



# 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.

Ref. No. : AUM/RO/1536

Date: 21.07.2023

## Equality, Diversity and Inclusion (EDI) policy

### SECTION 1: BACKGROUND AND PURPOSE

Amity University Maharashtra is committed to promoting equality, inclusiveness, and diversity in the university. All the people are treated fairly and allow all people to participate in public life by removing all kinds of barriers. The university takes care that people should not feel disadvantages due to their personal characteristics or circumstances. This policy sets the equality while taking decisions, providing services, support employees, recruitment, working with other organizations, vendors, and local people. AUM welcomes the diversity of its all employees, residents, and students, visitors, and other members working on the statutory bodies.

### SECTION 2: Scope

The scope of the policy applicable to the employees, vendors, employees, consultants, suppliers, and contractors.

### SECTION 3: Procedure

This policy of equality understands that everyone is different, and the needs of the people are required to be treated with fairness and ensure that we have a different background and identity. Through diversity, the university recognizes that everyone is unique, respects their identity, and background. University also celebrates the various functions based on the student's background and community. The inclusion at the university considers the perspectives and differences are shared for better decisions. The university considers the value of each opinion, without considering the background, identity and circumstances. The university makes the workplace of diverse range of people to work together effectively.

The policy considers equality, diversity, inclusion factor in Age, Gender, gender reassignment, Disability, Race, Religion or belief, Sexual Orientation, Marriage, Civil Partnership, Refugee and asylum Seekers. The AUM's policy is aligned with the Indian Government Laws based on the gender, gender reassignment, sexual orientation, marriage, and civil partnership. The university also considers its point of views as per the rules, regulations, and laws of the country, and believes the equality, diversity, and inclusion in the university. It also includes the pregnancy and maternity leave benefits as per the existing policy of the AUM.

This policy is aligned with the existing Policy of Non-Discrimination against Women formulated on 15th January 2017 and revised on 09 February 2019. This policy is also aligned with the existing policy on Non-Discrimination Policies for Transgender formulated on 05 January 2020, and revised on the 09 July 2020. This policy is aligned with the existing policy on Protecting Reporting Discrimination created on 15 January 2017, revised on 9 February 2019. This policy is aligned with the existing Maternity policy, and policy on women representation created on 15 January 2017, revised on 9 February 2019.



**Authority Signature and Seal**

**Date: 21 July 2023.**