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.

Women's Access, Participation, and Equity Policy

Effective Date	November 01, 2024
Policy Scope	All Female Applicants, Enrolled Students, and Academic Programs
Review Cycle	Annual (Next Scheduled Review: November 2027)

> *Statement of Commitment: Amity University Mumbai recognizes that institutional excellence is inseparable from gender equity. This document serves as the regulatory framework to eliminate barriers and systematically ensure equitable outcomes in the application, acceptance, and long-term academic participation of women across all faculties.*

1. Purpose and Objectives

The Women's Access, Participation, and Equity Plan (WAPEP) outlines the strategic mandates and structural mechanisms deployed by Amity University Mumbai to support gender balance. The key objectives are:

- **Targeted Outreach:** To boost the volume of high-quality applications from female candidates, specifically in traditionally underrepresented fields.
- **Transparent Evaluation:** To verify that the university's institutional selection and admissions pipelines are free from implicit bias.
- **Holistic Retention:** To create an academic ecosystem that fosters high retention, completion, and leadership participation rates among female students.

2. Applications and Targeted Outreach

2.1 Technical and STEM Focus

Amity University Mumbai shall actively run dedicated outreach campaigns targeting women applicants for disciplines where female enrollment has historically faced structural barriers. This includes the Amity Institute of Information Technology (AIIT), the Amity School of Engineering and Technology (ASET), and intensive data science streams.

- **School & College Connects:** Conducting technical workshops and coding bootcamps exclusively for female high school students to build a robust applicant pipeline.
- **Branded Fellowships:** Marketing distinct application fee waivers and early-bird scholarship tracks specifically designated for women applying to technical postgraduate programs.

2.2 Inclusive Marketing Communication

All admissions materials, digital prospectuses, and institutional media assets must explicitly feature balanced representation. Marketing collateral must actively showcase the research, innovations, and entrepreneurial milestones achieved by female alumni and faculty at the university to attract prospective talent.

3. Acceptance, Admissions, and Entry Framework

3.1 Non-Discriminatory Evaluation Mechanics

The university enforces a strict merit-based, non-discriminatory acceptance process. All standardized entrance tests administered by the university (Amity Joint Entrance Examination) use structural anonymization patterns during the first round of evaluation to mitigate any prospective gender-skewed testing or screening errors.

3.2 Strategic Affordability Measures (Scholarships)

To guarantee that economic constraints do not impede the acceptance and entry of qualified female candidates, Amity University Mumbai structures targeted financial support models.

4. Retention, Safe Environment, and Campus Participation

4.1 Mentorship and Leadership Pathways

Participation goes beyond enrollment. The university mandates structured mentoring modules to maximize career transition rates:

- **Executive Mentorship Networks:** Pairing undergraduate female students with corporate leaders, senior alumni, and faculty researchers to guide career trajectories.
- **Student Committees Representation:** A mandatory 40% minimum representation threshold for women across all core student bodies, including the Student Council, technical clubs, and campus placement cells.

4.2 Institutional Infrastructure & Safety Support

Amity University Mumbai ensures a highly functional, safe environment optimized to support the persistent participation of women:

- **24/7 Security Protocols:** Comprehensive CCTV security arrays across residential zones, well-lit perimeter pathways, and dedicated women-only transit shuttles within the campus grounds.
- **Healthcare & Childcare Provision:** Access to dedicated on-campus medical practitioners, female counselors, and nursery/daycare facility infrastructure for scholars and staff members.

5. Governance, Reporting, and Oversight Metrics

To hold the organization accountable, the university implements structural oversight governed directly by internal committees:

- **Annual Participation Audit:** The Internal Quality Assurance Cell (IQAC) will gather and publish an annual report highlighting key metrics: applicant-to-acceptance ratios for women, year-on-year retention splits, and department-wise participation indexes.
- **Grievance Redressal Enforcement:** The Internal Complaints Committee (ICC) remains fully empowered to enforce statutory provisions against harassment, guaranteeing an immediate legal and structural review of any participation disruptions within 7 working days.

