Discrimination-free Workplace Policy		
	POL #: QA-ADM-30	**Version No:** 2.0
	Date of Approval: 19-03-2022	**Review Date: 18-03-2023**

Objective

To establish a culture of diversity, inclusion, and equal opportunity within SR University (SRU), aligned with the principles of the National Education Policy (NEP) 2020, Sustainable Development Goals (SDGs), and global best practices.

Policy Statement

SR University is committed to creating and maintaining a discrimination-free workplace where all individuals are treated with dignity and respect. This policy emphasizes zero tolerance for any form of discrimination based on religion, sexuality, gender, age, or refugee status, reflecting our values and dedication to academic and professional excellence.

Non-Discrimination

SR University strictly prohibits all forms of discrimination, harassment, or victimization based on religion, sexuality, gender, age, or refugee status in:

- Recruitment and hiring processes.
- Promotions, compensation, and professional development.
- Interpersonal interactions among employees, students, and stakeholders.

Equal Opportunity

The university upholds equal employment opportunities for all employees, job applicants, and students. Employment decisions will be based solely on merit, qualifications, and the institution's requirements, ensuring no bias or discrimination.

Focus Areas

1. Gender Equality

- Ensuring equal access to opportunities, resources, and support irrespective of gender.
- Promoting policies to prevent gender-based harassment and empowering marginalized gender groups.

2. Sexual Orientation and Gender Identity

- Acknowledging the rights of all individuals to their identities.
- Ensuring the campus is inclusive and free of prejudice against members of different genders.

3. Religion

- Promoting secular values and preventing bias or exclusion on the grounds of religion.
- Encouraging interfaith dialogue and mutual respect.

4. Age Diversity

- Respecting and valuing the contributions of individuals across all age groups.
- Providing opportunities for skill enhancement and career growth for all age brackets.

5. Refugee Status

- Supporting individuals with refugee status through dedicated programs and initiatives.
- Eliminating any discriminatory practices against this group.

Complaint Reporting

- Any individual experiencing or witnessing discriminatory behavior is encouraged to report the matter to designated university authorities.
- The university guarantees confidentiality and protection against retaliation for those who file complaints.

Investigation and Resolution

- Complaints will be thoroughly investigated, ensuring fairness, timeliness, and impartiality.
- Appropriate remedial actions will be taken to resolve the issue and support the affected party.

Prevention and Education

SR University recognizes the importance of prevention and will:

- Conduct regular training and awareness programs for faculty, staff, and students on diversity, inclusion, and anti-discrimination principles.
- Develop resources to educate the community about biases and the value of an inclusive environment.

Governance and Review

- This policy will be reviewed regularly to align with evolving best practices, regulatory changes, and the objectives of NEP 2020 and SDGs.
- Feedback from stakeholders will be incorporated to ensure continuous improvement.

SR University's commitment to fostering a discrimination-free workplace reflects our values of diversity, inclusion, and equity. Every member of our community is responsible for upholding these principles to build an environment where everyone is empowered to succeed and contribute meaningfully to the university's mission.

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INTERNAL COMPLAINTS COMMITTEE (ICC)

POLICY DOCUMENT

SR UNIVERSITY

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1. Purpose

The Internal Complaints Committee at SR University is dedicated to ensuring a workplace and academic environment that is respectful, safe, and free from sexual harassment. This policy outlines the steps and procedures to address complaints, promote accountability, and protect the rights of all students, faculty, and staff at SR University.

In compliance with the UGC (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015, and the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, SR University has established the Internal Complaints Committee (ICC). The purpose of this policy is to provide a framework for addressing complaints of sexual harassment and ensuring a safe, respectful, and inclusive environment for all members of the university.

2. Definition of Sexual Harassment

"Sexual harassment" at SR University includes any unwelcome behaviour of a sexual nature, whether direct or indirect. This includes:

- Physical contact and advances.
- Demands or requests for sexual favours.
- Sexually coloured remarks, including jokes.
- Display of sexually explicit materials, including indecent representations of women in books, photographs, films, etc.

- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

Additionally, under the Act, the following also constitute sexual harassment:

- Implied or explicit promises of preferential treatment in employment or academics.
- Implied or explicit threats of adverse consequences in employment or academic performance.
- Creation of an intimidating, hostile, or offensive environment.
- Humiliating treatment likely to affect an individual's mental health or safety.

3. Selection of Committee Members

- Committee members must be neutral and balanced in their roles.
- Members in subordinate positions to the accused should not be involved in the inquiry to avoid conflicts of interest.
- A diverse composition of the committee is encouraged to ensure fairness, sensitivity, and proper representation.

4. Roles and Responsibilities of the Committee

- **Power to Summon:** The ICC has the authority to summon witnesses and request documents relevant to the complaint.
- **Document Production:** The Committee can ask for production of necessary documents or information.
- **Access to Electronic Records:** The Committee may access electronically stored documents pertinent to the case.
- **Retention of Documents:** Documents related to the inquiry will be retained for its duration.

- **Interim Directions:** The Committee may issue interim measures during the investigation to protect the complainant.
- **Recommendations for Action:** The ICC will recommend appropriate disciplinary actions against individuals found guilty of sexual harassment, false complaints, or retaliation.

5. **Functions of the Committee**

Preventive Steps:

- Create a safe environment that is free of sexual harassment for students, faculty, and staff.
- Promote awareness of gender equality and ensure equal opportunities for all.

Remedial Steps:

- Provide a safe, accessible mechanism for registering complaints.
- Conduct prompt investigations, provide support, and recommend appropriate penalties.
- Advise on necessary legal action against perpetrators of sexual harassment.
- Facilitate access to psychological, emotional, and legal support for victims.

6. **Procedure to be Followed by the Committee**

- **Meeting Schedule:** The ICC will convene upon receipt of a complaint.
- **Detailed Statement:** Complainants must submit a detailed account of the incident within two days.
- **Response from Accused:** The accused must provide a written response within four days of receiving the complaint.

- **Sharing of Statements:** Each party will receive copies of the other's statements for review.
- **Natural Justice:** The proceedings will be conducted with full observance of the principles of natural justice, allowing both parties to present their case.
- **Evidence Submission:** Both parties may produce documents, witnesses, or other evidence relevant to the case.
- **Challenge of Evidence:** The opposing party has the right to cross-examine evidence presented.
- **Proceedings Duration:** Every effort will be made to complete the inquiry within fifteen days of receiving the complaint.
- **Written Findings:** Findings will be documented and forwarded to the Registrar within five days of conclusion.
- **Disciplinary Actions:** The ICC may recommend disciplinary actions as necessary, which could range from warnings to termination, depending on the severity of the offence.
- **Retaliation and False Charges:** Any instances of retaliation against the complainant or false charges will be treated seriously, with appropriate actions recommended by the Committee.

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Disabled-Friendly Policy

SR University is committed to creating an inclusive and supportive environment for all students, faculty, and staff, including those with disabilities. Our Disabled-Friendly Policy outlines the comprehensive measures we have implemented to ensure accessibility and equal opportunities for individuals with disabilities.

Objective

To provide an environment that gives the same quality education for differently-abled students and offer all the supports and guidance so that they also come out on par with other students.

