

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



POLICY ON WOMEN REPRESENTATION

Title:	:	Policy on Women Representation
Authority	:	Registrar, Amity University Haryana
Purpose of this Policy	:	The purpose of this policy is to provide a vibrant and inclusive intellectual community, including a safe and supportive working and learning environment for people of all genders
Date of Incorporation	:	June 2017
Date of Review	:	Once in three years. This can also be reviewed as per the requirement of University.

Policy on Women Representation

Amity University promotes an organisational culture that values equity and inclusiveness and believes strongly in social responsibility and transformation. The University strives to provide a vibrant and inclusive intellectual community, including a safe and supportive working and learning environment for people of all genders. To realise these objectives, the University implements a range of measures to prevent gender-based discrimination and adopts flexible and inclusive provisions for students, staff and faculty members.

The University is committed to promote gender equity, non-discrimination, and strengthening women empowerment. The University is cognizant of the national policy for women empowerment. In line with the national policy, the university strives towards the following:

- Equal access to education for women through its equal opportunity admission policy
- Eliminate discrimination, increase enrolment and retention rates of women
- Improve the quality of education for women to facilitate life-long learning as well as development of occupation/vocation/technical skills by women.
- Developing gender sensitive curricula to address sex stereotyping as one of the causes of gender discrimination.

Amity has been organizing varied academic, technical, medical, cultural, and social events for the upliftment of women and spread the real importance of gender equality in the society through college students. Our policy is to encourage female students to be self-reliant and economically independent i.e.: Amity runs a program focused on girls' students that give them an opportunity to **EARN WHILE YOU LEARN**. Under this program interested student gets an opportunity to work part time and be independent

The University also promote female students to live a balanced life through effective mentoring programme where they neither lurk into depression nor take the abode of aggression. Amity University Haryana focused to create an environment that will help

women realize their full potential and stress upon the development of women in every sphere. Apart from our various other benefits we also provide **25% scholarship to every girl child** on scoring 80% and above marks in intermediate.

It is envisaged achieving gender equality will enable the University to attract, motivate and retain a diverse and high performance workforce, reduce the incidence and costs of staff turnover, improve productivity, innovation and creativity, and build social inclusion.

The University seeks to provide equal opportunity to permanent, contractual and visiting(outsourced) staff members and officers by addressing issues, attitudes, practices, and structures which negatively impact on gender-based workforce participation and progression.

In particular, the University acknowledges that some women from under-represented backgrounds may face disadvantage in gaining equal employment opportunities. In seeking to redress this age old and persistent inequity, the University will actively work with and specifically include women in its gender equity initiatives and strategic planning.

This policy applies to all employees, officers, and members of University committees.

SECTION 2 - DEFINITIONS

For the purposes of this policy, the following definitions apply:

- a. Committees include University committees, sub-committees, advisory groups, task forces, working groups and reference groups;
- b. Employee means any person who is a current employee of the University, and includes permanent, fulltime, part-time, outsourced and contracted staff;
- c. Gender* refers to the social, behavioural and cultural attributes, expectations, and norms associated with being female, male, intersex, transgender or gender diverse;
- d. Gender Equality in the workplace means ensuring all employees are able to access and enjoy the same rewards, resources and opportunities regardless of their gender.
- e. Gender Equity* means fair treatment for all according to their respective needs. It may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities;

SECTION 3 - POLICY STATEMENT

The University values the diverse skills and perspectives people bring to the workplace because of their gender, age, language, ethnicity, cultural background, disability, religious belief, sexual orientation, working style, educational level, professional skills, work and life experiences, job function, socio-economic background, geographical location, marital status and family responsibilities.

The University acknowledges:

- a. the disadvantaged position some individuals have had historically in the workplace and general community because of their gender; and

- b. that achieving gender equality may require different treatment of men, women, intersex, transgender and gender diverse people in some circumstances to achieve similar outcomes.

The University aims to:

- a. engage fairly and equitably with all staff and members of our University community, regardless of their gender, in a positive, respectful and constructive manner;
- b. promote a gender-aware and gender-responsive culture throughout the organisation that values gender equality and integrates gender considerations in each aspect of the workplace;
- c. overcome barriers to gender equality in the workplace, including gender biases and gender-based stereotypes;
- d. ensure all employees and officers have an understanding of gender issues and the objectives of this policy; and
- e. ensure all employees and officers have equal opportunity to participate in and contribute at all levels of the University and to receive appropriate acknowledgement and equitable reward for that participation and contribution.

All members of the University community are responsible for supporting gender equality in the workplace, and providing services and conducting their operations with a view to eliminating gender inequality and unconscious bias.



Registrar

(Amity University Haryana)