5.3.2 INSTITUTIONAL ACCESS AND PARTICIPATION PLAN: EQUAL OPPORTUNITY

Strategic Metrics on Women's Applications, Entry, and Participation
Academic Year 2024-2025

1. Executive Policy Framework & Statement of Intent

The University operates policy framework entitled: "A Policy to ensure access of activities to all, regardless of ethnicity, religion, disability, Immigration Status or Gender," which was formally adopted. This institutional mandate guarantees proactive tracking and systemic evaluations of female representation from the initial application phase up through final graduation metrics.

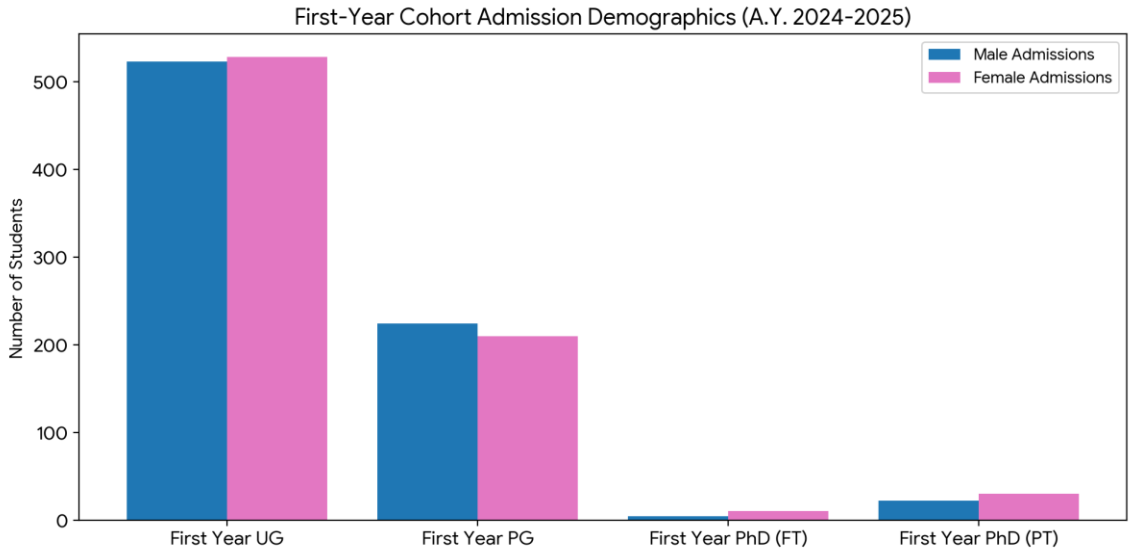
2. Comprehensive Demographic Metrics (A.Y. 2024-2025)

Table 1: Institutional Breakdown of Student Enrollment and Intake Flow across All Departments

Institute	UG Male	UG Female	PG Male	PG Female	FY UG Male	FY UG Female	FY PG Male	FY PG Female
AIBAS	103	555	22	198	34	129	13	102
ASL	7	18	0	0	3	7	0	0
ALS	143	162	9	13	43	59	9	13
ASCO	215	105	22	32	65	26	8	16
AIIT	210	74	80	24	59	26	35	9
ASET	575	192	10	1	127	45	4	0
AIT	34	18	0	0	6	6	0	0
ASFT	26	178	0	9	9	47	0	6
ASFA	13	35	0	0	6	9	0	0
AIP	8	4	0	0	8	4	0	0
ASAP	71	128	0	1	19	34	0	1
RICSSBE	40	4	98	25	10	1	49	7
CII	0	0	50	4	0	0	27	1
ASAS	17	6	4	9	6	2	2	2
AFS	7	1	0	0	1	0	0	0
AILA	11	20	12	11	4	4	5	4
AITT	12	21	17	4	1	8	9	0
AIB	125	233	24	55	41	60	12	31
ABS	264	176	92	41	81	61	51	18
Total	**1881**	**1930**	**440**	**427**	**523**	**528**	**224**	**210**

3. Charting Gender Parity and Conversion Flows

The chart below maps the intake flow for first-year cohorts across all academic vectors, documenting strong execution of the equity policy:



4. Conclusion and Strategic Implementation Guidelines

The quantitative data highlights structural parity, with first-year undergraduate intake reaching 50.24% female enrollment, and new full-time PhD researchers hitting a high of 71.43% female representation.