs)**

A Grievance Redressal Committee (GRC) under the SEDGs Cell shall resolve complaints within 15 days, ensuring confidentiality and protection from retaliation. The University adopts a zero-tolerance policy for discrimination, as outlined in the 2024 UGC SEDGs guidelines.

7. **RESPONSIBILITY**

7.1 The responsibility of the implementation of policy rests with the Registrar, the Deans, Directors, Proctors, Heads of Departments and Heads of Institutions. It is their responsibility:

- To provide active visible leadership on Equality, diversity and inclusion for success of the policy.
- To ensure that related aims and objectives of the Policy are effectively implemented.
- To ensure that all are aware of their individual and collective responsibility and accountability.

7.2 The Heads of Institutions, Directors and Dean Student Welfare are responsible for ensuring that faculty, staff and student-related issues are effectively addressed. The Office of HR is responsible for drawing up an annual action plan and raising staff awareness of their responsibilities under the Policy.

7.3 **Faculty Members**

It is Faculty member's responsibility:

- To practically demonstrate the core principles of equality by treating others with dignity and respect.
- Take ownership of Equality and Non-discrimination by implementing the policy and its related action plan.
- To ensure staff understands equality and non-discrimination issues and that all training and development opportunities are allocated objectively, fairly and without discrimination.
- To speak out and report if they witness or are a victim of any form of discrimination, bullying, unfair treatment or harassment.

7.4 Staff

It is Staff member's responsibility:

- To effectively identify and challenge discriminatory behaviour and attitudes.
- To speak out and report if they witness or are a victim of any form of discrimination, bullying, unfair treatment or harassment.
- To maintain an awareness of equality legislation by attending staff development programmes.
- To actively participate and contribute to creating an inclusive learning environment that values difference.
- To ensure that equality and diversity is effectively integrated into the professional practice of teaching, research and service delivery.

7.5 Students

It is student's responsibility:

- To speak out, or report it, if they witness or are aware of discrimination, bullying, unfair treatment or harassment.
- To effectively challenge any form of discrimination.
- To take equal responsibility in ensuring that University creates a learning environment where people are valued and respected.
- To express opinions constructively with sensitivity and respect.

7.6 Service Providers

Service providers working in University premises are expected to act within the requirements of the law and the terms of the University's Equality, Diversity and Non-Discriminatory Policy.

All individuals are encouraged to use inclusive language and respect preferred pronouns in both academic and workplace interactions.

8. TRAINING AND AWARENESS

Regular sensitization programs, diversity training workshops, and awareness campaigns shall be organized to reinforce respectful communication, cultural sensitivity, and inclusive practices.

Mandatory training and workshops shall be organized at the start of every academic year to build inclusive practices and social sensitivity among students, faculty, and staff. This includes modules on unconscious bias, intersectionality, equity in pedagogy, and affirmative action.

9. MONITORING AND REVIEW

- 9.1 The University will maintain appropriate staff and student information and monitoring systems to assist the effective implementation of this policy.
- 9.2 The effectiveness of this policy will be kept under review and amended to reflect developments in equality legislations.
- 9.3 Audit Officer, as may be authorized, will periodically audit and monitor compliance to this policy. In addition to audits by the Audit Officer, the SEDGs Cell will coordinate with the IQAC to submit quarterly reports on compliance. These reports will track metrics including participation in bridge/EwL programs, grievance resolution rates, outreach reach, and support mechanisms.

10. SAVING

Notwithstanding stated anything herein above, these Guidelines if found in conflict with any of provisions of statutory authorities in the country or established law of the land, the same shall automatically stand superseded and the latter shall prevail.