Policies and Measures

During the college admission, the physically challenged students are not discriminated in anyway. Physically challenged students are also given same opportunities in the co-curricular activities and any additional guidance needed for them is provided. In the extra-curricular activities such as sports, games, NSS etc., same openings are given with any additional support need by them. Their progress in all the activities is monitored by the student counselor who constantly encourages them to go ahead and participate with full enthusiasm. The placement opportunities are also given in the same way as for other students.

Campus Infrastructure

For the hassle-free, safe movement of the physical challenged students, the university provides all the required facilities. All new buildings and renovations comply with universal design standards, ensuring accessibility for individuals with physical disabilities. Provision of ramps, automatic doors, and wide corridors to facilitate easy movement across campus. Designated accessible parking spaces near building entrances. Ensuring that restrooms, libraries, cafeterias, and recreational facilities are fully accessible.

All the academic buildings, Hostels, Library and Canteen are provided with ramps in the main entrance or there is side entrance, without steps, through which one can walk through without any help. In every big rest room there are barrier free wash basins and there are toilets provided with holding bars on the walls for aiding the disabled persons. If any student requires reclining posture and needs to stretch his legs while sitting in the class rooms and attending lectures, special chairs are provided. In case, a physically challenged student is comfortable attending lectures in the ground floor, his classroom itself shifted to ground floor. A wheel chair is also available for any urgent movement of such students.

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7.1.7 - The Institution has Divyangjan friendly, barrier free environment

The institution has the following components of a barrier-free environment in the institution:

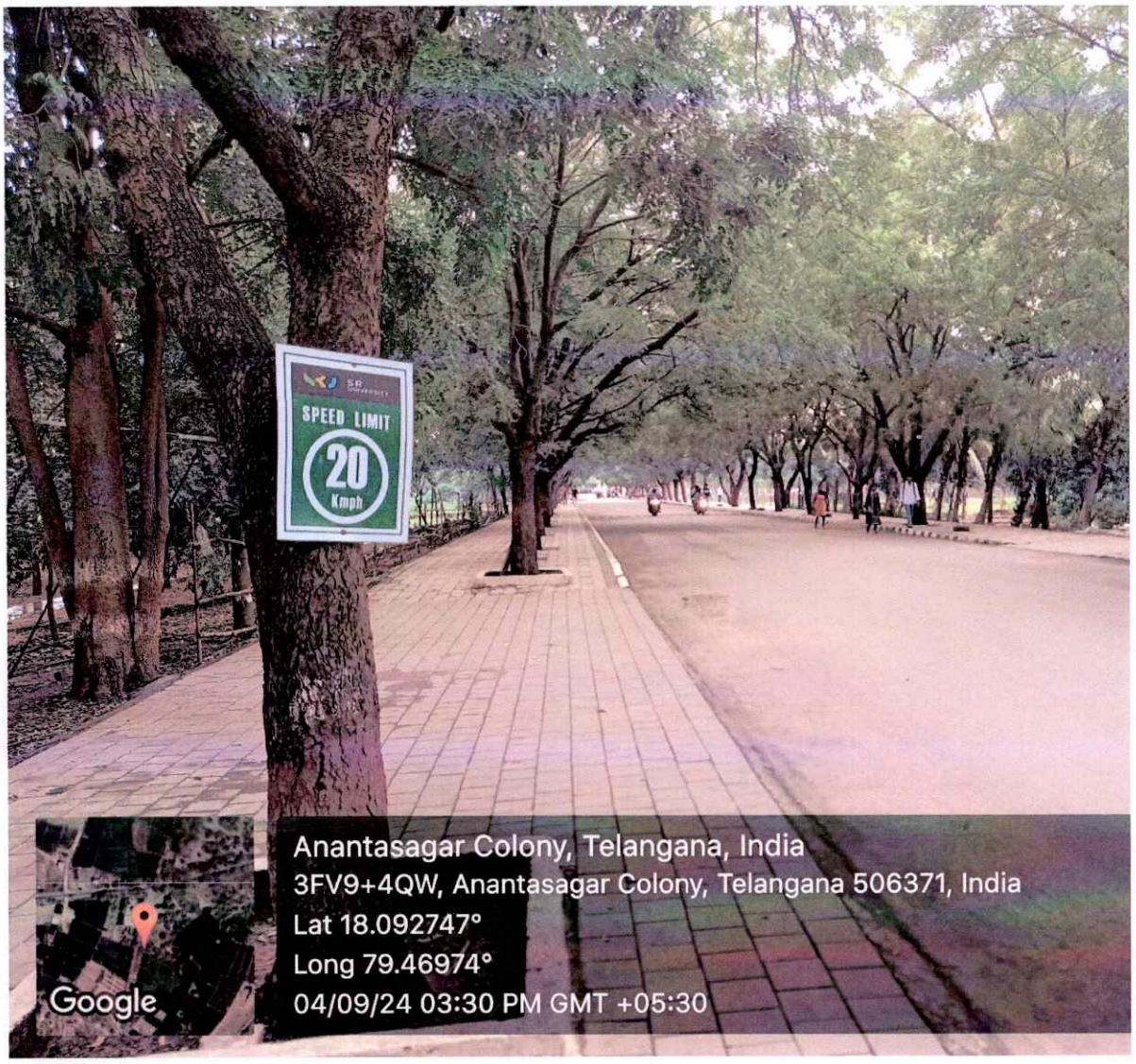
a) Built environment with Ramps/lifts for easy access to classrooms.
b) Divyangjan-friendly washrooms
c) Signage including tactile path, lights, display boards and signposts.
d) Assistive technology and facilities for Divyangjan accessible website, screen-reading software,
e) mechanized equipment
f) Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading material, screen reading.

