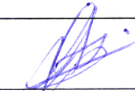




AMITY UNIVERSITY

— R A J A S T H A N —

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Name of the Policy	Date of Issue	Date of Review	Authorised Signatory
Anti-Discrimination Anti-Harassment Policy	11/11/2021	-	



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ANTI-DISCRIMINATION & ANTI-HARASSMENT POLICY

1) Introduction and Scope :

1. As per the UGC (Promotion of Equity in Higher Educational Institutions) Regulations [3(2) (h)] 2012, an “Anti-Discrimination officer” has been appointed vide AUR/REG/5807 dated 01/11/2021 to look into the complaints of discrimination of the students.
2. The purpose of this exercise is to
 - a. safeguard the interests of the students without any prejudice to their caste, creed, religion, language, ethnicity, gender and disability.
 - b. eliminate discrimination against or harassment of any student in all forms in higher educational institutions by prohibiting it and by providing for preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.
 - c. promote equality among students of all sections of the society.

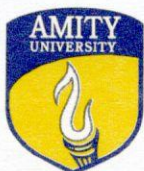
2) Definition of Discrimination & Harassment:

1. Discrimination means any distinction, exclusion, limitation or preference which has the purpose or effect of nullifying or impairing equality of treatment in education and in particular, of depriving a student or group of students or any other stakeholder on the basis of caste, creed, religion, language, ethnicity, gender and disability of access to education of any type at any level.
2. Harassment means unwanted conduct which is persistent and demeans, humiliates or creates a hostile and intimidating environment.

3) Process of Complaint and Appeal

1. Any complaint of discrimination by any stakeholder of the University in a department shall be submitted in writing to the respective Head of the department/ Director.
2. The Head of Department/ Director will enquire the matter and, if found genuine, take appropriate action. If the complaint is satisfactorily resolved the head of department shall prepare an action taken report and submit the same to the Antidiscrimination





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Officer. This shall be completed within the period of 15 days from the date of receipt of the complaint by the Head of Department/ Director.

3. If the complainant is not satisfied with the action taken by the Head of Department /Director or in the event of no action within 15 days, she/he will forward the complaint to the Antidiscrimination officer. This shall be completed within the period of 15 days.
 4. If the complaint is against an act of the Head of Department /Director, it will be directly submitted to the Antidiscrimination officer.
 5. Antidiscrimination officer then shall make a detailed review/investigation of the matter and recommend appropriate action to the Vice Chancellor within the period of 30 days from the date of receipt of the complaint.
 6. Any person aggrieved by the order made by Antidiscrimination officer may prefer an appeal against such order within a period of 90 days from the date of such order to the Vice-Chancellor of the university.
- 4) Consequences for Violations:**
1. Disciplinary actions will be taken against individuals found guilty of discrimination as defined in the University Rules & Regulations.
 2. The severity of consequences will be commensurate with the gravity of the offense
- 5) Awareness and Training:**
1. All students and staff shall be made aware of the provision of the Antidiscrimination Regulation during the orientation programme conducted for the newly admitted students and staff by the University.
 2. The university will conduct regular awareness programs, workshops, and training sessions to educate the community about the policy and its importance.
 3. Specialized training for key personnel involved in handling complaints will also be provided.
- 6) Support Mechanisms:**
1. Pending the investigation of the complaint or appeal as the case maybe the victim of discrimination and harassment, through application, can approach the Antidiscrimination officer for assistance, including but not limited to, Counselling services and support networks established by the university by the rules.





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7) Saving

1. Matter related act of discrimination against SC/ST/OBC students on grounds of their social origin, will be investigated by the committee for 'Prevention of Caste Based Discrimination', vide Letter No: AUR/REG/5177 dated 10/02/2021.

8) Review and Evaluation:

1. The policy will be reviewed periodically to assess its effectiveness and make necessary improvements.
2. This policy gives only the guidelines, and is not exhaustive and may be suitably amended from time to time as per the UGC notifications.

