



Strategic Document For

Commitment to Develop Ethical Values in Organizational Culture

This strategic document is prepared to outline the commitment of the Amity University Maharashtra to develop the ethical values in the Organization. The Amity University Maharashtra Supports all activity related with the ethical values in the culture of the organization. The management of the AUM facilitates various training and orientation activities at regular interval to educate all the employees to understand the policy of the university with reference to the Diversity, Honesty, Respect, and Fairness. The training includes the awareness on the legal issues of the Sensitizing Gender Equality, Woman Harassment at Workplace, and other important Ethical and Social issues.

The office of Dean Student Welfare regularly conducts the workshops and orientation programs for the students and employees to provide education on the ethical values. Various events are also organized under the student council of the University. The university is having zero tolerance to the Woman Harassment, ragging and any other kind of unfair treatment and harassment.

Organization is committed to maintain the diversity in the organization and provides the inclusiveness of the employees from the various states of the nation. The university also encourages the Adjunct Professors from the different countries. Similarly, the student's admission is welcomed from the various parts of the nation as well as the international students. The diversity of the students is also observed with reference to the different religion, caste, languages, and community. Through this strategic document the university observes the diversity is positively enhancing the students learning experience through the context and surroundings.

The honesty in the work culture is the basic value at the university. Honesty in terms of the work, financial matters, and the readiness to solve the various issues aligned with the organizational long-term goals are inculcated in the daily working environment. The value of honesty is also imbibed into the students during their studies and the university has made them aware about the honest behaviour in the future career or while running the business established by them, as an entrepreneur.

All employees are educated and committed to respect other colleague may be from the other gender, other cast, religion, community, and with different geographical backgrounds. Similarly, all students are also trained and counselled to respect their classmates and other students studying in the university. The university is having zero tolerance to the ragging activity at the campus.

Ethical Compliance Committee takes care that, all employees are time-to-time oriented to understand the legal aspects and organizational policy on the ethical values. The tri-monthly meeting is conducted by the Ethical Compliance Committee or depending on the urgency of the issues reported by the employees or the students.

Ethical compliance is the continuous process at the university level, due to the new batch of students getting admitted in the university, and few new employees are also joining. Conducting



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the orientation for all the employees at the time of joining is the regular activity conducted by the HR Department, under the observation of the Honourable Vice Chancellor of the University. Similarly, the students are also made aware during the orientation of their new batches.

The Researchers working at the university also abide by the permissions to be taken from the Research Ethics Committee at the University. With the strategic planning, the holistic ethical culture is facilitated at the university.



Authority Signature and Seal
Date: 21 July 2023.



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Revision in Strategic Document For **Commitment to Develop Ethical Values in Organizational Culture**

Date: 01 June 2024

The Strategic Document formulated on 21.07.2023 For Commitment to Develop Ethical Values in Organizational Culture is reviewed on 01 June 2024. It is reiterated that the organization is committed to develop clear ethical values on diversity, honesty, respect, and fairness.