Geotagged Photos



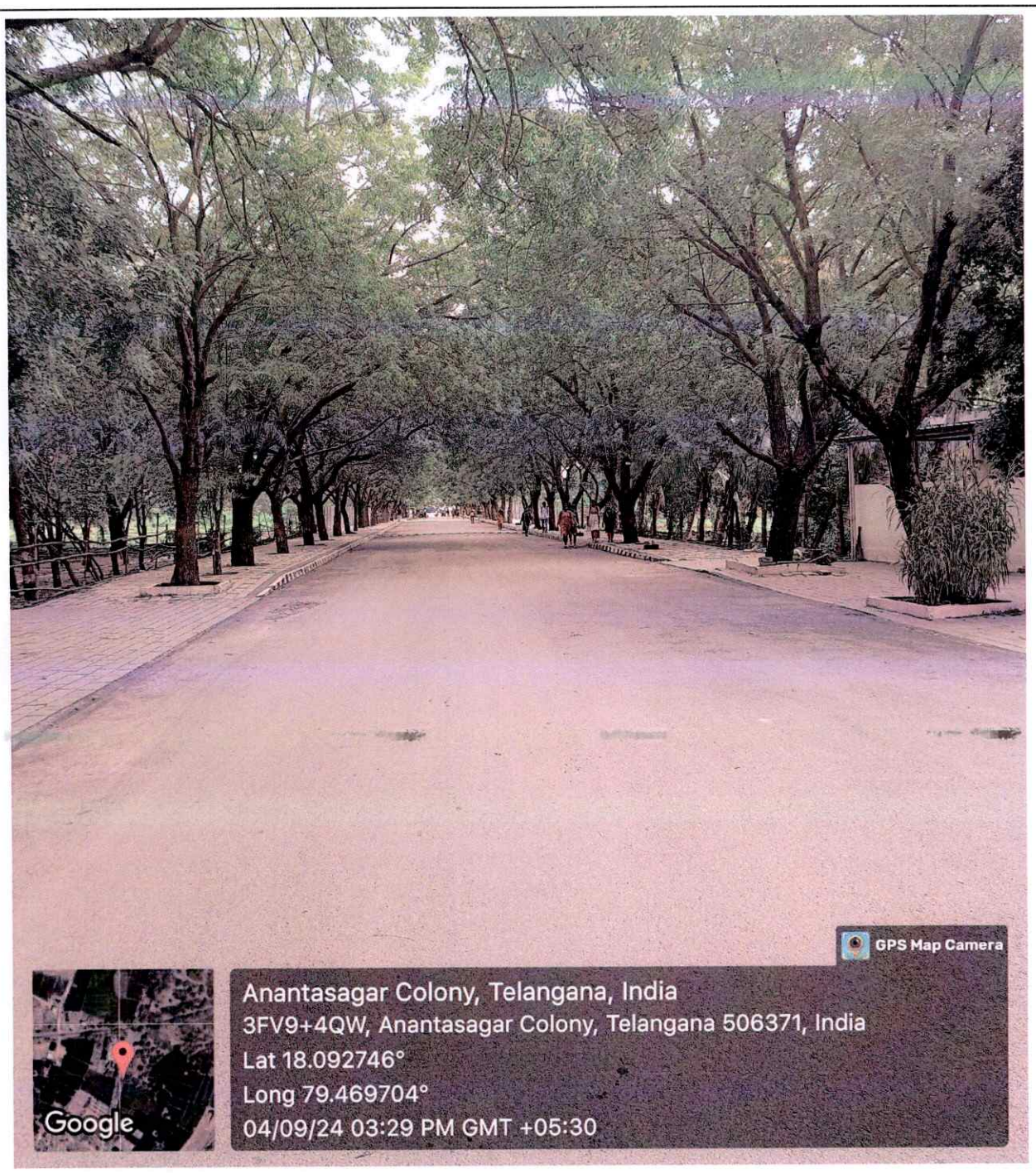
Ramp with Railings at Block III

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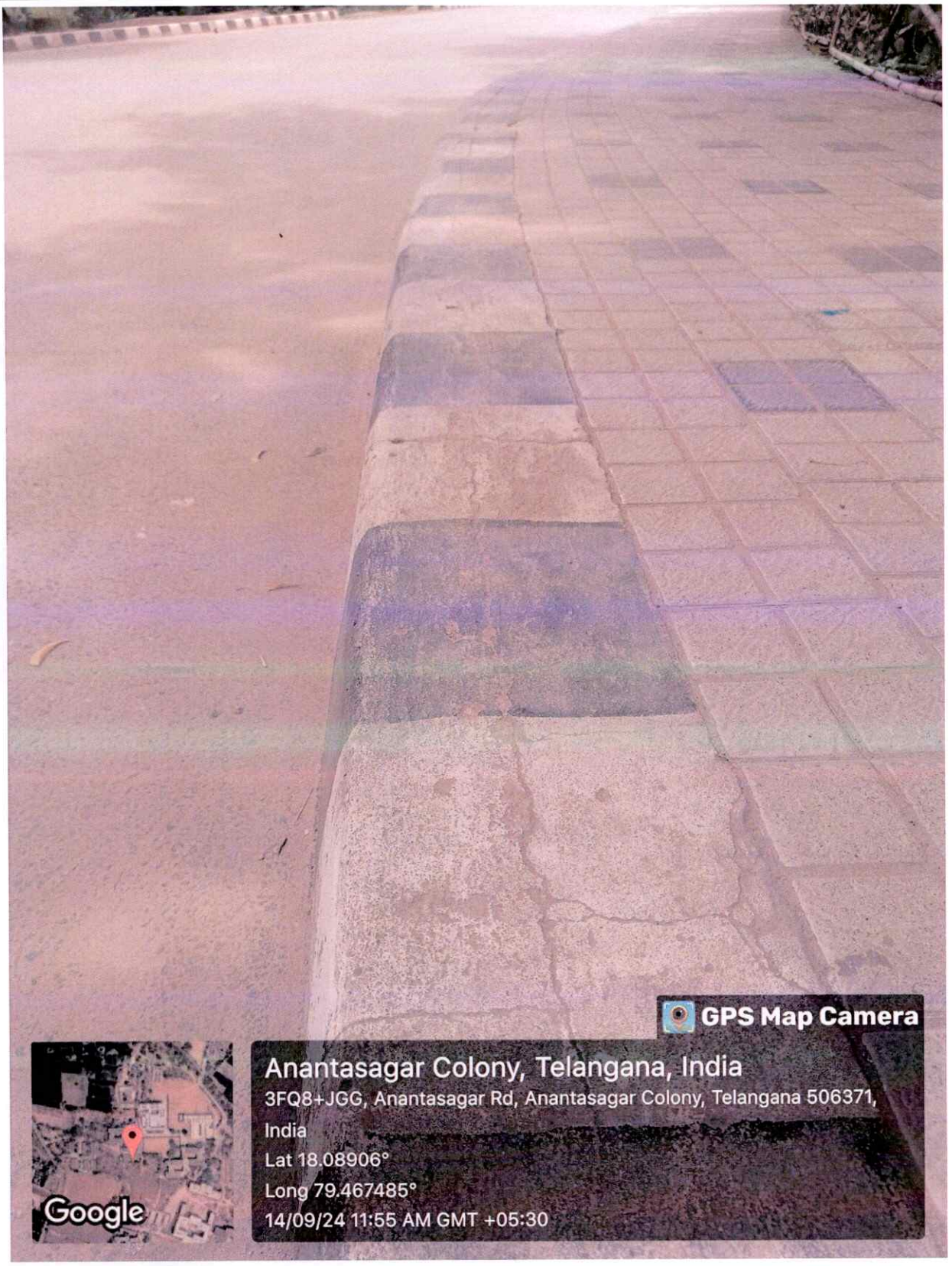
Tactile paving /Textured ground surface on Campus

