



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 on Women Representation

Date: 15th January 2017

SECTION 1: BACKGROUND AND PURPOSE

Amity University Maharashtra promotes an organizational culture that values equity and inclusiveness and believes strongly in social responsibility and transformation. The University strives to provide a vibrant and inclusive intellectual community, including a safe and supportive working and learning environment for people of all genders. The university implements a range of measures to prevent gender-based discrimination and adopts flexible and inclusive provisions for students, staff, and faculty members to realize these objectives.

The University is committed to improving and promoting gender equality and diversity in through strengthening recruitment and retention practices to foster a high-quality workforce reflective of gender diversity and promoting gender-inclusive and participatory decision-making. In addition, University also promotes women's education in various fields through its equal opportunity admission policy. However, for women students pursuing higher degree programmes (such as Ph.D.), a special concessional approach is also adapted to accommodate the changing needs in the life of a women student. The details on Ph.D. policy are available with Registrar Office and are subject to amendments from time to time.

It is envisaged that achieving gender equality will enable the University to attract, motivate and retain a diverse and high-performance workforce, reduce the incidence and costs of staff turnover, improve productivity, innovation, and creativity, and build social inclusion.

The University seeks to provide equal opportunity to permanent, contractual, and visiting(outsourced) staff members and officers by addressing issues, attitudes, practices, and structures that negatively impact gender-based workforce participation and progression.

In particular, the University acknowledges that some women from under-represented backgrounds may face disadvantage in gaining equal employment opportunities. In seeking

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to redress this age old and persistent inequity, the University will actively work with and specifically include women in its gender equity initiatives and strategic planning.

This policy applies to all employees, officers, and members of University committees.

SECTION 2: SCOPE

The policy scope is applicable to all student applicants, Job Applicants, existing students, and staff of the University.

SECTION 3 - POLICY STATEMENT

The University values the diverse skills and perspectives people bring to the workplace because of their gender, age, language, ethnicity, cultural background, disability, religious belief, sexual orientation, working style, educational level, professional skills, work and life experiences, job function, socio-economic background, geographical location, marital status, and family responsibilities.

The University acknowledges:

- a. the disadvantaged position some individuals have had historically in the workplace and general community because of their gender; and
- b. that achieving gender equality may require different treatment of men, women, intersex, transgender and gender diverse people in some circumstances to achieve similar outcomes.

The University aims to:

- a. engage fairly and equitably with all staff and members of our University community, regardless of their gender, in a positive, respectful, and constructive manner;
- b. promote a gender-aware and gender-responsive culture throughout the organization that values gender equality and integrates gender considerations in each aspect of the workplace;
- c. overcome barriers to gender equality in the workplace, including gender biases and gender-based stereotypes;



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- d. ensure all employees and officers have an understanding of gender issues and the objectives of this policy; and
- e. ensure all employees and officers have equal opportunity to participate in and contribute at all levels of the University and to receive appropriate acknowledgment and equitable reward for that participation and contribution.

All members of the University community are responsible for supporting gender equality in the workplace, and providing services, and conducting their operations with a view to eliminating gender inequality and unconscious bias.

SECTION 4: PROCEDURE

The Human Resource (HR) of the University will keep the record of the Woman applicants for the various Teaching, Non-Teaching, and administrative positions. The eligible and suitable woman candidates will be given equal preference for the available vacant positions. The HR will scrutinize the applications with the help of the Head of the Institutions and forwarded by the Hon. Vice-Chancellor of the University.

For the student applicants, there is no discrimination while providing the admission offer to the Woman applicants. The Director admission will be responsible for the following procedures under the final reporting authority as Hon. Vice-Chancellor of the University.

As per the rules and regulations of the Government, the suitable Woman Employee will be appointed at the various working committees and the statutory bodies at the AUM. The acceptance and encouragement of the Woman Applicants for the various positions at the University will be maintained equally as and when applicable.

SECTION 5 - DEFINITIONS

For the purposes of this policy, the following definitions apply:

- a. Committees include University committees, sub-committees, advisory groups, task forces, working groups, and reference groups;
- b. Employee means any person who is a current employee of the University, and includes permanent, full-time, part-time, outsourced, and contracted staff;



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- c. Gender* refers to the social, behavioral, and cultural attributes, expectations, and norms associated with being female, male, intersex, transgender, or gender diverse;
- d. Gender Equality in the workplace means ensuring all employees are able to access and enjoy the same rewards, resources, and opportunities regardless of their gender.
- e. Gender Equity* means fair treatment for all according to their respective needs. It may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities;



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Date: 09 February 2019

In continuation to the existing policy with effect from the 15th January 2017, the policy is reviewed. There are no further changes suggested, and hence the existing policy will continue in action.