

SANTOSH DEEMED TO BE UNIVERSITY

POLICY ON PROMOTION OF EQUITY

As per the UGC Regulations No. 14-3/2012(CPP-II), dated 17-12-2012 and Notification dated 19-01-2013 on Promotion of Equity in Higher Educational Institutions, of Santosh Deemed to be University ("**University**"), has constituted the Policy on Promotion of Equity to promote to address social and regional equity and Physically challenge

1. OBJECTIVES

The University will take appropriate measures:

- 1.1. To formulate the policy to investigate and review complaints or grievances on provision of equity / discriminations of students and faculties.
- 1.2. To safeguard the interest of students without any prejudice to their caste, creed, religion, language, ethnicity, gender and disability.
- 1.3. To eliminate discrimination against or harassment of any student in all forms by prohibiting it and by providing for preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.
- 1.4. To promote equality among students of all sections of the society.
- 1.5. To prohibit discrimination against students belonging to Schedules Castes / Schedules Tribes in admissions:
 - 1.5.1. by breach of the policy of reservation in admissions as may be applicable;
 - 1.5.2. in accepting applications for admission of such students;
 - 1.5.3. in the way in which an application is processed;
 - 1.5.4. in the arrangements made for, or the criteria used in, deciding who should be offered admission as a students;
 - 1.5.5. by withholding or refusing to return any document in the form of certificates of degree / diploma etc., deposited with the University by such a student for the purpose of seeking admission, with a view to inducing or compelling such a student to pay any fee or fees in respect of any course or programme of study which he / she does not intend to pursue.
 - 1.5.6. by demanding money in excess of the specified in the declared admission policy;
 - 1.5.7. by denying or limiting access to any benefit arising from such enrolment provided by the University;
 - 1.5.8. by treating unfavourably in any way in connection with the student's enrolment to a specific standard of class or area of study, training or instruction.
- 1.6. To prohibit all persons and authorities from harassing or victimizing any student:

- 1.6.1. by announcing, verbally or otherwise, in the class, the names of the castes, tribes, religion or region of the students;
 - 1.6.2. by labeling students as reserved category in the class;
 - 1.6.3. by passing derogatory remarks indicating caste, social, regional, racial or religious background as reason of under-performance in the class;
 - 1.6.4. by allotting differential time to any student to meet faculty as compared to other students;
 - 1.6.5. by keeping any student idle in the laboratory and not allowing him / her to work even if he / she is allowed to enter;
 - 1.6.6. by earmarking separate seats to any student or a group of students in the reading hall;
 - 1.6.7. by following differential treatment to any student regarding issue of books or journals, or magazines etc.;
 - 1.6.8. by treating any student or section of students separately in utilizing the sports facilities on the basis of their caste, creed, region or religion.
- 1.7. To prohibit discrimination in evaluation on the basis of caste, creed, religion, language, ethnicity, gender and disability:
- 1.7.1. by not properly evaluating and re-evaluating examination papers or such students and by giving them less marks;
 - 1.7.2. by delaying declaration of results of any student or section of students.
- 1.8. To prohibit discrimination against the students on the basis or caste, creed, religion, language, ethnicity, gender and disability:
- 1.8.1. by segregating such students from other in hostel or mess or reading room or common room or playground or canteen and any other student amenities including drinking water facilities, etc;
 - 1.8.2. by indulging in acts of ragging specifically targeting against students;
 - 1.8.3. by doing anything which disrupts or disturbs the regular activities of such students;
 - 1.8.4. by an act of financial extortion or forceful expenditure put on such students;
 - 1.8.5. by not allowing such students to participate in the cultural programmes or any sports events.
- 1.9. To promote equality among all sections of the students without prejudice to their belonging to any social group and for this purpose it shall establish an Equal Opportunity Cell and appoint an Anti-Discrimination Officer who shall not be below the rank of a Professor.
- 1.10. To prohibit discrimination against the students on the basis or caste, creed, religion, language, ethnicity, gender and disability:
- 1.10.1. by not giving full information about fellowships related matters;
 - 1.10.2. by withholding or stopping the fellowships meant for students.
- 1.11. To prohibit any conduct by any person or group of persons in the University, whether by words spoken or written or by any act which has the effect of ragging on students.

- 1.12. To educate the educational fraternity and public and raise public awareness on the importance of equality and overcoming any form of caste based discrimination and harassment against students belonging to the marginalised sections.
- 1.13. To ensure the strict implementation of all constitutional provisions and protective measures in respect of students belonging to Schedules Castes / Schedules Tribes.
- 1.14. To ensure dissemination of information by uploading anti-discrimination measures and punishments for breach as well as general public awareness material on the University website.

2. PUNISHMENT

- 2.1. The University shall appoint an Anti-Discrimination Officer who shall be appointed by [the Vice Chancellor].
- 2.2. Whosoever commits any act of discrimination or harassment as specified in these regulations against any student or section or students, shall be dealt with through the following processes:
- 2.3. on receipt of a written complaint, the Anti-Discrimination Officer shall initiate follow-up action including preliminary fact finding inquiry, if he considers necessary;
- 2.4. on recommendation of the Anti-Discrimination Officer, the University shall take appropriate follow-up action;
- 2.5. upon the receipt of the report, in case of students, appropriate action shall be taken in accordance with the provisions or statutes or ordinances or regulations of the University or UGC regulations on ragging or any other regulations in force;
- 2.6. In case of teaching and non-teaching staff, the competent authority appropriate action shall be taken in accordance with the provisions or statutes or ordinances or regulations of the University or service rules as applicable to the employees of the University.
- 2.7. Punishment shall be commensurate with nature of the discrimination or harassment and may include.
- 2.8. The Anti-Discrimination Officer decide such complaints within a maximum period of 60 (sixty) days from the date of receipt or submission.

3. INFORMATION ABOUT THE COMPLAINT

- 3.1. A complaint about discrimination or harassment may be made in writing by the student or his parent irrespective of whether the discrimination or harassment is alleged to have taken place within or outside the University.
- 3.2. The complaint shall include sufficient details of the alleged act of discrimination or harassment.

3.3. The complaint shall be made to the Anti-Discrimination Officer for proper follow up.

4. APPEAL

- 4.1. Subject to provisions made by the University, any person aggrieved by an order made by the Anti-Discrimination Officer may prefer an appeal against such order within a period of 90 (ninety) days from the date of the order, to the [Vice Chancellor].
- 4.2. Provided that the [Vice Chancellor] may entertain an appeal after the expiry of the said period of 90 (ninety) days, if he / she is completely satisfied that the appellant had sufficient cause for not preferring the appeal within the period of 90 (ninety) days.



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