



### **Assurance of Equality Diversity and Inclusion in Functioning of Amity University Haryana**

AUH has a robust organizational structure to ensure equality, diversity, and inclusion in teaching learning, and governing arenas. Leadership includes the Chancellor, VC, Pro VC, Registrar, CoE, CFO, Deans, Directors, and HoDs for ensuring good governance practices and contributing to the vision & mission through effective functioning of the university consistent with the University's Acts, Statutes and Ordinances, Policies, Regulations & Guidelines for gaining academic excellence and innovation. The Governing Body has control over movable and immovable properties, and the Board of Management lays down the policies and approves financial and physical resources. The Academic Council is responsible for maintaining the academic standards & processes. Dean's student welfare ensures the overall development of students on campus and beyond. <https://www.amity.edu/gurugram/>

The University has its ERP cloud-based learning management system called AMIZONE to facilitate academic and administrative processes and foster transparency. The leadership ensures the compliance of academic and administrative processes and procedures through systematic audits, checks, and monitoring by well-defined Quality without any kind of discrimination of any sex caste creed or race. <https://amizone.net/adminamizone/index.aspx>

Assurance Framework and measures for continuous improvement. Aligned to the mission, university is committed to impart high quality global education with state-of-the-art infrastructure & competent faculty devoted to preparing a cadre of world-class professionals with a value system based on truthfulness & integrity. To advance continuous learning and knowledge creation - International collaboration and cooperation, industry-academia partnership, interdisciplinary and societal relevance research for solving real life problems is promoted and strengthened by the Centres of Excellence, Directorate of Research and Publication & Corporate Research Centre. <https://www.amity.edu/gurugram/research-publications.aspx>  
[https://www.amity.edu/gurugram/centre\\_of\\_excellence.aspx](https://www.amity.edu/gurugram/centre_of_excellence.aspx)

AUH strongly believes in empowerment, decentralization, and participative management in its academics and governance which is evident from the institutional practices followed at the university and is evident from the well-defined organogram which clearly depicts the level of decentralization of the university's functions and operations of various committees. The VC has allotted the administrative functioning of the university to Dy VC. Under DVC Director Administration looks after the infrastructure along with heads of maintenance, store & purchase, transport & housekeeping; DSW, Director hostel, and security also function under DVC for providing support services to students. Similarly, Pro VC spearheads the academic affairs of the university along with Deans, Directors of the Faculty of Studies, Admissions, IQAC, CoE. Directors at all levels with their sub-team functions under the guidance of PVC. The university provides



numerous opportunities for strategic decision-making to the respective Dean, Director & Head of the Department through their representation in Governing Body, Board of Management, and Academic Council. All Deans and directors are fully empowered to take academic and administrative decisions pertaining to their respective domains. Each Director further delegates decision-making responsibilities and daily academic operations down the level to HoDs, Area Chair, Program Coordinators, and Faculty In-charge of respective committees. To further foster the spirit of cooperation, the university has constituted a large number of committees comprising senior faculty members, student representatives, and alumni leading to participative decision-making and promoting collaboration, enhancing a sense of belongingness, and broadening the thought process of concerned stakeholders without encouraging any kind of discrimination.

<https://www.amity.edu/gurugram/>

AUH's strategic plan is in line with its vision and mission which is directed towards the achievement of its long-term goals & objectives aligned with stakeholders' needs and expectations and to establish equity. The strategic plan of the university focuses on the following 12 key Strategic areas of importance namely:-

1. Admissions
2. Academic Excellence
3. Accreditations and Rankings
4. Faculty Development
5. Industry Integration / Corporate Resource Centre
6. Research & Publications/Patents/Trademarks
7. Funded Research /Consultancy Projects and Incubator
8. Internationalization
9. Infrastructure & Learning Resources
10. Extension Activities
11. Student Support, Progression, and Placements
12. Governance, Management, and Leadership.

All Deans, Directors, and Departmental heads contribute significantly to strategic plan formulation and its implementation. Regular quarterly review of the same has been done with key stakeholders w.r.t. the



attainment of desired goals and gaps are analyzed in areas which need to be addressed by timely action which has led to significant improvements in most of these key areas.

