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-DISCRIMINATORY ADMISSIONS & POSITIVE DISCRIMINATION POLICY

Statutory Authority:	Section 6 (1), (2), (3) of Amity University Maharashtra Act (Act No. XIII of 2014) & UGC Equity Regulations
Effective Date:	January 15, 2024 (Reviewed & Publicly Posted)
Applicability:	All Undergraduate, Postgraduate, and Doctoral Admission Applicants

OBJECTIVE & STATUTORY BASIS

Amity University Maharashtra (AUM) promotes an institutional culture that values equity, diversity, and inclusiveness as vital core vectors of social transformation. This policy outlines the university's absolute commitment to maintaining a completely non-discriminatory environment throughout its student lifecycle, beginning strictly at the intake gate. Concurrently, it articulates the structural framework and guiding rationale for planned affirmative action and positive discrimination metrics implemented to bridge historic educational imbalances.

The institution is committed to fostering an inclusive, equitable, and diverse academic environment. The purpose of this Non-Discriminatory Admissions Policy is to ensure equal opportunity for all prospective students, particularly Persons with Disabilities (PwD) and historically underrepresented groups. This policy guarantees a merit-based, accessible, and barrier-free admission process, eliminating structural and technological impediments.

> *Statutory Compliance Clause:*
> *This policy is enacted in strict alignment with Section 6, sub-sections (1), (2), and (3) of the Amity University Maharashtra Act, 2014 (Maharashtra Act No. XIII of 2014), which mandates that no citizen of India shall be excluded from admission to any academic distinction or course of study based solely on sex, race, creed, class, caste, place of birth, religious belief, or political opinion. It further incorporates the UGC (Promotion of Equity in Higher Educational Institutions) Regulations.*

1. CORE NON-DISCRIMINATION CHARTER

AUM enforces a zero-tolerance policy against any institutional or systemic exclusion during the entry process. The evaluation of applicants is based squarely on merit and designated program prerequisites.

- **Systemic Equality:** Protection of Fundamental Characteristics: The University guarantees that no applicant shall face prejudice, unfavorable treatment, or denial of entry based on caste, creed, religion, language, ethnicity, gender identity, sexual orientation, disability, pregnancy, or place of birth.
- **Anonymized Initial Review:** Comprehensive digital pipelines administered via the AMIZONE architecture prevent masking or localized human bias during competitive evaluations.
- **Transparency of Criteria:** Public notifications, minimum qualifying parameters, and criteria remain explicitly clear, ensuring predictable equity.

2. THE RATIONALE FOR POSITIVE DISCRIMINATION

While non-discrimination provides a level baseline, Amity University Maharashtra recognizes that deep-seated socioeconomic inequities prevent a purely meritocratic market from producing truly equitable outcomes. True equity necessitates proactive institutional lifting mechanisms. The university's positive discrimination policies are designed based on the following three-tier rationale:

- **Redressing Historic Disadvantage:** Overcoming structural impediments faced by historically marginalized and socially oppressed groups (SC, ST, OBC), allowing equal footings in professional segments.
- **Enriched Classroom Diversity:** Enhancing the learning landscape for all students by actively creating a multicultural, diverse campus environment that echoes real-world complex populations.
- **Socioeconomic Upliftment:** Aligning with state and federal socioeconomic indicators to bring localized regional development across remote or rural zones of Maharashtra.

3. APPROVED AFFIRMATIVE ACTIONS & POSITIVE DISCRIMINATION SCHEMES

Positive discrimination metrics at AUM are strictly defined and apply through clear, published rules rather than arbitrary adjustments:

Target Scholarships & Welfare Concessions

- **Need-Cum-Merit Waivers:** Financial support matrices specifically tailored to students demonstrating verified low-income family baselines via state-issued income validations.
- **Gender Affirmative Actions:** Extended institutional scholarship timelines, relaxed age limits, and specialized flexible terms for women scholars entering high-tier research, such as doctoral tracks.

4. DATA PRIVACY & COMPLIANCE INFRASTRUCTURE

Demographic metrics collected at the application stage to evaluate positive discrimination benefits are subject to heavy data boundaries:

- **Masked Identity Protection:** No candidate's social reservation, caste category, or income tier may be displayed publicly to peers or faculty panels to avoid unconscious profiling or negative labeling.
- **Regulatory Auditing:** Regular statutory reports are channeled straight to the Ministry of Higher and Technical Education, Maharashtra, and the AISHE tracking board.

5. GRIEVANCE REDRESSAL PIPELINE

Any applicant who believes they have encountered exclusionary practices or biased treatment during the admissions workflow may file a formal petition:

- **Equal Opportunity Cell (EOC):** Mandated to receive, process, and completely adjudicate complaints surrounding structural discrimination within 15 working days.
- **Anti-Discrimination Desk:** Operates a secure online tracking system via the public domain portal to maintain rapid accountability and prevent retaliation against the complainant.

6. Core Provisions and Accessibility Standards

6.1 Accessible Admission Portal

To ensure a seamless application experience, the institutional admission portal shall be designed, developed, and maintained in strict compliance with international digital accessibility standards (such as WCAG 2.1 Level AA). Key digital provisions include:

- Compatibility with standard screen readers (e.g., NVDA, JAWS) for visually impaired candidates.
  Alternative text (Alt-text) for all visual elements, diagrams, and captcha verifications.
  Keyboard-only navigation support and high-contrast color scheme toggles.
  Multi-format downloadable information brochures (accessible PDFs, large print, and audio descriptions).

6.2 Scribe Facility and Examination Accommodations

Candidates requiring physical or visual assistance during entrance evaluations shall be provided comprehensive testing accommodations upon request during the application phase. These include:

- Scribe Facility: Eligible candidates will be provisioned a qualified scribe. The academic qualification of the scribe will comply with regulatory guidelines to ensure fairness.

Compensatory Time: A minimum of 20 minutes per hour of examination will be awarded as compensatory time to candidates utilizing scribes or facing severe physical constraints.
Infrastructure Allocation: Examination desks for candidates with disabilities will be mapped to easily accessible, ground-floor, or elevator-serviced test labs.

6.3 Comprehensive PwD Accommodations

Beyond the application and testing phase, the admissions office will coordinate with the institutional campus accessibility team to ensure immediate onboarding support:

- Assistive Technologies: Provisioning of specialized software (speech-to-text, screen magnifiers) and hardware (braille displays, ergonomic seating) at institutional registration desks.
  Barrier-Free Campus Access: Ensuring all physical spaces involved in the physical counseling, verification, and admission process feature auditory signage, tactile pathways, ramps, and accessible restrooms.
  Dedicated Helpdesk: A specialized helpdesk staffed with trained personnel to facilitate real-time resolution of accessibility roadblocks during the admissions cycle.

7. Compliance, Monitoring, and Institutional Transparency

To ensure accountability and measure the effectiveness of these inclusionary strategies, the institution integrates admissions metrics into its standard reporting frameworks:

- Annual Diversity & Inclusion Report: The Admissions Committee will submit comprehensive, anonymized data to be published in the Annual Diversity & Inclusion Report. This includes application-to-enrollment ratios for PwD students and geographic/socio-economic diversity metrics.
  Research and Global Context: The institutional commitment to equity is backed by encouraging inequality-related research publications and international research collaborations, benchmarking our admission inclusion volume against global best practices.