



AMITY UNIVERSITY MAHARASHTRA

Established vide Maharashtra Act No.13 of 2014, of Government of Maharashtra, and recognized under Section 2 (f) of UGC Act 1956.

Ref. No. : AUM/RO/1537

Date: 21.07.2023

Equality, Diversity, and Inclusion Committee

Sr. No.	Member	Designation
1.	Prof. Dr. A.W. Santhosh Kumar, Hon. Vice Chancellor	Chairman
2.	Prof. Dr. Gautam Gawali Dean Student Welfare	Member - Male Representative
3.	Registrar - Amity University Mumbai	Member
4.	Prof. Dr. V. S. Dahima	Member
5.	Dr. Supriya Nene Director, Amity School of Architecture and Planning	Member -Female Representative
6.	Dr. Nima John, Director, Amity School of Fashion Technology	Member

Responsibilities of The Equality, Diversity and Inclusion Committee

- The equality, diversity and inclusion committee, office or officer tasked by the administration or governing body to advise on and implement policies, programmes and trainings related to diversity, equity, inclusion, and human rights on campus.
- The committee will work align with the equality, diversity, and inclusion policy of the Amity University Maharashtra.



Authority Signature and Seal

Date: 21 July 2023.



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Ref. No. : AUM/RO/1536

Date: 21.07.2023

Equality, Diversity and Inclusion (EDI) policy

SECTION 1: BACKGROUND AND PURPOSE

Amity University Maharashtra is committed to promoting equality, inclusiveness, and diversity in the university. All the people are treated fairly and allow all people to participate in public life by removing all kinds of barriers. The university takes care that people should not feel disadvantages due to their personal characteristics or circumstances. This policy sets the equality while taking decisions, providing services, support employees, recruitment, working with other organizations, vendors, and local people. AUM welcomes the diversity of its all employees, residents, and students, visitors, and other members working on the statutory bodies.

SECTION 2: Scope

The scope of the policy applicable to the employees, vendors, employees, consultants, suppliers, and contractors.

SECTION 3: Procedure

This policy of equality understands that everyone is different, and the needs of the people are required to be treated with fairness and ensure that we have a different background and identity. Through diversity, the university recognizes that everyone is unique, respects their identity, and background. University also celebrates the various functions based on the student's background and community. The inclusion at the university considers the perspectives and differences are shared for better decisions. The university considers the value of each opinion, without considering the background, identity and circumstances. The university makes the workplace of diverse range of people to work together effectively.

The policy considers equality, diversity, inclusion factor in Age, Gender, gender reassignment, Disability, Race, Religion or belief, Sexual Orientation, Marriage, Civil Partnership, Refugee and asylum Seekers. The AUM's policy is aligned with the Indian Government Laws based on the gender, gender reassignment, sexual orientation, marriage, and civil partnership. The university also considers its point of views as per the rules, regulations, and laws of the country, and believes the equality, diversity, and inclusion in the university. It also includes the pregnancy and maternity leave benefits as per the existing policy of the AUM.

This policy is aligned with the existing Policy of Non-Discrimination against Women formulated on 15th January 2017 and revised on 09 February 2019. This policy is also aligned with the existing policy on Non-Discrimination Policies for Transgender formulated on 05 January 2020, and revised on the 09 July 2020. This policy is aligned with the existing policy on Protecting Reporting Discrimination created on 15 January 2017, revised on 9 February 2019. This policy is aligned with the existing Maternity policy, and policy on women representation created on 15 January 2017, revised on 9 February 2019.



Authority Signature and Seal

Date: 21 July 2023.



Ref. No. : AUM/RO/1534

Date: 21.07.2023

Training on the Ethical Values

Amity University Maharashtra provides training to the faculty, non-teaching, and students based on values such as diversity, honesty, respect, fairness.

Training for the Faculty

The regular sessions are organized in the form of the faculty development programs to train them for the ethical values. Dean Student Welfare in association with the Internal Quality Assurance Cell organizes the Faculty Development Programmes which covers the Gender Equality, rules, and laws for the Workplace Woman Harassment, understanding the needs of the students with special needs, and Community outreach activities.

Training for the Non-Teaching

The training session are also organized for the non-teaching staff to make them aware about the ethical values so that, while interacting with the students, faculty members, parents, and visitors the due care is taken. The training to make them aware about the social contribution in terms of the kindness, courteousness and generosity are given.

