

Amity University Haryana **Minutes of Meeting on Policy Review**

Amity University Haryana strongly believes in the concept of Gender Equality. There are multiple policies related to this aspect. All these policies were reviewed on 28.01.2021. A committee was framed with this objective which comprised of the following members:

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|---------------------|------------------------|
| 1. Chairperson | Dr. Padmakali Banerjee |
| 2. Member Secretary | Dr. Ravi Manuja |
| 3. Member | Dr. Bhawna Adhikari |
| 4. Member | Dr. Vikas Madhukar |
| 5. Member | Dr. Sunita Sharma |
| 6. Member | Dr. Pooja Rana |

Agenda 1: To discuss and review the Policy addressing women's applications, acceptance/entry, and participation at the university.

Agenda 2: To discuss and review the Policy on non-discrimination against women

Agenda 3: To discuss and review the Policy on non-discrimination for transgender people

Agenda 4: To discuss and review the maternity and paternity Policies.

Agenda 5: To discuss and review the Policy that protects those reporting discrimination from educational or employment disadvantage.

Discussion: Each policy was taken up and discussed thoroughly at length.

Resolution: The committee recommended no changes to the existing policies. Hence AUH may maintain the same policy for the time being.

The meeting was adjourned after Vote of thanks to the Chair


Registrar
Amity University Haryana
Manesar Gurgaon-122413
Registrar
Amity University Haryana



NON-DISCRIMINATION POLICIES FOR TRANSGENDER

Title:	:	Non-Discrimination Policies for Transgender
Authority	:	Registrar, Amity University Haryana
Purpose of this Policy	:	The purpose of this policy is responsible for giving the equal opportunity and professional behavior to employees.
Date of Incorporation	:	June 2020
Date of Review	:	Once in three years. This can also be reviewed as per the requirement of University.

SECTION 1: BACKGROUND AND PURPOSE

The Amity University Haryana is responsible for giving the equal opportunity and professional behavior to employees.

SECTION 2: SCOPE

The policy is applicable to all the employees, visitors and other individuals connected with the University.

SECTION 3: POLICY STATEMENT

All employees and staff are having rights to be treated equally. There will not be any discrimination based on the gender identity. The University provides the supportive, safe and protective environment to all gender identities. There will be all respect and support provided to all gender identities.

SECTION 4: PROCEDURE

As per the Transgender Persons (Protection of Rights) Act, 2019 Dated 5th December 2019, issued by Ministry of Law And Justice (Legislative Department). The Amity University Haryana abide to avoid the discrimination against the Transgender persons. Further, the University assures the "Inclusive Education" means a system of education wherein transgender students learn together with other students without fear of discrimination, neglect, harassment or intimidation and the system of teaching and learning is suitably adapted to meet the learning needs of such students.

The University will not discriminate against any transgender person in any matter relating to employment including, but not limited to, recruitment, promotion and other related issues.

<http://socialjustice.nic.in/writereaddata/UploadFile/TG%20bill%20gazette.pdf>

Section 6, (1), (2), (3)

- (1) No Citizen of India shall be excluded from any office of the University or from membership of any of its authorities, bodies, committees, or from appointment to any post, or from admission to any degree, diploma, certificate or other academic distinction or course study on the ground of only of sex, race, creed, class, caste, place of birth , religious belief or profession or political or other opinion;

SECTION 5 : DEFINITIONS

All definitions as per the Transgender Persons (Protection of Rights) Act, 2019 Dated 5th December 2019, issued by Ministry of Law And Justice (Legislative Department).


Registrar
(Amity University Haryana)