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.

Ref. No. : AUM/RO/1537 **Date: 21.07.2023**

Equality, Diversity, and Inclusion Committee

Sr. No.	Member	Designation
1.	Prof. Dr. A.W. Santhosh Kumar, Hon. Vice Chancellor	Chairman
2.	Prof. Dr. Gautam Gawali Dean Student Welfare	Member - Male Representative
3.	Registrar - Amity University Mumbai	Member
4.	Prof. Dr. V. S. Dahima	Member
5.	Dr. Supriya Nene Director, Amity School of Architecture and Planning	Member -Female Representative
6.	Dr. Nima John, Director, Amity School of Fashion Technology	Member

Responsibilities of The Equality, Diversity and Inclusion Committee

- The equality, diversity and inclusion committee, office or officer tasked by the administration or governing body to advise on and implement policies, programmes and trainings related to diversity, equity, inclusion, and human rights on campus.

- The committee will work align with the equality, diversity, and inclusion policy of the Amity University Maharashtra.



Authority Signature and Seal

Date: 21 July 2023.

Ref. No. : AUM/RO/1536 **Date: 21.07.2023**

Equality, Diversity and Inclusion (EDI) policy

SECTION 1: BACKGROUND AND PURPOSE

Amity University Maharashtra is committed to promoting equality, inclusiveness, and diversity in the university. All the people are treated fairly and allow all people to participate in public life by removing all kinds of barriers. The university takes care that people should not feel disadvantages due to their personal characteristics or circumstances. This policy sets the equality while taking decisions, providing services, support employees, recruitment, working with other organizations, vendors, and local people. AUM welcomes the diversity of its all employees, residents, and students, visitors, and other members working on the statutory bodies.

SECTION 2: Scope

The scope of the policy applicable to the employees, vendors, employees, consultants, suppliers, and contractors.

SECTION 3: Procedure

This policy of equality understands that everyone is different, and the needs of the people are required to be treated with fairness and ensure that we have a different background and identity. Through diversity, the university recognizes that everyone is unique, respects their identity, and background. University also celebrates the various functions based on the student's background and community. The inclusion at the university considers the perspectives and differences are shared for better decisions. The university considers the value of each opinion, without considering the background, identity and circumstances. The university makes the workplace of diverse range of people to work together effectively.

The policy considers equality, diversity, inclusion factor in Age, Gender, gender reassignment, Disability, Race, Religion or belief, Sexual Orientation, Marriage, Civil Partnership, Refugee and asylum Seekers. The AUM's policy is aligned with the Indian Government Laws based on the gender, gender reassignment, sexual orientation, marriage, and civil partnership. The university also considers its point of views as per the rules, regulations, and laws of the country, and believes the equality, diversity, and inclusion in the university. It also includes the pregnancy and maternity leave benefits as per the existing policy of the AUM.

This policy is aligned with the existing Policy of Non-Discrimination against Women formulated on 15th January 2017 and revised on 09 February 2019. This policy is also aligned with the existing policy on Non-Discrimination Policies for Transgender formulated on 05 January 2020, and revised on the 09 July 2020. This policy is aligned with the existing policy on Protecting Reporting Discrimination created on 15 January 2017, revised on 9 February 2019. This policy is aligned with the existing Maternity policy, and policy on women representation created on 15 January 2017, revised on 9 February 2019.

AMITY UNIVERSITY MUMBAI

Authority Signature and Seal
Date: 21 July 2023.

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.

Ref. No. : AUM/RO/1534 **Date: 21.07.2023**

Training on the Ethical Values

Amity University Maharashtra provides training to the faculty, non-teaching, and students based on values such as diversity, honesty, respect, fairness.

Training for the Faculty

The regular sessions are organized in the form of the faculty development programs to train them for the ethical values. Dean Student Welfare in association with the Internal Quality Assurance Cell organizes the Faculty Development Programmes which covers the Gender Equality, rules, and laws for the Workplace Woman Harassment, understanding the needs of the students with special needs, and Community outreach activities.

Training for the Non-Teaching

The training session are also organized for the non-teaching staff to make them aware about the ethical values so that, while interacting with the students, faculty members, parents, and visitors the due care is taken. The training to make them aware about the social contribution in terms of the kindness, courteousness and generosity are given.

Training for the Students

Behavioural Science courses in the curriculum of undergraduate and post graduate programmes at the University provides the training to the students. There are total 6 courses in the UG programs, one credit in one semester conducts 15 lectures, practical and activities based on the ethical values required to be adopted by the students to make them ready to be the part of good society. It is regularly iterated to the students to understand the diversity of the students around them and learn from the context. The students of various courses come together in one class to learn minor track offered from the other schools that give the positive exposure to the students to learn diversity.

To make the students aware about the honesty, the strict rules are created to obtain their credits of each course through the correct ethical submissions. The end-semester examinations are conducted governing the rules and regulations to avoid the cheating cases. The submission of the project reports, write-ups, submission are done with prior plagiarism checking tools such as Turnitin, Urkund or some similar tools.

Student are trained to respect the other students, faculty members coming from the different financial, social, religion, community, and other states of the country. Students are also trained to respect other genders.

The student is also trained to treat all others with fairness with the larger and better goals of the organization.

Training of the Research Scholars

During the first semester of the PhD programme, the course on the Research methodology is having the special topic on ethical issues in the PhD Research.





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