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.

ANTI-HARASSMENT POLICY

Date: 15 October 2024

1. OBJECTIVE & PURPOSE

Amity University Mumbai is committed to providing a safe, secure, inclusive, and respectful learning and working environment. This policy establishes a zero-tolerance stance towards any form of harassment, discrimination, bullying, or intimidation. The purpose is to protect all students, faculty, staff, and visitors, ensuring their fundamental right to dignity and equality on campus.

2. JURISDICTION & SCOPE

This policy applies to all members of the Amity University Mumbai community, including full-time/part-time students, academic faculty, administrative staff, contractual workers, and visitors. It covers conduct that occurs:

- On the university campus, residential quarters, hostels, or any property owned/managed by the university.
- During university-sanctioned events, field trips, conferences, placements, or athletic competitions.
- Online or through digital communication, including social media platforms, university email systems, and virtual classrooms, where the conduct impacts the university's environment or reputation.

3. DEFINITIONS OF PROHIBITED CONDUCT

3.1 Discriminatory Harassment

Unwelcome verbal, physical, or visual conduct targeting an individual's race, caste, religion, gender, sexual orientation, nationality, disability, or age, which creates an intimidating or hostile environment.

3.2 Sexual Harassment

In accordance with the Prevention of Sexual Harassment (POSH) framework and UGC Regulations, sexual harassment includes unwelcome physical contact, explicit sexual advances, demands or requests for sexual favors, sexually colored remarks, or showing pornography. This covers both 'Quid Pro Quo' (benefits in exchange for favors) and 'Hostile Environment' scenarios.

3.3 Bullying and Ragging

Any systematic, repeated behavior directed towards a peer or junior student that causes physical, mental, or psychological trauma. This explicitly encompasses all prohibited acts under anti-ragging statutory mandates in India.

3.4 Cyber-Harassment

The use of electronic tools, emails, text messages, or social media platforms to stalk, threaten, defame, or spread malicious rumors about any university member.

4. COMPLAINT REDRESSAL MECHANISM

Amity University Mumbai maintains specialized statutory bodies to handle grievances neutrally and strictly confidentially:

Nature of Grievance	Responsible Redressal Committee
Sexual Harassment / Gender-based Issues	Internal Complaints Committee (ICC)
Bullying, Ragging, and Student Grievances	Anti-Ragging Squad

4.1 Filing a Complaint

An aggrieved individual can submit a formal written complaint via email or physical submission to the respective committee within 90 days of the incident. The complaint should contain timelines, names of witnesses, and any supporting documentary/digital evidence.

4.2 Investigation and Timelines

- The designated committee will initiate a formal inquiry within 7 working days of receiving the grievance.
- Principles of natural justice will be upheld strictly, allowing both parties a fair opportunity to present their case.
- The entire inquiry and submission of the final report must be concluded within 90 days from initiation.

5. DISCIPLINARY ACTIONS & PENALTIES

If the investigation concludes that harassment occurred, disciplinary metrics will be enacted based on the severity of the offense:

- For Students: Written warning, mandatory counseling, suspension for a semester, or permanent expulsion from the university.
- For Faculty/Staff: Official reprimand, withholding of promotion/increment, suspension, or termination of employment contract.
- Legal Recourse: In severe criminal breaches, the university will actively assist the victim in filing an FIR with local police authorities.

6. ANTI-RETALIATION PROVISION

Any form of retaliation, adverse action, or victimization against a complainant, witness, or committee member is strictly prohibited. Violating this clause will attract separate and severe disciplinary penalties independent of the initial complaint outcome.