Training for the Students

Behavioural Science courses in the curriculum of undergraduate and post graduate programmes at the University provides the training to the students. There are total 6 courses in the UG programs, one credit in one semester conducts 15 lectures, practical and activities based on the ethical values required to be adopted by the students to make them ready to be the part of good society. It is regularly iterated to the students to understand the diversity of the students around them and learn from the context. The students of various courses come together in one class to learn minor track offered from the other schools that give the positive exposure to the students to learn diversity.

To make the students aware about the honesty, the strict rules are created to obtain their credits of each course through the correct ethical submissions. The end-semester examinations are conducted governing the rules and regulations to avoid the cheating cases. The submission of the project reports, write-ups, submission are done with prior plagiarism checking tools such as Turnitin, Urkund or some similar tools.

Student are trained to respect the other students, faculty members coming from the different financial, social, religion, community, and other states of the country. Students are also trained to respect other genders.

The student is also trained to treat all others with fairness with the larger and better goals of the organization.

Training of the Research Scholars

During the first semester of the PhD programme, the course on the Research methodology is having the special topic on ethical issues in the PhD Research.



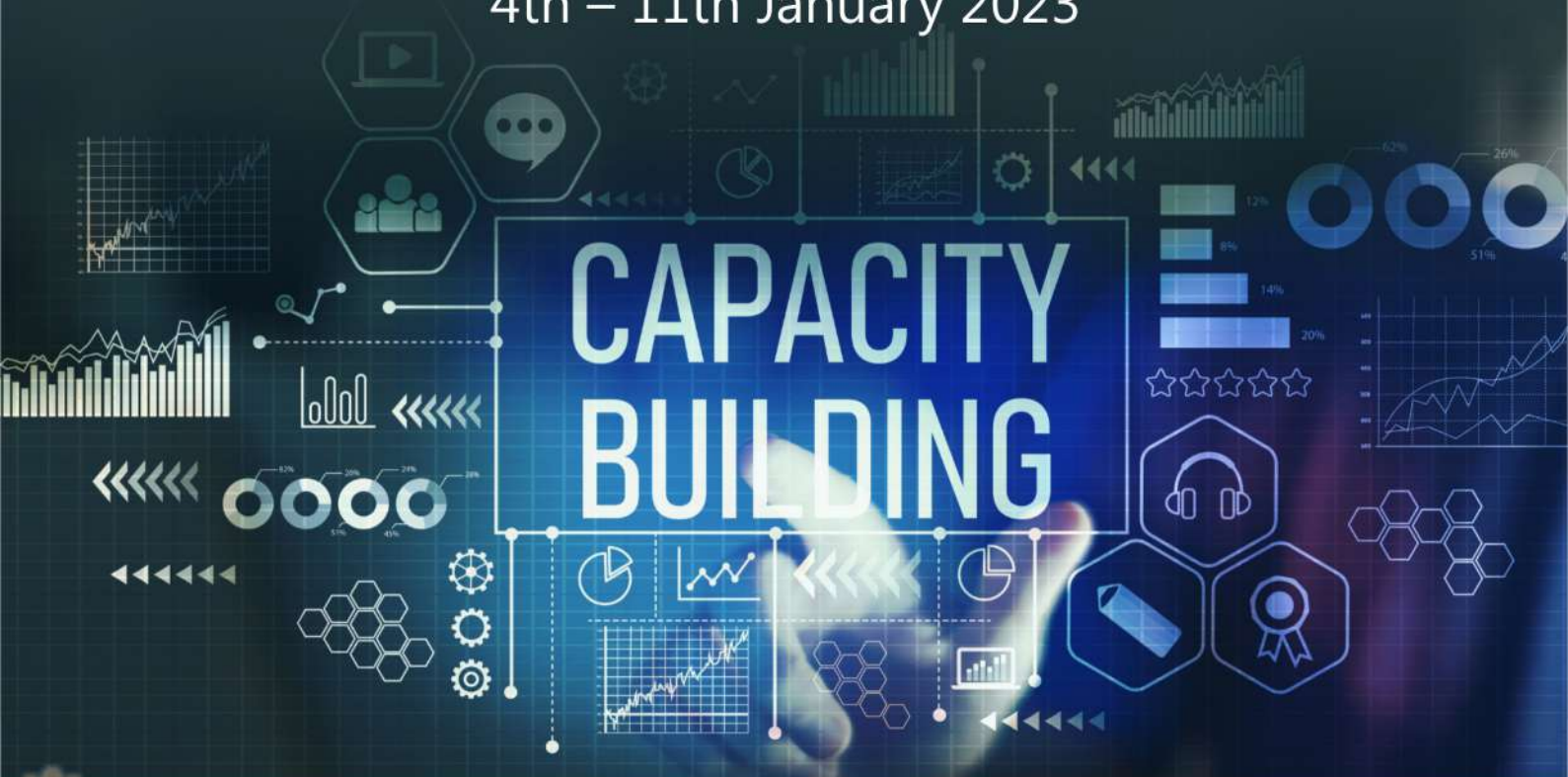
Authority Signature and Seal

Date: 21 July 2023.

One Week Faculty Development Program on

CAPACITY BUILDING IN ACADEMIA 2.0

4th – 11th January 2023



About the University

Amity University Mumbai offers 360-degree career transformational set-up with its future-ready, sprawling campus, a world-class learning infrastructure spread over a kilometre long frontage on the Mumbai-Pune Expressway. Under its Seventeen Institutes AUM offers Graduate, Postgraduate & Doctoral Program in disciplines ranging from STEM to humanities, Law, Business, etc.

Amity University sets the benchmarks of the global education with a system that matches the best of practices, theories, resources, and standards all over the world. This includes

- A dynamic semester-based Program Structure created by integrating the traditional syllabus with the latest trends across disciplines to suit the current industry requirements.
