



Acharya Institute of Management and Sciences

Policy for Promotion of Equity

7. Policy for Promotion of Equity

7.1 Preamble

AIMS Institutes shall ensure a level playing ground for all students in respect of entitlement and opportunity for enjoyment of all legitimate rights as specified under UGC (Promotion of Equity in Higher Educational Institutions) Regulations 2012.

7.2 Objectives

7.2.1 To safeguard the interests of students without any prejudice to their caste, creed, religion, language, ethnicity, gender and disability

7.2.2 To eliminate discrimination against or harassment of any students in all forms by providing for preventive and protective measures to facilitate its eradication and punishment for those who indulge in any form of discrimination or harassment

7.2.3 To promote equity amongst students of all sections of society

7.3 Scope

This policy is applicable to all students of the Institutes.

7.4 Policy

7.4.1 Policy for Promotion of Equity

In accordance with the UGC (Promotion of Equity in Higher Educational Institutions) Regulations 2012, the Institutes shall

- not discriminate against students belonging to the SC/ST in admissions by breach of policy in reservations as may be applicable
- Prohibit all persons from harassing or victimizing any student by differential treatment
- Not withhold any type of information related to fellowships from students
- Establish Equal Opportunity Cell (EOC) and appoint Anti-Discrimination Officer not below rank of Associate Professor
- Establish a transparent procedure for filing and dealing with complaints.
- Take measures to raise awareness on the importance of equality to overcome any form of caste based discrimination and harassment against students belonging to marginalized sections of society, including SC/ST categories.
- Provide additional measures like Book bank in library, concession and scholarships in fees, remedial classes, etc.

7.4.2 Policy for Persons with Disability

In accordance with the GoI legislation for Persons with disability viz., Persons with Disability (PwD) (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, which provides for education, employment, creation of barrier free environment, social security, etc., the Institutes recognizes that PwD are valuable human resource for the country and seeks to create an environment that provides them equal opportunities, protection of their rights and full participation in the society.

Institutes shall

- Provide equal opportunity for students during admissions and in all academic, co-curricular and extra-curricular activities by ensuring appropriate support mechanism
- Provide employment opportunities based on requirements
- Ensure barrier free access to classrooms and all utilities in the campus to enable a conducive learning environment
- Sensitize fellow students, teachers and staff to provide assistance
- Establish a mechanism counseling and grievance redressal.

7.5 Procedure for registering complaints and grievance redressal mechanism

- 7.5.1 The complaint about discrimination or harassment as defines in the UGC Regulations maybe made in writing by a student or a parent including sufficient details of the alleged act or discrimination to the Anti-Discrimination Officer.
- 7.5.2 The Anti-Discrimination Officer shall initiate a preliminary fact finding inquiry, if necessary
- 7.5.3 The competent authority of HEI, on recommendation of the Anti-Discrimination Officer, shall refer the complaint to a committee constituted as per UGC Regulations on Ragging, or any other Regulations in force.
- 7.5.4 In case teachers or non-teaching staff are involved in the harassment, competent authority of HEI shall take appropriate action in accordance with the service rules of the HEI.
- 7.5.5 The punishment shall commensurate with the nature of the discrimination or harassment.
- 7.5.6 Any person aggrieved by an order made by the Anti-Discrimination Officer may appeal against such order within a period of ninety days from the date of the order to the Head of the HEI.