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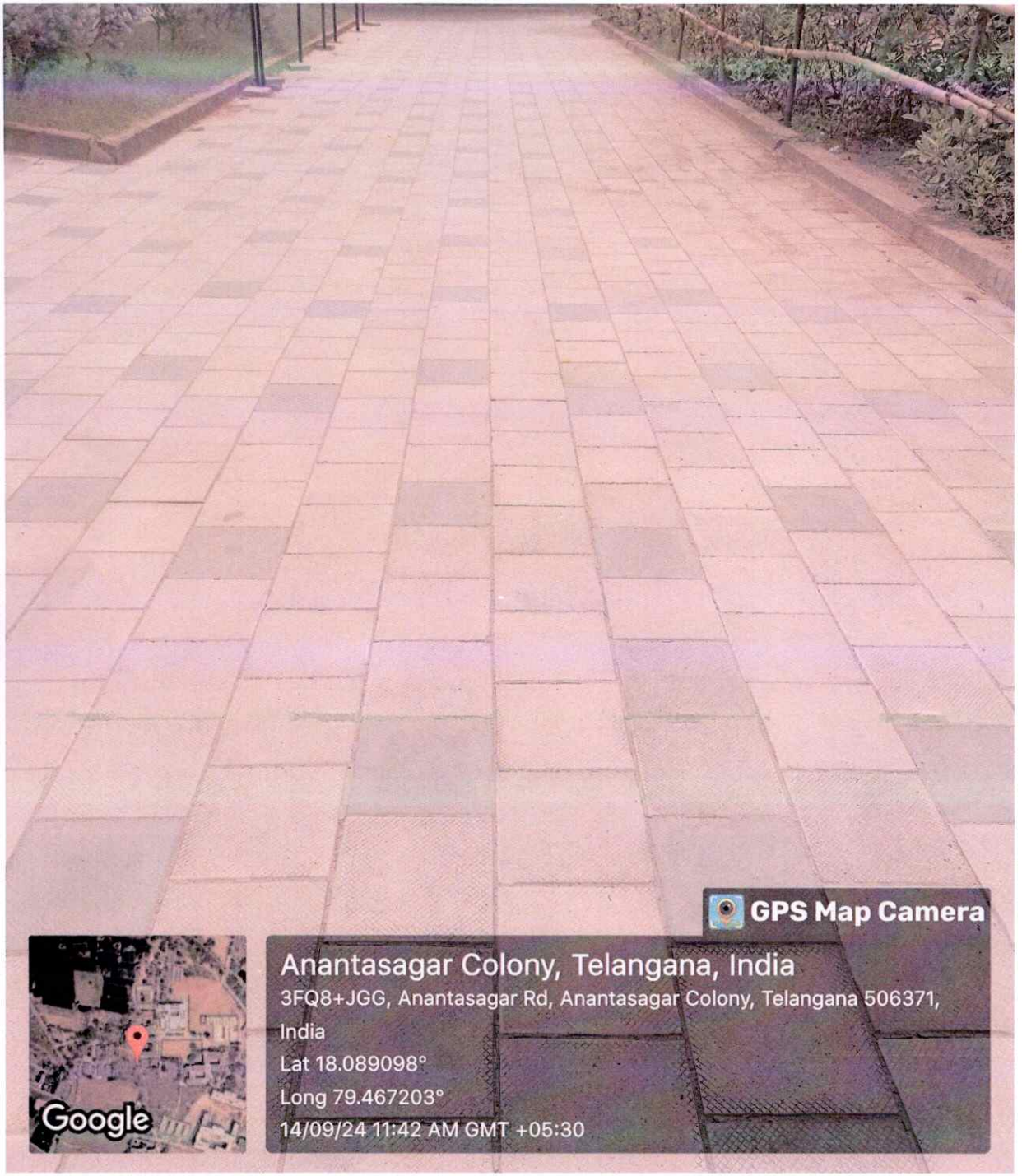
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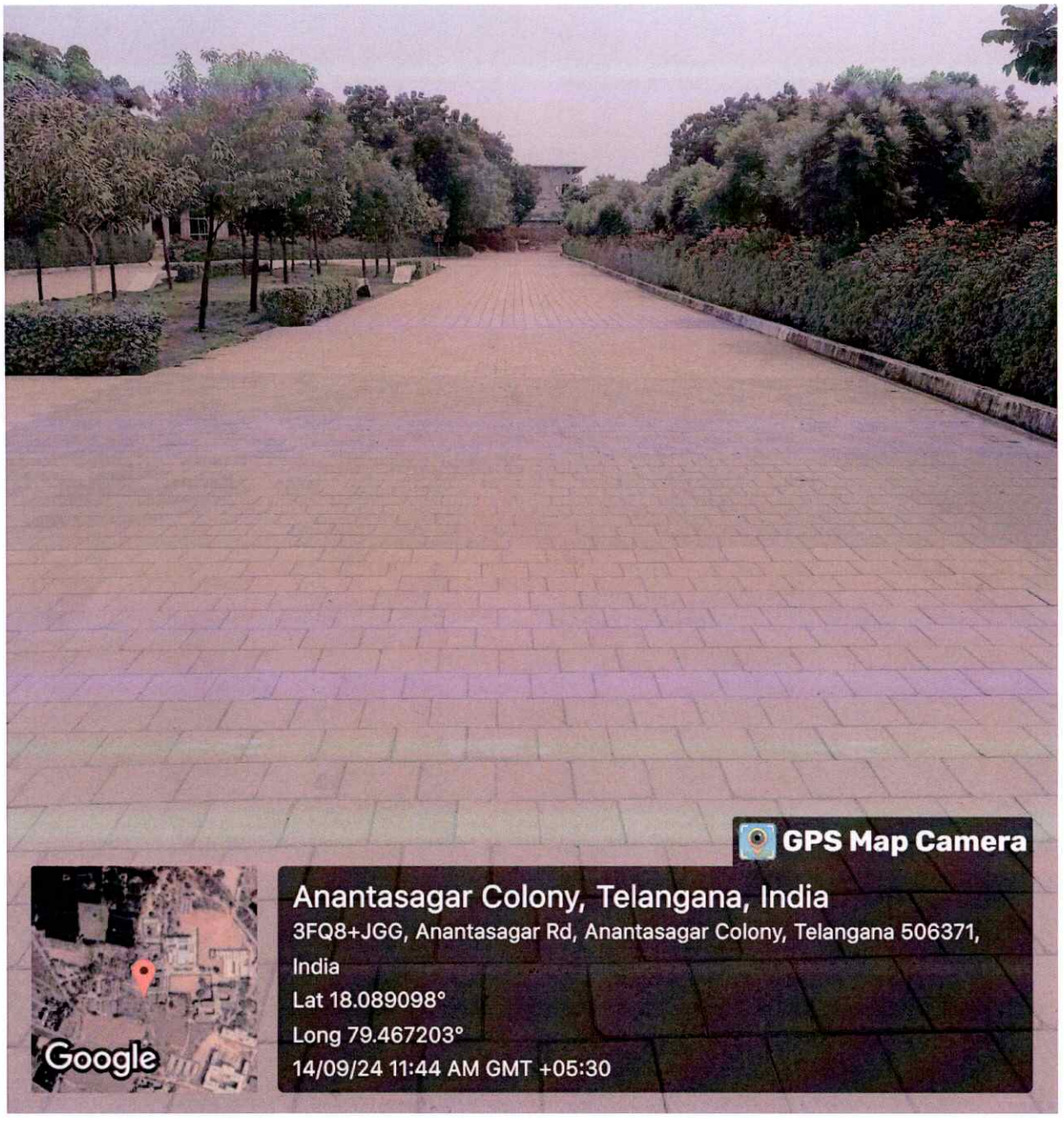
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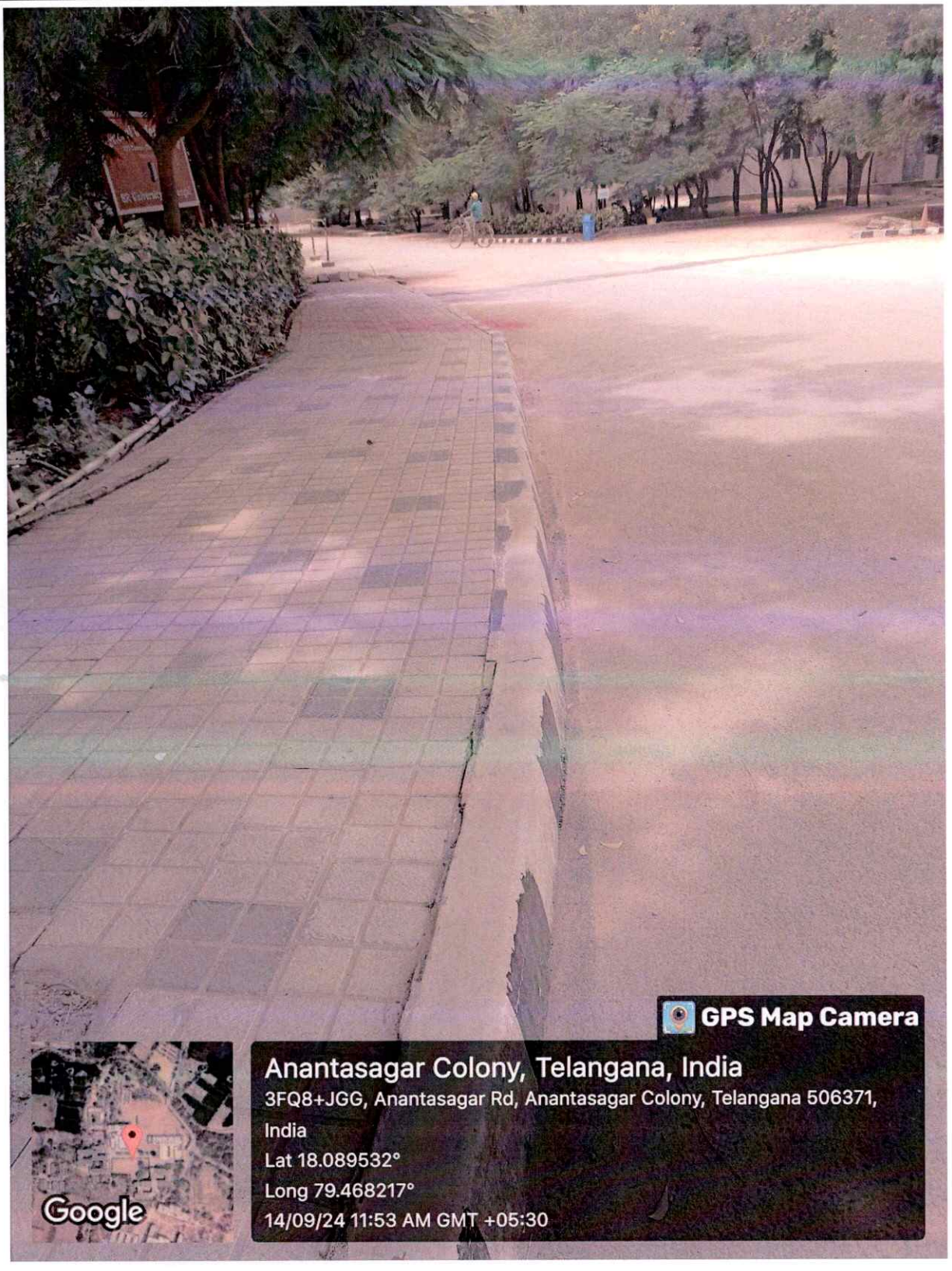
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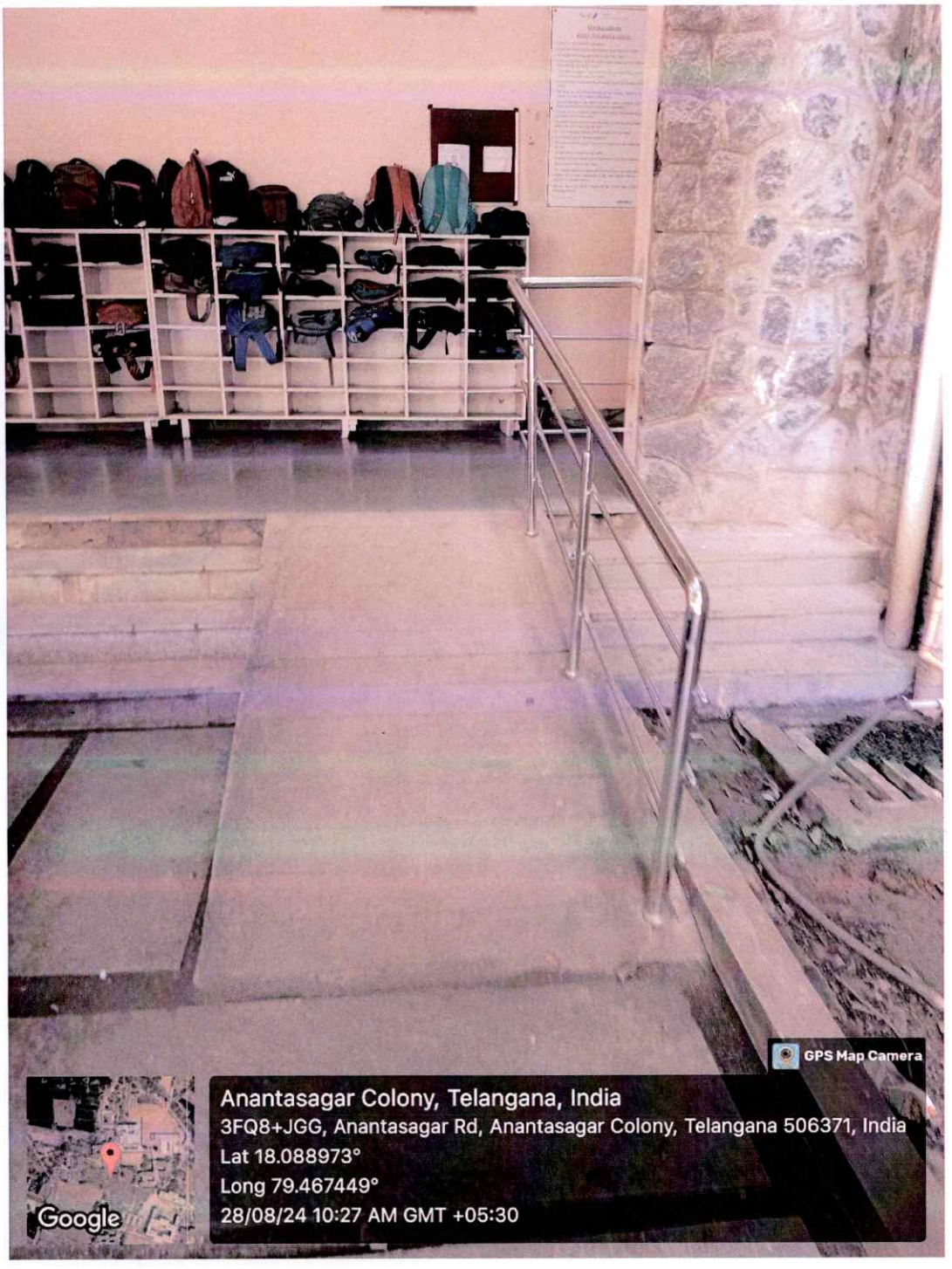
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Ramp with Railings at the Library in Block I

