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 ON INCLUSIVE AND EQUITABLE ACCESS TO UNIVERSITY ACTIVITIES

Revised Date: April 15, 2025

Policy Title	Policy on Inclusive and Equitable Access to University Activities
Governing Body	Academic Council & Board of Management, Amity University Mumbai
Date of Original Implementation	August 10, 2024
Date of Last Revision	April 15, 2025
Applicability	All University Students, Faculty, Administrative Staff, Alumni, and External Lifelong Learners

1. Purpose & Preamble

Amity University Mumbai is committed to nurturing a diverse, inclusive, and equitable educational environment. This policy ensures that all academic programs, lifelong learning initiatives, professional training modules, social events, cultural programs, and recreational operations managed by the university as a corporate body are accessible to all individuals. Guided by University Vision 2047, National Education Policy (NEP) 2020, and United Nations Sustainable Development Goal 4 (Quality Education) and Goal 10 (Reduced Inequalities), the university mandates absolute equality of access, completely free from systemic or implicit barriers.

2. Core Statutory Protections

The university explicitly guarantees that access to all public, semi-private, and professional educational activities shall be granted regardless of the following protected attributes:

- **Ethnicity and National Origin:** Absolute protection for international students, domestic migrants, indigenous groups, and students from diverse regional backgrounds across India.
- **Religion and Creed:** Unrestricted entry and safe participation for practitioners of all faiths, spiritual paths, and non-religious belief systems, with active respect for academic calendar scheduling.
- **Disability and Neurodivergence:** Proactive physical, digital, and instructional modifications for individuals with physical, sensory, cognitive, developmental, or psychological impairments.
- **Immigration Status:** Equal access to public-facing lifelong learning workshops, extension programs, lectures, and academic facilities for refugees, asylum-seekers, legal migrants, and expatriates.

- **Gender Identity and Expression:** Comprehensive access equity covering male, female, transgender, and non-binary individuals across academic setups, student housing, public platforms, and institutional facilities.

3. Policy Implementation Framework Across Key Vectors

3.1 Physical and Infrastructural Access

To eliminate physical limitations for individuals with disabilities, the university enforces strict adherence to national and international universal accessibility standards:

- **Campus Mobility:** Installation of tactile paving, standard wheelchair ramps, accessible elevators with braille signaling, and dedicated low-floor transit options inside campus perimeters.
- **Event Venues:** All major conventions, continuous education workshops, and graduation ceremonies must take place in audited barrier-free venues containing designated accessible seating arrangements.

3.2 Digital and Learning Management Systems (LMS)

Online course materials, public-facing learning portals, and digital archives must meet international accessibility standards:

- **Web Content Accessibility:** Mandatory compliance of the Amity Student Portal (Amizone) and public websites with the Web Content Accessibility Guidelines (WCAG) 2.1 Level AA.
- **Assisitive Technology Compatibility:** Systemic integration of screen-reader-friendly course contents, closed captioning for virtual learning models, and customizable display panels.

3.3 Admissions and Open Access Initiatives

The university enforces non-discriminatory pipelines across all formal applications and open lifelong learning platforms:

- **Non-Discriminatory Framework:** Application channels strictly filter out tracking indicators regarding race, creed, gender identity, or immigration records from preliminary review parameters to avoid bias.
- **Affirmative Action Models:** Structured allocation of scholarship plans, financial relief frameworks, and targeted mentorship operations for historically underrepresented demographics.

4. Code of Conduct and Anti-Harassment Safeguards

Any discriminatory behavior, microaggressions, structural exclusion, or harassment targeting protected characteristics during university operations shall strictly activate institutional

disciplinary actions. The university's Anti-Harassment Committee is formally empowered to conduct fast-track investigations into complaints filed by students, working professionals, external visitors, or faculty members.

5. Governance and Compliance Review Cycles

This policy is dynamically maintained under the oversight of the Internal Quality Assurance Cell (IQAC) and the Academic Council:

- **Bi-Annual Institutional Audits:** Comprehensive operational checks measuring demographic enrollment, physical infrastructure barriers, and accessible IT delivery frameworks.
- **Dissemination Plan:** This policy document is permanently hosted on the public portal of Amity University Mumbai and translated across multiple regional administrative manuals for seamless compliance.