- A multi-stage process of evaluation and appraisal involving a bi-annual review by the area specific Expert Committee, the Board of Studies, and the Academic Council. The objective is to continue to update our programs in order to incorporate the development in technology and the best practices of industry.

Scope of FDP

Faculty members are the paramount resources for any institution of higher education, as they impart knowledge and facilitate the students in developing domain specific skills. Continuous change in demand for skilled professionals has resulted in contemporary curriculum development, competition in the educational institutions, and limited resources for research. This in turn have urged faculty members to be creative, effective, and productive teachers and successful researchers. Thus, rapid changes and shifting paradigms in higher education call for the faculty to be equipped with relevant skills and knowledge facilitated through the Faculty Development Program (FDP).

On a global scale, numerous countries and universities have taken initiatives addressing this shifting paradigm and have achieved promising results. Likewise, in India the University grants Commission (UGC) has also rolled out initiatives in the form of capacity building development programmes in higher education institutes. This development program aims to motivate & equip the academicians with skills for self and professional advancement through faculty development programme training modules to build the capacity and enhance the skills required in Academics professionally.

Thrust Areas

1. Tech-novation in Teaching & Learning
2. Improving the quality of teaching through research & development
3. Self-engagement and capacity building
4. Collaborative models for environmental and sustainability education
5. Navigation through a successful career
6. Effective Leadership and People Management
7. Managing self at workplace
8. Resilience at workplace

Participants

Faculty of Amity University Mumbai



Contact details:

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93245 20684, Email: sbhattacharya@mum.amity.edu



Chief Patron:
Dr Aseem Chauhan,
Hon'ble President, AUM



Patron:
Prof. (Dr.) A.W. Santhosh Kumar,
Hon'ble Vice Chancellor, AUM



Convener:
Prof. (Dr.) Shrikant Charhate,
Dean Academics &
Director IQAC, AUM

Coordinators:

Dr. Satheesh Abimannan,
Member Secretary-IQAC, AUM

Dr. Priti Pandey,
Co-ordinator-IQAC, RICS-SBE, AUM

Subhendu Bhattacharya,
Co-ordinator-IQAC, ABS, AUM

Organized By:

IQAC & Dean Academics,
Amity University Mumbai

Faculty Development Program

“CAPACITY BUILDING IN ACADEMIA 2.0”