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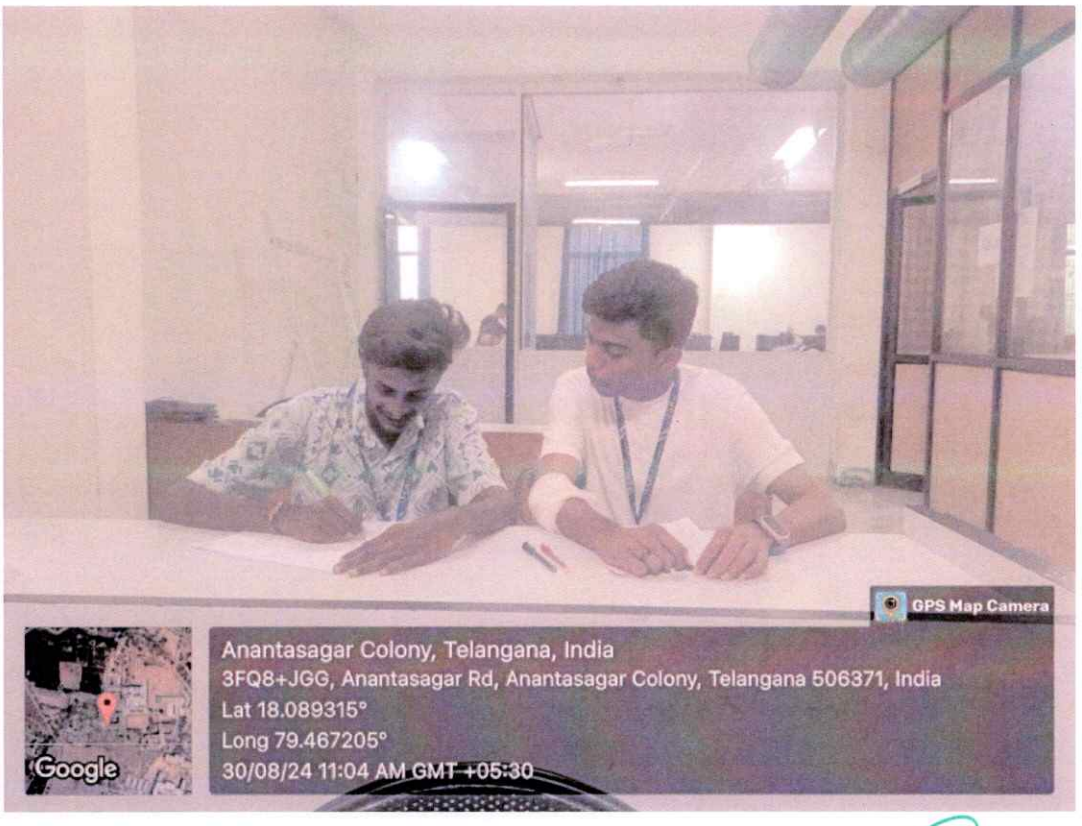


