

Report on SDG 5 - Gender Equality

To achieve gender equality and empower all women and girls and gender sensitisation at Amity University Madhya Pradesh, University is fully committed to gender equality and safety of its women employees and students.

The University has the following bodies to ensure the above:

1. Internal Complaint Cell.
2. Committee Against Sexual Harassment.

In addition the University has a well defined policy to prevent Sexual Harassment in the workplace.

Yearlong activities are also undertaken to create an environment that fosters equal treatment and leads to empowerment of the marginalized and weaker sections of the society.

At Amity University Madhya Pradesh, admissions are based on academic performance, not gender. In recent years, the number of female undergraduates has been increased, according to the Amity University Madhya Pradesh Fact Book. For example, 54 per cent of undergrads in 2018-19 identified as female compared to 45 per cent as male. The university has a number of programs that actively recruit female students, particularly in M.Phil and M.A (Clinical Psychology) and areas that have traditionally seen lower female enrolment.

Amity University Madhya Pradesh is committed to Gender Equality and Empowerment of the weaker sections of the society. The yearlong activities and the active participation of students in each activity has created a climate for change and the student ambassadors will it is hoped , bring about a change in the Nation's mind set.

Amity University Madhya Pradesh demonstrates its commitment to gender-sensitive education and women empowerment by being willing to teach, to share and to help in a variety of practical ways. Amity University regulations and policy guidelines for admission, recruitment, and academic administrative activities safeguard the interests of the students, faculty and staff members without any differentiation to their gender. As a matter of fact, true spirit of article 15 of Constitution of India is being practiced in the AUMP i.e., no discrimination against caste, creed, religion and gender including third gender. The University has a well-defined Policy Against Sexual Harassment and a Committee that seeks to prevent sexual harassment in the work place and to take prompt action and redressal in case of any incident of harassment. Further, the University provides safety, security & counseling facilities to both male and female students /staff through its well defined Equity, Diversity & Non-discriminatory policy guidelines. The life skills education training to the students, faculty & staff has developed a conducive professional relationship. All new faculty members undergo an induction programme to understand the needs, concerns and characteristics of diversified people including women in the buildings. There are separate hostels with caring and responsive male and female wardens with appropriate security arrangements for boys and girls. There are separate rest room and common room facilities for boys and girls in the campus. Also the University has Sports Officers and Medical

Attendants for male as well as female students and staff. The University ensures the participation of women students in intra and inter-institutional competitions and cultural activities. They are active members of cultural and sports committee at the institutional and University level and participate in Sangathan, Amity Youth Festival, International Youth Day, AIU sports competitions, etc. Some of the projects undertaken by the University in the recent years:

1. Street play on “Women Empowerment”
2. Celebration of “International Women Day”.
3. Nomination of Gender Champions.

All programmes offered by the University are common to all- irrespective of genders without any bias or reservation. In addition, workshop/ training programmes are conducted on legal rights, protection from domestic/ social violence and gender sensitivity to all the students of the University. The University has established a Complaint Committee & Women Helpdesk to address the issues related to sexual harassment and other problems. As one of the strategic intent, the University nurtures an environment of safety, trust & mutual respect to embed equality & diversity and ensures that the implementation of the strategic plans are fair and inclusive.

1. Safety and Security
2. Counselling
3. Common Room

Counseling Centre

Counseling Centre is maintained and run by the department of Amity Institute of Behavioural of Allied Science. The department provides counseling on need basis to the students.

Common Rooms

Common rooms are available in each of the academic blocks.

Day Care Centre for Young Children

This being run in Girls Hostels premises and is provided with all basic amenities with lady attendant to look after the kids.

Through its Equity and Inclusion Policy, the university seeks to foster an environment of inclusion and collegiality that goes beyond nondiscrimination and harassment policies. The university celebrates all employees, regardless of gender expression, gender identity and sexual orientation.

Amity University Madhya Pradesh is fully committed to gender equality and safety of its women employees and students

The University has a Committee Against Sexual Harassment (CASH) with one woman chairperson and 06 members, including 01 external member

CASH meetings are held regularly to discuss matters pertaining to safety and welfare of women

CASH follows the defined guidelines of its Policy to Prevent Sexual Harassment of Women that includes a clearly defined redressal mechanism too.

