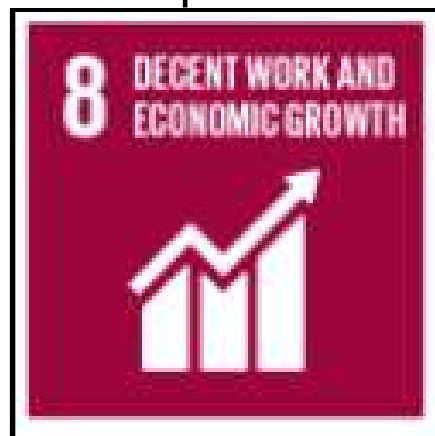


AMITY UNIVERSITY MAHARASHTRA

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

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Report on



GOAL 8: Decent Work and Economic Growth

Sustainable Development Goals

Year 2021

Amity University Maharashtra, Bhatan Post - Somathne,
Mumbai - Pune Expy, Panvel, Bhatan Pada,
Maharashtra 410206

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GOAL 8: Decent Work and Economic Growth

Policy on equality, diversity and inclusion

AUM has developed the equality, diversity and inclusion policy. In addition, the Policy of Non-Discrimination versus Women is also developed. The policy is developed against the Non-Discrimination for Transgenders. There is policy to protect those Reporting Discrimination.

All employees and staff have the rights to be treated equally. There will not be any discrimination based on gender identity. The University provides a supportive, safe and protective environment to all gender identities. There will be all respect and support provided to all gender identities.

Amity University Maharashtra is committed to creating a work environment where all employees, including faculty, staff, outsourced staff, and students are treated with respect and dignity. Each person has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, Amity University Maharashtra expects that behavior and conduct in Amity University Maharashtra and its constituent offices will be business-like and free of explicit bias, prejudice, and harassment.

<https://www.amity.edu/mumbai/pdf/equality-diversity-and-inclusion-policy-aum.pdf>

Maternity Policy

Amity University Maharashtra is abiding to provide maternity leave and benefits to the woman employees as of the Leave Regulations for the Regular Employees of the Amity University Maharashtra, in section 4, subsection 4.5 about Maternity Leave.

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.