Availability of Lifts in Hostels

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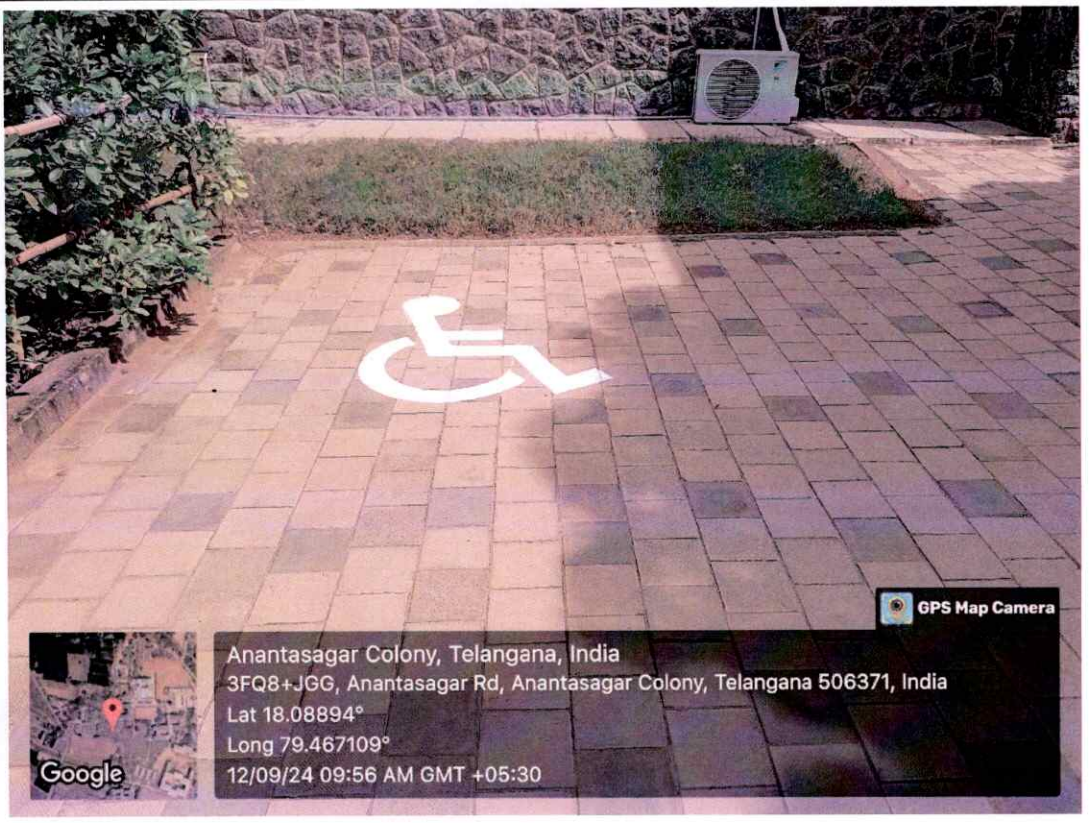