The organizational hierarchy and administrative setup of the University are clearly defined and consistent with its mission and goals and support an effective decision-making process through the involvement of stakeholders. The structure of institutional bodies is in accordance with its Act and Statutes which provides the policy framework and guidelines for the effective functioning of the university as under:

1. Governing Body
2. Board of Management
3. Academic Council
4. University Research Committee
5. Board of Studies
6. Departmental Research Committee
7. Internal Quality Assurance Cell
8. Statutory and other Committees such as
  - a) Finance Committee: Finance Policy, Internal Audit, Purchase Committee
  - b) Accommodation: Housing & Allotment Committee
  - c) Policies for effective functioning
    1. Admissions: Admission Policy (including policies for Foreign Students, Fellowships, Scholarships, Stipends, and Awards)
    2. Academic administration: Academics Affairs,
    3. Library Committee Policy on Curriculum Design and Developmental,
    4. BoS, Course & Program Review Committees
    5. Placements: Central and institutional Placement Committee
    6. Examinations: Examination Committee, UFM & Results Moderation Committee, Examination Regulations for Evaluation & Checkers, Question paper setting, degree distribution.
    7. Research: Dissertation Committee, Research Consultancy Policy (including Research Ethics, Funding for Research, and CIRF) Policy on Innovations and Incubator.
    8. Disciplinary Committee
    9. Equivalence Committee.
    10. Scholarship Committee.
    11. Academic Council.



12. Women Cell.
13. Equal opportunity cell.
14. Student welfare committee.
15. Internal Complaint Committee.
16. Grievance redressal Committee.
17. OBC Committee.
18. Minority Committee.

HR Policy: Code of Conduct, Recruitment, PBAS, CAS & Staff Development, Employees Grievances, Equity, Diversity & Nondiscrimination, Policy for Adjunct, Emeritus, Honorary & Chair Professors Wellness Policy: Discipline: Proctorial Board, Student Welfare Policy, Student Discipline Committee, Anti-Ragging Committee, Sexual Harassment Committee, Mentoring, Class Representation, Policy Advanced and Slow Learners. Grievance Committee: Complaint Committee, Women Cell Cultural:24 x 7 Committee Environment Consciousness and Sustainability Policy C. Guidelines for Academic functioning AUH provides a healthy work environment for the Amity fraternity. It has a robust annual performance-based appraisal system and follows Career Advancement Schemes for providing promotional avenues to deserving employees. Annual increment performance is evaluated by the HoI/ HoD and processed through competent authority for award. The university has a well-defined HR policy & manual appended as a supporting document.

The following facilities have been provided for the Welfare of the Teaching and Non-Teaching Staff without any discrimination of caste, color, creed, or sex:

1. Single/ Family Accommodation – Concessional/ free to faculty and staff.
2. Transport concessional & air-conditioned.
3. Centralized Air-Conditioning & DG set
4. Phone faculty and staff as per job requirements.
5. Computer Facility -laptops/ desktops are issued during their tenure at Amity.
6. Fee concession in Ph.D. for enrolled faculty.
7. Concessional medical assistance along with 24\*7 doctors on campus & Medical Insurance
8. Crèche Facilities.
9. Leave Benefits – Earned leave, Casual leave, Sick leave, Maternity leave, Study leave and Sabbatical.
10. Yoga and Zumba Classes



# AMITY UNIVERSITY

## HARYANA

*Established vide Government of Haryana Act No.10 of 2010*

11. Central Library for learning and referencing.
12. Cafeterias, provision shop and ATM
13. Gym
14. Free laundry facility.
15. Gratuity to eligible employees.
16. Employee Provident Fund & State Insurance (ESI)
17. Faculty Incentive Scheme- FIS to motivate and retain intellectual capital.
18. Wi-Fi Facility in academic and hostel blocks.
19. Diwali Bonuses & Gifts
20. Faculty Clubs
21. Grievance redressal Cell
22. Anti-Sexual harassment committee Apart from the above-mentioned measures the campus has Gaushala & organic farming products which are readily available to all stakeholders.