

# 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:** 15<sup>th</sup> 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**

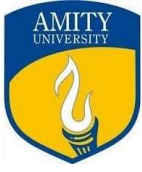
(a) The Amity University Maharashtra protects women against sexual harassment at the workplace and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(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:

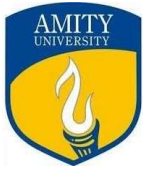
<https://htedu.maharashtra.gov.in/wp-content/uploads/2019/01/Amity-University-Act-2014.pdf>



# 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.

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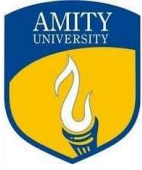
Established vide Maharashtra Act No.13 of 2014, of Government of Maharashtra, and recognized under Section 2 (f) of UGC Act 1956.

## **Policy of Non-Discrimination against Women**

**Date:** 09 February 2019

In continuation to the existing policy with effect from the 15<sup>th</sup> 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.



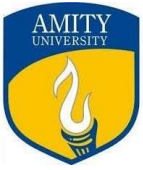
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Established vide Maharashtra Act No.13 of 2014, of Government of Maharashtra, and recognized under Section 2 (f) of UGC Act 1956.

## **Policy on Non-Discrimination against Women**

**Policy Review Date:** 2<sup>th</sup> March 2021

In continuation with the Policy on Non-Discrimination against Women is created and in effect from Date: 15th January 2017, further revised on the 09th February 2019. The University Committee as reviewed the Policy on Non-Discrimination against Women on 2nd March 2021, and decided to keep the policy without any change.



# 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.

## **Non-Discrimination Policies for Transgender**

**Date:** 05 January 2020

### **SECTION 1: BACKGROUND AND PURPOSE**

Amity University Maharashtra is responsible for giving equal opportunity and professional behavior to employees.

### **SECTION 2: SCOPE**

The policy applies to all the employees, visitors, and other individuals connected with the University.

### **SECTION 3: POLICY STATEMENT**

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.

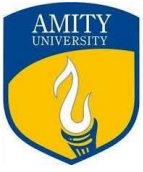
### **SECTION 4: PROCEDURE**

- (a) As per the Transgender Persons (Protection of Rights) Act, 2019 Dated 5<sup>th</sup> December 2019, issued by the Ministry of Law And Justice (Legislative Department), Amity University Maharashtra abides to avoid discrimination against transgender persons.
- (b) Further, the University assures the "Inclusive Education" means a system of education wherein transgender students learn together with other students without fear of discrimination, neglect, harassment, or intimidation, and the system of teaching and learning is suitably adapted to meet the learning needs of such students.
- (c) The University will not discriminate against any transgender person in any matter relating to employment, including, but not limited to, recruitment, promotion, and other related issues.

<http://socialjustice.nic.in/writereaddata/UploadFile/TG%20bill%20gazette.pdf>

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:

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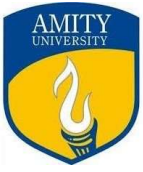
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## **SECTION 5: DEFINITIONS**

All definitions as per the Transgender Persons (Protection of Rights) Act, 2019 Dated 5<sup>th</sup> December 2019, issued by Ministry of Law And Justice (Legislative Department).



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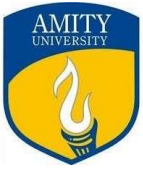
Established vide Maharashtra Act No.13 of 2014, of Government of Maharashtra, and recognized under Section 2 (f) of UGC Act 1956.

## **Non-Discrimination Policies for Transgender**

**Date:** 09 July 2020

In continuation to the existing policy with effect from the 05 January 2020, the policy is reviewed, and the following points are added for better implementation at all levels.

- (i) The Head of the Institute should conduct a special session once a year on all the school students to make them aware of the Transgender Persons (Protection of Rights) Act, 2019, issued by the Ministry of Law And Justice (Legislative Department).
- (ii) Any discrimination that happened verbally written or inaction reported by the students or the employees should be reported to the Higher Authorities.



# AMITY UNIVERSITY MAHARASHTRA

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## **Non-Discrimination Policies for Transgender**

**Policy Review Date:** 2<sup>th</sup> March 2021

In continuation with the Non-Discrimination Policies for Transgender is created and in effect from Date: 15<sup>th</sup> January 2017, further revised on the 09<sup>th</sup> February 2019. The University Committee as reviewed the Non-Discrimination Policies for Transgender on 2<sup>nd</sup> March 2021, and decided to keep the policy without any change.