Wheelchair facility with human Assistance

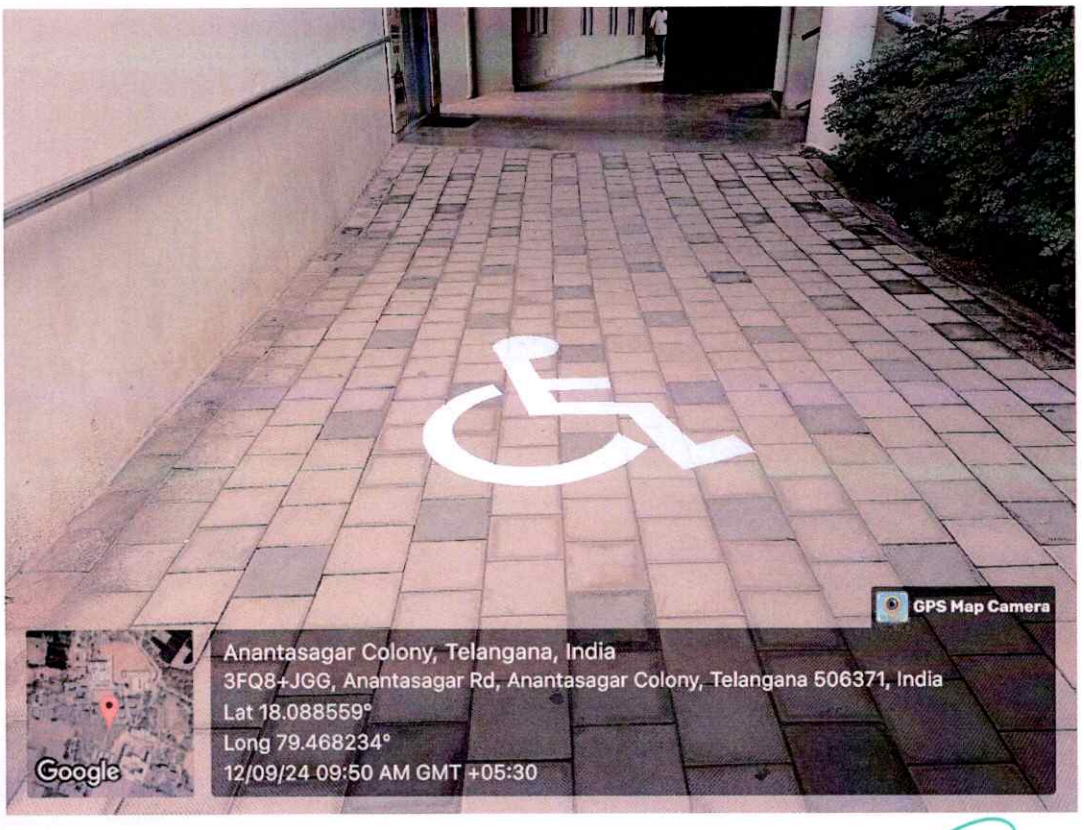


Human assistance during Examinations

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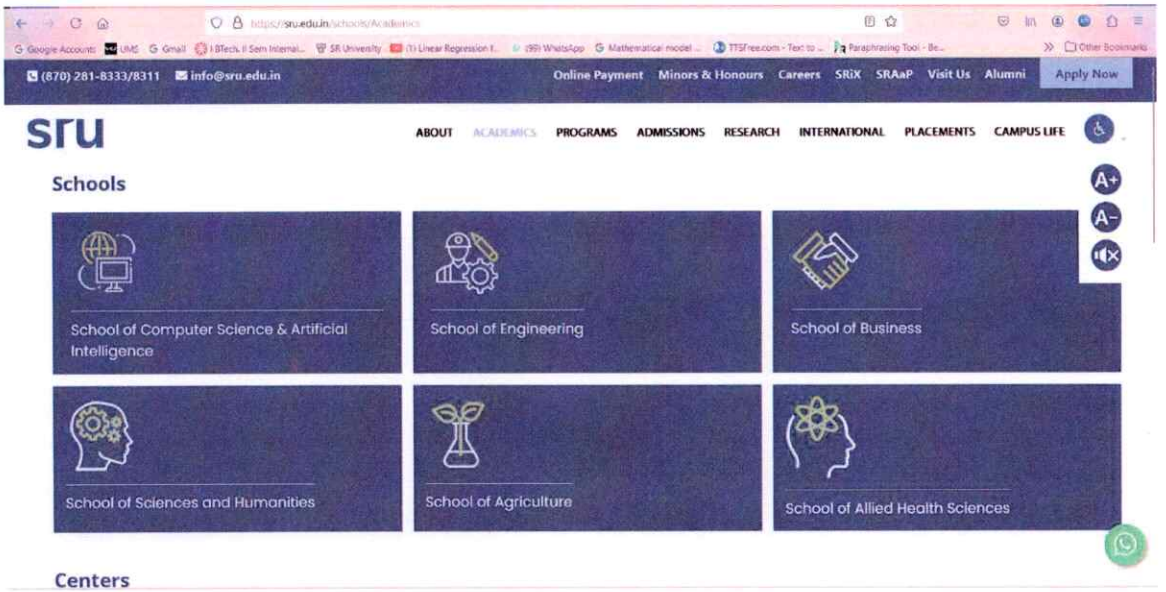


Parking Facility for Divyangjan People at Block - I

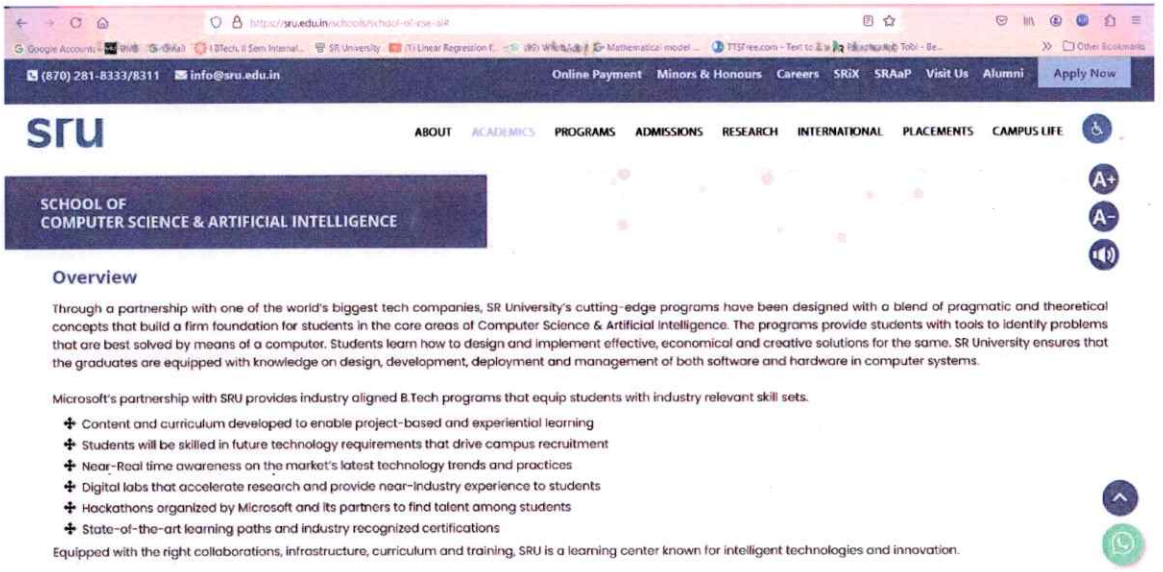


Parking Facility for Divyangjan People at Block - II

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Screen Reader Facility for Divyangjan People



Screen Reader Facility for Divyangjan People

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SR UNIVERSITY

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SR University (SRU) is a state private university established in the year 2020 with the approval of the Government of Telangana as per the Telangana State Private Universities (Establishment and Regulation) Act, 2018.

SR University in its II meeting of the Board of Management held on 19th September 2020, has approved through agenda item no 6, the reservation policy of this University for admitting the students into various programs.

SR University (Formerly SR Engineering College) is an existing institution which is established as a University under the Telangana State Private Universities Act 2018. The university admits students in the following two categories:

1. Admissions through TSEAMCET
2. Admissions through SRU Admission Policy

The admissions through TSEAMCET follow the government reservation policy, whereas the remaining admissions will follow the SRU reservation policy, in accordance with the Telangana State Private Universities Act of 2018.

