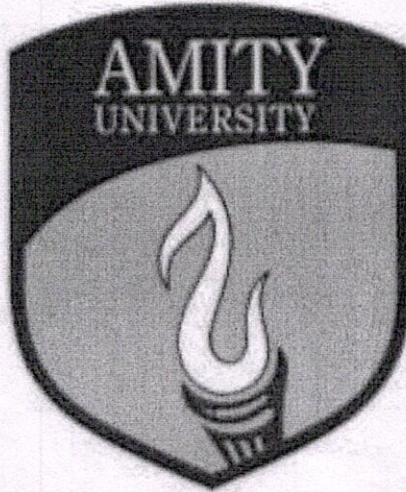




AMITY UNIVERSITY
MADHYA PRADESH
Established vide Government of Madhya Pradesh Act No. 27 of 2010



**Standard Operating Procedures (SOP) for Policy For
Non-Discrimination against Women
(Total 03 Pages)**



Ref. No. AUMP/RO/2019/477

Date :06.09.2019

1. Policy for Non discrimination against women-

Equality between women and men in the world of work has seen some encouraging improvements, but progress on closing gender gaps has not yet been significant. The University is committed to promoting gender equity and avoiding all forms of discrimination based on race, gender, class, caste, or religious or ethnic affiliation in all of its activities. Gender is to be understood in an intersectional manner throughout this policy.

2. Objectives

- (a) To avoid and prevent the presence in any of the university Institute's activities, programmes and decisions, of any form of discrimination or inequity based on gender, sexual orientation, race, ethnicity, class or religious affiliation
- (b) To promote equal participation of women and men in all the activities of the university as decision-makers in shaping the sustainable development of all the levels.
- (c) To support the full realization of the human potential of all those involved in or affected by the activities of the university.
- (d) To engage, when appropriate, in programmes and initiatives to reduce gender inequities in access to and control over the resources of the Institute and the benefits of its activities.
- (e) To show the public face of the Institute in a way that reflects the previous four objectives.

3. Principles

- (a) Discrimination or inequity based on gender, sex, race, ethnicity, class, caste, or religious affiliation is never acceptable within any of the activities, policies, and initiatives of the Institute.
- (b) The promotion of gender equity is an integral part of all AUMP policies, programmes and projects.
- (c) Achieving gender equity requires the recognition that every policy, programme and project may affect individuals and communities differently.

- (d) Achieving gender equity often requires specific measures designed to eliminate gender inequities.
- (e) Sexual or gender-based violence or harassment of any kind will not be tolerated.

4. **Implementation**


- (a) Gender equity will be implemented explicitly in all decisions concerning the University programmes, awards, and other initiatives, as well as in the construction of all committees and panels.
- (b) Training in gender equity and non-discrimination will be made available to all staff and volunteers of the university.
- (c) Any complaint of discrimination based on gender, race, ethnicity, class, caste, or religious affiliation should be addressed to the **Chairperson, Committee against Sexual Harassment(CASH)**. If there is a compelling reason why the complaint cannot be addressed to either of those persons, then the complaint should be addressed to **Registrar or Pro VC**.
- (d) Language use will be gender-neutral and respectful, both in word choice and in discourse interaction.
- (e) The **Chairperson, CASH** will comment in her Annual Report on the state of gender equity in the University, reporting on successes and where appropriate on shortcomings and plans to address those shortcomings. The **Chairperson, CASH** will also constitute an ad hoc committee to review, and if necessary recommend any updates to, this Gender Equity and Anti-Discrimination Policy at least every 3 years.

5. **ACTION PLAN for Gender equality in the university-**

- (i) **To uphold human rights and be inclusive, just and fair:** It is really as simple as that. Gender equality to be implemented in letter and spirit in the workplace, for Sustainable Development. It is good for society, it is good for the economy, and it benefits everyone.
- (ii) **To improve performance:** Women's equal participation at every level of the university - from the university floor to the various committees and Boards - leads to better global exposure, Social, and financial performance .
- (iii) **To attract and retain talent:** with fair HR systems that respond to both women's and men's needs leading to inclusive recruitment practices, improved retention rates, and an unbiased promotion system, which should be based on merit alone
- (iv) **To attract students and Recruiters:** Recruiters know that universities which promote gender equality are more productive, more profitable and maintain a positive reputation.

- (v) **To increase innovation capacity:** A diverse workforce fosters diverse ideas and generates dynamics that encourage creativity and lead to innovation among the workforce.

Due date for review: / /


Registrar

Distribution:-

1. All HoIs
2. All HoDs (Teaching & Non-Teaching)

Copy to:-

1. Hon'ble VC's Secretariate
2. Pro-VC's Office