Schedule- 30th Jan to 2nd Feb 2023

Date	Schedule	Time Slot	Participant/Speaker
30th Jan 2023 Inaugural Session	Lamp Lighting	3.15 pm	Dignitaries
	Introduction of FDP	3.20 pm	Prof (Dr) Shrikant Charhate Dean Academics
	Words of Wisdom	3.25 pm	Hon’ble Vice Chancellor Prof (Dr) A.W. Santosh Kumar
		3.40pm -3.50 pm	Tea break
Session-I	Resilience at Workplace	3.50pm -4.40 pm	Deputy Pro-VC Prof (Dr.) Vijay Sing Dahima
31st Jan 2023 Session-II	Managing self at Workplace	3.00 pm-3.45pm	Dr H Y Vyas-Registrar
		3.45 pm-4 pm	Tea break
Session-III	Mental Health and Importance of soft skills	4pm-4.45pm	Prof. (Dr) Gautam Gawali- Dean Student Affairs Director-AIBAS
1st Feb 2023 Session -IV	Effective leadership and People Management	3.00 pm-3.45pm	Prof. (Dr) Farida Virani MET School of Management, Mumbai
		3.45pm-4pm	Tea break
Session-V	Navigation through a successful career	4pm-4.45pm	Prof (Dr) Penna Suprasanna- Dean Research
2nd Feb 2023 Session-VI	Teaching through Research &Development	3.00pm-4pm	Dr Mona Shah Founder& Director Vyati Systems and Research Inc
		4pm-4.10pm	Tea break
Session VII	Significance of Diversity, Equality and Inclusivity at Workplace	4pm -4.50pm	Dr Supriya Nene- Director- Amity School of Architecture & Planning

OUTCOME REPORT

on

FDP on “CAPACITY BUILDING IN ACADEMIA 2.0”

By

IQAC Cell of Amity University Maharashtra Mumbai

General Information:

Date of Event	30 th Jan 2023 to 2 nd Feb 2023
Venue	Seminar Hall, AUM campus Mumbai
Organized by	IQAC Cell AUM
Total Participation	All Faculty members (187)
Event Coordinator	Dr Priti Pandey
Convener	Prof. Dr Shrikant Charhate – Dean Academics

Details of Expert/Speaker and Schedule

Date	Topic	Speaker
30th Jan 2023 Session-I	Resilience at Workplace	Deputy Pro-VC Prof Dr Vijay Singh Dahima AUM
31st Jan 2023 Session-I	Managing self at Workplace	Dr H Y Vyas-Registrar AUM
Session-II	Mental Health and Importance of soft skills.	Dr Gautam Gawali-Dean Student Affairs AUM
1st Feb 2023		

Session -I	Effective leadership and People Management	Dr Farida Virani- Head of Department - HR at MET Institute of Management, Mumbai
Session-II	Navigation through a successful career	Dr Penna Suprasanna-Dean Research AUM
2nd Feb 2023		
Session-I	Teaching through Research &Development	Dr Mona Shah- Founder and Director Vayati Systems and Research Inc
Session -II	Significance of Diversity, Equality, and Inclusivity at Workplace.	Dr Supriya Nene-HOI School of Planning & Architecture-AUM

Point wise Outcome Report

This event has served as platform for academics at AUM to come together and discuss important professional issues, share knowledge, and exchange ideas related to their roles and responsibilities as faculty.

1.Learning Outcomes for the Attendees:

1. Tech-novation in Teaching & Learning
2. Improving the quality of teaching through research & development
3. Self-engagement and capacity building
4. Collaborative models for environmental and sustainability education
5. Navigation through a successful career
6. Effective Leadership and People Management
7. Managing self at workplace.

2. The 'Progressive Outcomes /Way Forward' is planned:

The EDP provides an opportunity for academics to connect with their peers, build relationships, and expand the potential for interdisciplinary activities in the field of research and academic assignments. Further, interaction with external experts can lead to collaboration, knowledge sharing, and potential academic/business opportunities.



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Training Based on Those Values at All Levels Of The Organisation

