

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.

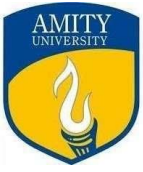
SECTION 4: PROCEDURE

- (a) As per the Transgender Persons (Protection of Rights) Act, 2019 Dated 5th 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:

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



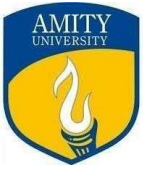
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(d) **Section 6, (1), (2), (3)** No citizen of India shall be excluded from any office of the University or membership of any of its authorities, bodies, committees, or from appointment to any post, or from admission to any degree, diploma, certificate 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;

SECTION 5: DEFINITIONS

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



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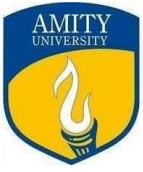
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Non-Discrimination Policies for Transgender

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.



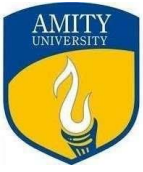
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Non-Discrimination Policies for Transgender

Policy Review Date: 2th March 2021

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



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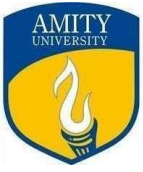
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Non-Discrimination Policies for Transgender

Policy Review Date: 16 June 2022

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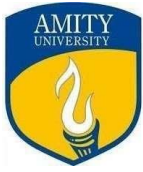
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Policy of Non-Discrimination Vs. Women

Date: 15th 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

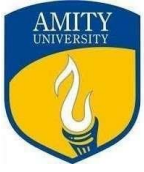
(a) The Amity University Maharashtra protects women against sexual harassment at the workplace and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(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:

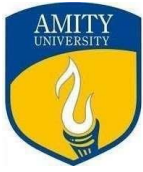
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Section 6, (1), (2), (3) No citizen of India shall be excluded from any office of the University or membership of any of its authorities, bodies, committees, or from appointment to any post, or from admission to any degree, diploma, certificate or 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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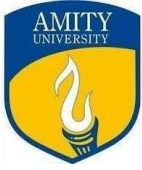
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Policy of Non-Discrimination against Women

Date: 09 February 2019

In continuation to the existing policy with effect from the 15th 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.



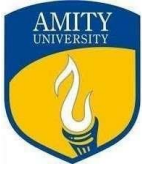
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Policy on Non-Discrimination against Women

Policy Review Date: 2th 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.



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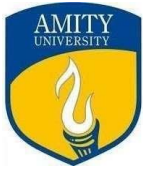
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Policy on Non-Discrimination against Women

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The University Committee as reviewed the Policy on Non-Discrimination against Women on 15 June 2023, and decided to keep the policy without any change.



Policies Protecting those Reporting Discrimination

Date: 15th January 2017

SECTION 1: Objective

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.

SECTION 2: Scope & Purpose

Amity University Maharashtra has developed this policy to ensure that all its employees and students can work in an environment free from unlawful harassment, discrimination, and retaliation. Amity University Maharashtra will make every effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.

SECTION 3: POLICY STATEMENT

The Amity University Mumbai hereby declares the policy that protects those reporting discrimination from educational or employment disadvantage. The University will protect those who report discrimination in the organization based on sex, race, creed, class, caste, place of birth, religious belief or profession, or political or other opinions.

SECTION 4: Procedure

- (a) The law and the policies of Amity University Maharashtra prohibit disparate treatment on the basis of gender, religion, race, color, caste, language, disability, age, marital status, or any other protected characteristic, with regard to terms, conditions, privileges, and perquisites of employment. The prohibitions against harassment, discrimination, and retaliation are intended to complement and further those policies, not to form the basis of an exception to them.
- (b) **Equal employment opportunity:** It is the policy of Amity University Maharashtra to ensure equal employment opportunity without discrimination or harassment based on gender, religion, race, color, caste, language or any other protected characteristic, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected



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by law. Amity University Maharashtra prohibits any such discrimination or harassment.

- (c) **Retaliation:** Amity University Maharashtra encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of Amity University Maharashtra to investigate such reports on an immediate basis thoroughly. Amity University Maharashtra prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- (d) **Individuals and Conduct Covered:** These policies apply to all students and employees, whether related to conduct engaged in by fellow employees or by someone not directly connected to Amity University Maharashtra (e.g., an outside vendor, consultant, or customer).
- (e) Conduct prohibited by these policies is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings, and business-related social events.
- (f) **Reporting an Incident of Harassment, Discrimination or Retaliation:** Amity University Maharashtra encourages reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. Individuals who believe that they have been the victim of such conduct should discuss their concerns with their immediate supervisor or a representative of HR team. If the offender is the supervisor or HR representative, the incident may be reported to the Vice Chancellor's office under strict confidentiality with a copy to the Employee Help Desk.
- (g) In addition, Amity University Maharashtra encourages individuals who believe they are being subjected to such conduct to promptly advise the offender that his or her behavior is unwelcome and to request that it be discontinued. Often this action alone will resolve the problem. Amity University Maharashtra recognizes, however, that an individual may prefer to pursue the matter through complaint procedures.
- (h) **Complaint Procedure:** Individuals who believe they have been the victims of conduct prohibited by this policy or believe they have witnessed such conduct should discuss their concerns with their immediate supervisor, human resources, or any ombudsman as stated above.
- (i) Amity University Maharashtra encourages the prompt reporting of complaints or concerns to take rapid and constructive action.
- (j) Any reported allegations of harassment, discrimination, or retaliation will be investigated promptly. The investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge.
- (k) Amity University Maharashtra will maintain confidentiality throughout the investigation.



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- (l) Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy. Like harassment or discrimination itself, it will be subject to disciplinary action. Acts of retaliation should be reported immediately and will be promptly investigated and addressed.
- (m) Misconduct constituting harassment, discrimination, or retaliation will be dealt with appropriately. Responsive action may include, for example, training, referral to counselling, or disciplinary action such as a warning, reprimand, withholding of a promotion or pay increase, reassignment, temporary suspension without pay, or termination, as Amity University Maharashtra believes appropriate under the circumstances.
- (n) If a party to a complaint does not agree with its resolution, that party may appeal to Amity University Maharashtra's Head Office at New Delhi.
- (o) False and malicious complaints of harassment, discrimination, or retaliation (as opposed to complaints that, even if erroneous, are made in good faith) may be the subject of appropriate disciplinary action.

SECTION 5: DEFINITIONS

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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Policies Protecting those Reporting Discrimination

Date: 09 February 2019

In continuation to the existing policy with effect from the 15th January 2017, the policy is reviewed, and the following points are added for better implementation at all levels.

- (i) It is required to provide a safe and protective environment to the candidate reporting the discrimination, and necessary counseling should be provided to minimize the anxiety.
- (ii) In case of false discrimination reporting, the necessary counseling should be provided to the complainant and the concerned person so that future incidence should be avoided.
- (iii) Any verbal, written, or acts of discrimination can be noted, and the higher authorities will take necessary actions.



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