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.

INSTITUTIONAL POLICY ON WOMEN'S MENTORING AND MANDATORY PARTICIPATION SCHEMES

Effective Date:	November 01, 2024
Target Mandate:	Minimum 10% Active Institutional Female Student Participation

1. Objective & Statement of Purpose

Amity University Mumbai is committed to nurturing an equitable, inclusive, and progressive academic ecosystem that proactively supports the professional, academic, and personal growth of its female student body. Recognizing that structural barriers can uniquely impact women in higher education and subsequent professional trajectories, this policy formalizes the structural frameworks required to establish, fund, execute, and monitor dedicated women's mentoring schemes across all institutional departments.

2. Statutory 10% Minimum Participation Mandate

To ensure that women's mentoring initiatives operate as core institutional structures rather than optional auxiliary services, the university hereby enacts an absolute operational threshold:

> *Mandate Section 2.1: Amity University Mumbai legally guarantees that at least 10% of the entire enrolled female student population across the university shall be actively enrolled, matched, and participating as mentees within formal institutional mentoring schemes during any given academic year.*

To achieve and sustain this mandatory baseline, the university implements the following systemic operational procedures:

- **Automated Registration Filters:** The university's Central Admissions and IT Portal (AMIZONE) shall automatically tag and pre-enroll female students into institutional mentorship cohorts upon registration, prioritizing departments with lower historic female retention rates.
- **Departmental Scaling Quotas:** Every constituent institute—including the Amity Institute of Information Technology (AIIT), Amity School of Engineering & Technology, and Amity Business School—is individually accountable for maintaining a minimum 12% female student participation rate within its specific internal frameworks to buffer the global 10% university baseline.

3. Structure of the Mentoring Architecture

The mentoring schemes implemented under this policy shall encompass a multi-tiered structural framework designed to capture various facets of a student's lifecycle:

3.1 Corporate & Alumni Mentorship Tiers: Matching senior female students with established female industry executives, research scientists, and notable alumni to provide direct pathways into corporate, academic, and research networks.

3.2 Academic & Faculty Mentorship Tiers: Assigning full-time female faculty members and senior academic mentors to provide structural guidance on research publications, patent filings, grant writing, and core competency navigation within STEM and allied tracks.

3.3 Peer-Led Vertical Cohorts: Establishing formal internal structures where postgraduate and doctoral female scholars mentor undergraduate female students to optimize institutional integration and retention.

4. Governance, Accountability, and Compliance

The overall execution, audit, and structural health of the mentoring programs are bound by strict administrative compliance loops:

- **The Directorate of Accreditation and Ranking:** Shall continuously ingest the participation metrics to align with international benchmarking tools, explicitly auditing the figures against global impact data matrices (such as THE Impact Rankings portfolio).
- **The Internal Quality Assurance Cell (IQAC):** Shall perform bi-annual audits of active mentorship hours, logging electronic feedback sessions via the internal learning management system platform to ensure program quality.
- **Annual Compliance Reporting:** The Dean of Academics shall present a comprehensive Women's Mentorship Compliance Report to the Academic Board at the conclusion of each financial year, highlighting exact percentage participation counts to guarantee the 10% statutory barrier is strictly surpassed.