

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.

Policy of Non-Discrimination Vs. Women

Date: 15th January 2017

SECTION 1: BACKGROUND AND PURPOSE

The purpose of this policy to protect women against the discrimination at the workplace and during the study at Amity University Maharashtra.

SECTION 2: SCOPE

The scope of this policy applies to all schools, departments' administrative sections at Amity University Maharashtra.

SECTION 3: POLICY STATEMENT

The University will provide equal opportunity to Women in jobs and careers.

SECTION 4: PROCEDURE

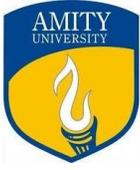
(a) The Amity University Maharashtra protects women against sexual harassment at the workplace and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(b) The University provides the right to work with dignity is universally recognized human rights by international conventions and instruments such as the Convention on the Elimination of all Forms of Discrimination against Women.

<https://legislative.gov.in/sites/default/files/A2013-14.pdf>

(c) As Stated in the Amity University Act 2014 (Mah. Act No. XIII OF 2014) Dated 24, June 2014, Reg. No. MH/MR/South-344/2014-16, as Stated in:

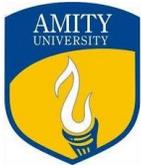
<https://htedu.maharashtra.gov.in/wp-content/uploads/2019/01/Amity-University-Act-2014.pdf>



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Section 6, (1), (2), (3) No citizen of India shall be excluded from any office of the University or membership of any of its authorities, bodies, committees, or from appointment to any post, or from admission to any degree, diploma, certificate or other academic distinction or course study on the ground of only of sex, race, creed, class, caste, place of birth, religious belief or profession or political or other opinions;



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Policy of Non-Discrimination against Women

Date: 09 February 2019

In continuation to the existing policy with effect from the 15th January 2017, the policy is reviewed, and the following points are added for better implementation at all levels.

- (i) Head of the Institutions of the All schools at the Amity University Maharashtra should conduct special counseling sessions for all the faculty members to sensitize them about the non-discrimination versus the Woman colleague. Such meetings are requested to be conducted twice a year. All opportunities available in work and various roles in the organization are equally be concerned for the Women employees in the organization, as per the capacity and designation of the candidate.
- (ii) The review of the policy implementation should be done by the HOIs to understand the obstacles and the problems faced since the last meeting was conducted.
- (iii) The students should also be educated through the counseling sessions to develop a positive environment with reference to the non-discrimination versus the woman.