Academia 2.0





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Model United Nation

Training of the Students through Event

Schedule and Venue

Day 1 – 31ST May 2023

Sr. No.	Time	Event	Location	Description
1.	9:30am - 9:45am	Welcoming the Delegates	Auditorium	<ul style="list-style-type: none">Welcoming the delegates and dignitaries present.
2.	9:45am – 9:55am	Saraswati Vandana & lighting the lamp by Amicult & Authorities	Auditorium	<ul style="list-style-type: none">Saraswati Vandana will mark the beginning of the inauguration ceremony,
3.	9:55am - 10:00am	Welcome Address by Dr. Gautam Gawali, Professor and Director AIBAS, and DSW-AUM.	Auditorium	Welcome address will be presented by Dr. Gautam Gawali sir.
4.	10:00am - 10:05am	Address by Hon'ble Vice Chancellor, Prof. Dr. A. W. Santhosh Kumar sir	Auditorium	<ul style="list-style-type: none">Hon'ble Vice Chancellor, Prof. Dr. A. W. Santhosh Kumar sir will address the audience and inaugurate the event.
5.	10:05am – 10:10am	Programme Announcement of Model United Nations, its purpose, proceedings and other various rules and regulations	Auditorium	<ul style="list-style-type: none">Programme announcement of MUN in brief, the purpose of MUN, how the proceedings will be carried out, the various rules and regulations for specific committees will be given by the committee heads and vice heads and the itinerary of the event will be shared.
6.	10:15am – 10:20am	Vote of thanks	Auditorium Lounge	-
7.	10:30am – 11:00am	High Tea	Auditorium	<ul style="list-style-type: none">For Deans, HODs and HOIs.
8.	10:35am – 12:35pm	1 st session of proceedings.	AIBAS classrooms	<ul style="list-style-type: none">Various committees will discuss their topics.
9.	12:50pm – 01:35pm	Lunch Break	-	-



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10.	01:45pm - 03:45pm	2 nd session of proceedings.	AIBAS classrooms	<ul style="list-style-type: none">• Various committees will discuss their topics.
11.	04:00pm - 05:00pm	Press Conference	Auditorium	<ul style="list-style-type: none">• International Press Delegates represent media and unbiased view and investigate other delegates.

• Day 2 – 1ST June 2023 Timeline:

Sr. No.	Time	Event	Location	Description
1.	09:15am - 11:15pm	1 st session of proceedings for the day.	AIBAS classrooms	<ul style="list-style-type: none">• Various committees will discuss their topics.
2.	11:15pm - 11:45pm	Lunch Break	-	-
3.	11:45pm - 02:15pm	2 nd and final session of proceedings.	AIBAS classrooms	<ul style="list-style-type: none">• Drafting and conclusion.
4.	2:15pm - 2:40pm	Unmoderated Caucus and Snacks for Delegates	AIBAS Classrooms	-
5.	3:00pm - 3:15pm	Cultural Performance by AmiCult	Auditorium	<ul style="list-style-type: none">• There will be cultural performances by the dance and the singing team.
6.	3:15pm - 3:30pm	Felicitation of the Authorities	Auditorium	<ul style="list-style-type: none">• The authorities will be felicitated.
7.	3:30pm - 3:50pm	Felicitation of Executive Board, Organising Committee and International Press	Auditorium	<ul style="list-style-type: none">• The Executive Board, Organising Committee and International Press will be felicitated.
8.	3:50pm - 4:00pm	Award Ceremony for the Delegates	Auditorium	<ul style="list-style-type: none">• The delegates will be felicitated with a thanks.
9.	4:00pm - 4:10pm	Addressing the Chairs, Vice Chairs and Delegates	Auditorium	<ul style="list-style-type: none">• An address DSW, Dr. Gawali Sir and Abhay Shrivastava Sir will be delivered.



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10.	4:10pm – 4:20pm	Vote of thanks	Auditorium	• Vote of thanks by Secretary General
11.	4:20pm – 4:40pm	Surprise Element	Auditorium	-





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Respected HODs and HOIs,

Greetings!

AIBAS-IQAC and DSW are organizing Model United Nations 2023 and it gives us immense pleasure to invite you to attend the Model United Nation, 2023 which is a unique simulation for students to take on roles of diplomats and create solutions to the conflicts of the contemporary world through a thorough discussion. The academic event is proposed for - 23rd May 2023 and 24th May 2023 (Tuesday and Wednesday). The opening ceremony is proposed for 23rd May from 9:30 am onward, and the closing ceremony will take place on 24th May from 3:30 pm onwards- in the Auditorium.

We solicit your presence at Model United Nations 2023 and request you to send enthusiastic and dynamic public-speaking students riveted in the Model United Nations!

For more information contact
Abhay Srivastava (AIBAS FACULTY)
Email- asrivastava1@mum.amity.edu
Phone no- +91 73550 52195

Registration process-

A link will be shared, through which interested students can register by paying a registration fee of 300 rupees.

Or, they can register through the desks available in the AIBAS Floor, Cafeteria and Atrium, where they can provide their details and pay the fees through QR code.

Thanking You,
Dr. Gautam Gawali,
Professor and Director, AIBAS,
DSW - AUM
Amity University Maharashtra.