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 & ACTION PLAN FOR THE RECRUITMENT & ENROLLMENT OF DIVERSE AND UNDER-REPRESENTED GROUPS

Statutory Compliance: UGC Act 1956 Sec 2(f) | Maharashtra Act No. 13 of 2014

1. EXECUTIVE SUMMARY & INSTITUTIONAL AFFIRMATION

Amity University Mumbai (Amity University Maharashtra), established under Maharashtra Act No. 13 of 2014 and recognized under Section 2(f) of the UGC Act 1956, affirms its institutional commitment to equity, social justice, and pluralism. As a unitary private university, Amity University Mumbai does not merely adhere to non-discrimination principles passively; rather, it undertakes planned, measurable, and systemic affirmative actions to identify, attract, admit, recruit, and retain students, administrative staff, and academic faculty from historically and structurally under-represented groups.

> **CORE INSTITUTIONAL MANDATE:** *Amity University Maharashtra guarantees equal opportunity in both student admissions and employee hiring, implementing tailored affirmative outreach, statutory qualifying mark concessions, targeted recruitment drives, and dedicated institutional scholarships.*

2. IDENTIFIED UNDER-REPRESENTED COHORTS & SCOPE

This planned action framework applies campus-wide across all constituent schools and institutes for:

- **Scheduled Castes & Scheduled Tribes (SC/ST):** Addressing historical socio-educational disparities through affirmative enrollment, outreach, and statutory relaxations.
- **Other Backward Classes (OBC - Non-Creamy Layer):** Expanding access to professional, technical, and applied higher education programmes.
- **Women Scholars & Female Faculty:** Overcoming systemic gender imbalances, specifically targeting senior faculty ranks, leadership governance, and STEM disciplines.
- **Persons with Disabilities (Divyangjan / PwD):** Ensuring full barrier-free inclusion and specialized academic, infrastructural, and workplace accommodations per the RPwD Act 2016.
- **Religious, Linguistic & Ethnic Minorities:** Fostering inclusive campus pluralism and targeted welfare support.
- **First-Generation Learners & Socio-Economically Disadvantaged Groups (SEDGs):** Reaching students from rural, agrarian, and low-income backgrounds in Maharashtra and across India.

3. PLANNED ACTIONS FOR STUDENT ADMISSIONS & ENROLLMENT

3.1 Statutory Eligibility & Qualifying Examination Relaxations

- **Minimum Marks Relaxation:** In accordance with UGC norms and state guidelines, candidates belonging to SC, ST, and PwD categories receive a mandatory 5% relaxation in minimum qualifying marks for eligibility across undergraduate, postgraduate, and Ph.D. admissions (e.g., 50% aggregate in Masters for Ph.D./PG programmes instead of 55%).
- **Standardized Testing Score Consideration:** AUM incorporates holistic evaluation parameters, considering merit, aptitude, and socio-economic context alongside national standardized entrance scores (JEE, CAT, MAT, GATE, NATA, SAT).

3.2 Targeted Financial Aid & Merit-cum-Means Concessions

- **Amity Divyaang (Disability) Concession:** Dedicated financial relief and tuition waivers (minimum 20% institutional fee concession) for verified benchmark disability holders.
- **Dr. Ashok K. Chauhan Scholarships & Martyr Awards:** Full (100%) and partial (50%, 25%) tuition fee waivers awarded annually based on merit and financial adversity to ensure cost is never a barrier to admission.
- **State Social Welfare Scheme Facilitation:** The Admission Directorate and Equal Opportunity Cell run a dedicated liaison desk to facilitate Mahadbt (Maharashtra Government Post-Matric Scholarship schemes for SC/ST/VJNT/OBC/SBC candidates) and Central Minority Welfare Scholarships.

3.3 Geographic Outreach & Vernacular Information Desks

- **Regional Outreach Drives:** Admission teams conduct specialized higher education awareness workshops in Tier-2, Tier-3, and rural districts of Konkan and Western Maharashtra to guide first-generation aspirants.
- **Multilingual Application Assistance:** Helpline counselors and admission desks provide multilingual support in Marathi, Hindi, and English to assist candidates and parents navigating online documentation and eligibility criteria.

4. PLANNED ACTIONS FOR FACULTY & ACADEMIC RECRUITMENT

4.1 Diversity-Sensitive Search & Inclusive Job Postings

- **Explicit Non-Discrimination & Inclusivity Statements:** All faculty recruitment advertisements across national portals, university career pages, and academic journals prominently state: 'Amity University is an equal opportunity employer committed to diversity and inclusivity. Candidates from under-represented backgrounds, women, and persons with disabilities are strongly encouraged to apply.'
- **Broad-Based Academic Sourcing:** Recruitment drives intentionally source applicants from premier national institutions, tribal research bodies, state universities, and specialized women's universities .

4.2 Selection Committee Diversity & Unconscious Bias Mitigation

- **Diverse Panel Representation:** In accordance with institutional equality charters, Selection Committees constituted under the Hon. Vice-Chancellor include women academicians and representatives from minority or communities to ensure fair, unbiased evaluation.
- **Holistic Screening Beyond Raw API Scores:** Selection panels evaluate candidates comprehensively, balancing research publications with pedagogical dedication, community engagement, and potential for mentorship.

5. PLANNED ACTIONS FOR ADMINISTRATIVE & SUPPORT STAFF HIRING

- **Local Employment Prioritization:** In line with university agreements and community development mandates, local talent from surrounding rural and peri-urban areas of Panvel, Raigad, and Navi Mumbai is actively prioritized for non-teaching, administrative, security, and facility roles.
- **Equal Opportunity Gender Balance in Operations:** Women applicants receive equal preference across laboratory management, library administration, student affairs, and administrative positions, maintaining institutional gender balance.
- **Accessible Workplace Allotment for Divyangjan Staff:** Staff members with physical or locomotor disabilities receive barrier-free workstation allotments on ground floors or near central elevator lobbies with ergonomic seating.

6. INSTITUTIONAL MONITORING & GOVERNANCE MECHANISMS

Institutional Body	Key Responsibility	Reporting & Oversight
Equal Opportunity Cell (EOC)	Monitors non-discrimination in admission, recruitment, and campus engagement; proposes equity initiatives.	Chaired by Senior Faculty; reports to Registrar & Vice-Chancellor.
Directorate of Human Resources	Executes inclusive hiring notices, ensures diverse selection committee panels, and maintains recruitment records.	Reports to Director HR and Hon. Vice-Chancellor.
Disability Support Office (DSO)	Audits campus accessibility, implements RPwD job and admission accommodations, oversees scribe and assistive tech desks.	Coordinates across Registrar's Office, Exam Controller, and Estates.

7. RETENTION, MENTORSHIP & CONTINUING EQUITY ACTIONS

- **Remedial Classes & Academic Bridge Programmes:** Special bilingual tutorials and bridge courses conducted for admitted students from vernacular or disadvantaged backgrounds to bridge language and technical gaps.
- **Career & Research Advancement for Under-Represented Faculty:** Internal seed-grants, travel sponsorships for international conferences, and prioritized faculty development programmes (FDPs) to facilitate career progression.
- **Annual Diversity & Inclusion Audit:** Periodic assessment of campus demographic trends, recruitment statistics, and grievance resolution submitted to the Academic Council and Board of Management.