Due to the proactive approach of CASH, no cases of Sexual Harassment have been reported in the campus till date.

Amity University Madhya Pradesh analyze gender wise strength of admitted students in every academic year. Gender wise strength reflected in the annual report published by University every year. Examination Annual Report also published by the university and completion rate is systematically analyzed. Women application rate, study rate and completion rate found satisfactory in past years.

Amity University Madhya Pradesh offers a policy for Women application and entry. The goal of this Policy is to bring about the advancement, development and empowerment of women. The objectives of this Policy include:-

(i) Creating an environment through positive economic and social policies for full development of women to enable them to realize their full potential & make them accessible to all regardless of religion, disability, immigration, gender or status.

(ii) Equal access to participation and decision making of women in social, official and Administrative level for run University.

Amity University Madhya Pradesh encourages female faculty members as well as the female students of AUMP regarding the changing perspectives of workplace ecosystems towards women and their roles.

AUMP organized a Panel Discussion on Glass Ceiling: How Real? to familiarize the audience with the career opportunities available for women in the Indian Air Force for all female faculty and staff of AUMP. The Panel Discussion was organized in compliance to the UGC – MHRD's letter for sensitizing women on Gender Bias and Stereotyping, Gender Equity and Women's Rights in view of ongoing Covid-19 Circumstances.

Amity University Madhya Pradesh is committed to providing fair treatment for women and men, according to their needs, so that all benefit with equal rights, opportunities, and resources. The promotion of gender equity is an integral part of all AUMP policies, programmes and projects. Achieving gender equity requires the recognition that every policy, programme and project may affect individuals and communities differently. Achieving gender equity often requires specific measures designed to eliminate gender inequities. Sexual or gender-based violence or harassment of any kind will not be tolerated.

Training in gender equity and non-discrimination will be made available to all staff and volunteers of the university. Any complaint of discrimination based on gender, age, race, ethnicity, class, caste, or religious affiliation should be addressed to the Chairperson, Committee against Sexual Harassment (CASH).

Amity University Madhya Pradesh offers policy for transgender considers seriously the problems faced by trans genders such as fear, shame, social discrimination, and social stigma. Almost all social institutions have a role to play in helping the transgender community to be part of the mainstream through various measures. The education system has a seminal role not only in empowering them by providing a congenial atmosphere for continuing their education, but also in sensitizing the society that the persons belonging to the transgender community need our care and consideration.

As a consequence, AUMP has formulated a policy to help students & Staff belonging to the transgender community to pursue their education without any social discrimination.

Amity University Madhya Pradesh has a provision of maternity leave in leave policy. Maternity leave would be admissible to female employees for period of not exceeding 90 days on production of requisite medical certificate. Such leave would be admissible not more than two occasions in entire service.

Amity University Madhya Pradesh offers Childcare facilities for staff and faculty. A crèche facility has been established in hostel H2 of AUMP for extending facility to 6 months to 6 years old children of all employees. The facility is established as per guidelines under

Maternity benefit Act -2017. The SOP further lays down the guidelines for proper setting up and running of the facility.

The Crèche is located in the ground floor block of H2 hostel to ensure safety of the children. The centre has toilet facility for children. The rooms are well ventilated and have proper light. The centre has a safe and proper drinking water source. There are no unsafe places like open rooms, deep and large pits, garbage bins etc near the centre.

Amity University Madhya Pradesh believes that mentoring can be an incredibly useful tool to encourage women's growth and help them realize their full potential. Amity Institute of Behavioral and Allied Sciences (AIBAS), AUMP established the Counseling Cell in the year of 2017 to cater the one to one and group counseling well-being of the female students and staff.

One to one and group counseling being conducted for the students of UG / PG and M.Phil for their mental, biological and social health. In the group counseling activities, students and staff members are sensitized about the benefits and effectiveness of mental health issues and keeping a positive attitude towards life.

Amity University committed to maintain a workplace and academic environment free from unlawful discrimination and harassment.

AUMP has constituted several anti-discrimination and complaints committees to ensure the preservation of a safe work and study environment.

The following are the Policy and Policy Statements:

1. Anti-Discrimination and Anti-Harassment Statement
2. Anti-Retaliation Statement
3. Discriminatory Employment/Services Practices