



**AMITY UNIVERSITY**  
— **UTTAR PRADESH** —

**EQUITY, DIVERSITY AND INCLUSION POLICY**

# EQUITY, DIVERSITY AND INCLUSION POLICY

## 1.0 Short Title, Application and Commencement:

- 1.1 This Policy may be called Amity University Uttar Pradesh Diversity and Inclusion policy, 2023.
- 1.2 This Policy shall apply to all faculty members/ scientists/ staff, research scholars and students at Amity University and its campuses.

## 2.0 Objective: The objective of this Policy is appended as under.

Amity University has from inception integrated equity, diversity, and inclusion in all relevant university policies and considers diversity and inclusivity in the campus as its strength, welcoming staff, faculty and students from different genders, cultural background, nationality, age, religious faith, identity, sexual orientation and extends supports to persons with accessibility requirements. The university fosters a professional, equitable and inclusive culture where staff, faculty and students have equal access and are valued, recognized and empowered to succeed.

- 2.1 **Ensure Non Discrimination:** Prohibit any form of discrimination, harassment, or victimization based on age, gender/ gender reassignment, disability, race, religion or belief, sexual orientation, marriage and civil partnership, refugee/ asylum seekers, and pregnancy/ maternity.
- 2.2 **Promote Equal Opportunities:** Ensure that all individuals, regardless of their diverse characteristics, have equal access to opportunities, resources, and advancement within the University.
- 2.3 **Foster Inclusion:** Create an inclusive and supportive environment that values and respects individual differences, encourages collaboration, and allows everyone to contribute their unique perspectives and talents.
- 2.4 **Raise Awareness and Understanding:** Promote awareness and understanding of diversity and inclusion issues by offering various courses like gender justice, human rights, sexual, tribal caste, dysfunction etc, training, and awareness campaigns.
- 2.5 **Embed Diversity and Inclusion:** Integrate diversity and inclusion considerations into all aspects of the University's policies, practices, and decision-making processes.
- 2.6 **Foster Equity in Education:** Adapt Teaching style to match students learning capability.

### 3.0 Procedure/Practices:

One of the core values of Amity University Uttar Pradesh (AUUP) is “Diversity and Mutual Respect”. University nurtures an environment of safety, trust & mutual respect and embeds equality & diversity in its strategy by ensuring that the strategic plans are fair and inclusive. The University’s Broad-Based Goal 2 (Foster Inclusivity, Diversity, Accessibility and Equity) ensures that appropriate targets are set and forms a part of the University’s strategic initiatives.

The procedures/ practices followed by the University is as under.

- 3.1 Policy Dissemination:** Clearly communicate the University’s diversity and inclusion policy to all faculty members, staff, students, and stakeholders, ensuring its accessibility and understanding.
- 3.2 Training and Education:** Provide diversity and inclusion training programs for faculty members, staff, and students to raise awareness, challenge biases, and promote understanding of different dimensions of diversity.
- 3.3 Recruitment and Retention:** Implement fair and inclusive recruitment and retention practices that attract and retain individuals from diverse backgrounds, ensuring equal opportunities and a welcoming environment.
- 3.4 Support Systems:** Establish support systems and resources to assist individuals from diverse communities, such as affinity groups, mentorship programs, counselling services, and appropriate infrastructure (access to academic blocks, library, shrooms, reserved parking etc) for individuals with disabilities.
- 3.5 Reporting Mechanisms:** Establish confidential reporting mechanisms to address incidents of discrimination, harassment, or prejudice, and ensure that appropriate actions are taken promptly.
- 3.6 Partnerships and Engagement:** Collaborate with external organizations, community groups, and networks that promote diversity and inclusion, and contribute to broader social change.
- 3.7 Evaluation and Monitoring:** Regularly evaluate and monitor progress in achieving diversity and inclusion goals. Make necessary adjustments and improvements to the strategies and practices based on the findings.

### 4.0 Responsibility:

- 4.1 Senior Leadership:** The senior leadership is responsible for championing diversity and inclusion, providing resources, and embedding the principles of this policy throughout the University. Designate committee will be constituted who shall be

responsible for overseeing the implementation, monitoring, and reporting of any diversity issues. The committee constitution for the Policy is appended as under.

Professor as Presiding Officer / Chairperson

Two faculty as Member

Two non-teaching employees as Member

External Member from NGO

Co-opted Member – Three students, in matter involving students.

- 4.2 **Management:** Deans and Head of Institutions are responsible to promote and uphold this policy, ensure its implementation within their respective areas, and address any diversity and inclusion issues promptly and appropriately.
- 4.3 **Faculty Members, Staff and Students:** All faculty members, staff and students are expected to treat each other with respect, dignity, and fairness, actively contribute to an inclusive environment, and report any incidents of discrimination or harassment.

## **5.0 Communication and Reporting:**

- 5.1 Regularly communicate updates on diversity and inclusion initiatives, achievements, and challenges to all stakeholders through various channels, such as newsletters and meetings.
- 5.2 Research, Planning & Statistical Services (RPSS) department shall publish an annual diversity and inclusion report that outlines progress, key metrics demonstrating the University's commitment to transparency and accountability.

**6.0 Approving authority:** The Vice Chancellor AUUP shall be the approving authority for implementing actions related to environmental sustainability at campus.

**7.0 Review of policy:** The policy shall be reviewed periodically to ascertain the effectiveness of the implementation of diversity and inclusion strategies.

Amity University Uttar Pradesh is dedicated to creating an inclusive and diverse community where all individuals are valued, respected, and provided equal opportunities to succeed. By embracing the principles outlined in this Diversity and Inclusion Policy, the University aim to foster an environment that celebrates individual differences, promotes equality, and harnesses the power of diversity to drive innovation, creativity, and social progress. Through ongoing efforts and collaboration, the University strives to continuously improve its practices and contribute to a more inclusive society.