Annexure – 1

Letter from Government of Telangana & Rule of Reservation for Admission as per the Presidential Order 1974

Seats will be reserved, to the following categories in Admissions to Professional Courses:

1. **Reservation in State-wide Universities (as per Presidential Order 371 Article D in consonance to Section 95 of the A.P. Reorganization Act, 2014 (Lr. No: 1959/TE/A2/2015-2, dated 29-04-2015):**

The admissions to 85% of the total available seats shall be reserved for the Local Candidates (Osmania University area, TS) and the remaining 15% of the seats shall be un-reserved (these seats can be filled with both States Telangana and Andhra Pradesh students based on merit) as specified in the Presidential Order 371 Article D in consonance to Section 95 of the A.P. Reorganization Act, 2014.

(A) Local Areas Means:

i. The part of the State comprising the districts of Adilabad, Hyderabad (including twin cities), RangaReddy, Karimanagar, Khammam, Medak, Mahboobnagar, Nalgonda, Nizamabad and Warangal shall be regarded as the **Local Area** for the purpose of admission to the **Osmania University**, the Kakatiya University, Telangana University, Mahatma Gandhi University, Palamuru University and to any other educational institutions (other than a state-wide university or state-wide educational institution) which is subject to the control of the State Government and situated in that part.

(B). Local Candidate means:

1. A candidate for admission shall be regarded as a **Local Candidate** in relation to a local area (Osmaina University Area, Telangana State).
   1.1 If he/she has studied in an educational Institution or educational institutions in such local area for a period of not less than four consecutive academic years ending with the academic year in which he/she appeared or first appeared in the relevant qualifying examination, as the case may be, (*see Annexure - II*)**or**
   1.2 Where, during the whole or any part of the four consecutive academic years ending with the academic year in which he/she appeared or, as the case may be, first appeared for the relevant qualifying examination, he/she has not studied in any educational Institutions, if he/she has resided in that local area for a period of not less than four years immediately preceding the date of commencement of the

relevant qualifying examination in which he/she appeared or first appeared, as the case may be (*see Annexure – III*) .

2. A candidate for admission to the Course who is not regarded as local candidate under clause (A) above, in relation to any local area shall,-

2.1 If he/she has studied in educational Institutions in the State for a period of not less than seven consecutive academic years ending with the academic year in which he/she appeared or first appeared for the relevant qualifying examination, as the case may be, be regarded as a local candidate in relation to,-

(i) Such local area where he/she has studied for the maximum period out of said period of seven years, **or**

(ii) Where the period of his/her study in two or more local areas is equal, such local area, where he/she has studied last in such equal periods. (*see Annexure – II*)

2.2 If, during the whole or any part of seven consecutive academic years ending with the academic year in which he/she appeared or first appeared for the relevant qualifying examination, as the case may be, he/she has not studied in the educational institutions in any local area, but has resided in the state during the whole of the said period of seven years, be regarded as a local candidate in relation to,-

(i) Such local area where he/she has resided for the maximum period out of the said period of seven years, **or**

(ii) Where the period of his/her residences in two or more local areas are equal, such local area where he/she has resided last in such equal periods. (*see Annexure – III*)

(C). The Non-Local Candidate means

1. Candidates coming under any of the categories given below and not satisfying the conditions mentioned in 1 or 2 above are treated as **Non-Local to Osmania University Area**

(a) candidates who have resided in Telangana and Andhra Pradesh States for a total period of 10 years excluding periods of study outside in Telangana and Andhra Pradesh States (*see Annexure – IV*)**or**

(b) Candidate's either of whose parents have resided in Telangana and Andhra Pradesh States for a total period of ten years excluding the period of employment outside in Telangana and Andhra Pradesh States(*see Annexure – IV*) **or**

(c) Candidates who are children of parents who are in the employment of in Telangana and Andhra Pradesh States or Central Government, Public Sector Corporations, Local Bodies, Universities and other similar quasi-public institutions, within the state, at the time of submitting the application (*see Annexure – IV*) **or**

(d) Candidates who are spouses of those in the employment of the state or Central Government, Public Corporations, Local Bodies, Universities and Educational Institutions recognized by the Government or University OR other competent authority and similar quasi Government Institutions within in Telangana and Andhra Pradesh States, at the time of submitting the application (*see Annexure – IV*).

3. If a local candidate in respect of a local area is not available to fill any seat reserved or allocated in favour of a local candidate in respect of that local area, such seat shall be filled if it had not been reserved.
4. Candidates who claim reservation under any of the categories mentioned above shall enclose copies of relevant certificates. The respective proformas are available in the Annexure -2.

NOTE: *For details, see the Andhra Pradesh Educational Institutions (Regulations of Admission) Order, 1974 as subsequently amended (G.O.No.646. dated 10.7.1979).*

2. Reservation for SC/ST/BC Communities:

(See Annexure – V)

(a) 15% of seats shall be reserved for the candidates belonging to scheduled Castes.
(b) 6% of seats shall be reserved for the candidates belonging to the scheduled Tribes.

The seats reserved for scheduled Tribes shall be made available to scheduled Castes and Vice-versa, if qualified candidates are not available in the category.
If qualified candidate belonging to Scheduled Castes and Scheduled Tribes communities are not available the left over seats reserved for them shall be treated as unreserved seats and shall be filled by candidates of General Pool.

(c) 25% of seats shall be reserved for the candidates belonging to the Backward Classes and shall be allocated among the following groups of Backward Classes as shown below:

GROUP 'A'----- 7%, GROUP 'B' ----- 10%, GROUP 'C' ----- 1%,
GROUP 'D' ----- 7% and GROUP 'E' ----- 4%

If qualified candidates belonging to Backward Class of a particular group are not available, the leftover seats can be adjusted for the candidates of next group. If qualified candidates belonging to Backward Classes are not available to fill up the 25% seats

reserved for them, the left over seats shall be treated as unreserved and shall be filled up with candidates of General Pool.

No candidates seeking reservation for admission under above categories be allowed to participate, in the Counseling for admission unless he/she produces the integrated Community Certificated prescribed by the Govt. and issued by the Revenue Authorities in the Government (vide G.O. MS. No: 58, Social Welfare (J), Dept., Dated: 12-5-1997)

III. Reservation of seats for women:

A (horizontal) reservation of 33 1/3 % of seats in favor of women candidates in each category (OC/SC/ST/BC/Special Categories) shall be followed.

The above reservation shall not be applicable if women candidates selected on merit in each category exceed 33 1/3%.If sufficient number of women candidates are not available in the respective categories those seats shall be diverted to the men candidates of the same category.

IV. Reservation for Special Categories:
(See Annexures – VII & VIII)

(a) Seats shall also be reserved for the following categories, to the extent indicated against them,

i. Physically Handicapped (**PH**) – there shall be 3% (three percent) horizontal reservation in each category (OC, BC, SC, ST) for Visually handicapped/ hearing impaired/ Orthopedically Handicapped (each 1%) (One percent).
ii. Children of Armed Forces Personnel (**CAP**) -2% (two percent) for the children of armed persons i.e. Ex-Servicemen, Defense Personnel including the Children of Border Security Force and the Central Reserve Police Force residing in Telangana for a minimum period of 5 years.
iii. National Cadet Corps (**NCC**) – 1% (one percent) horizontal reservation for National Cadet Corps candidates.
iv. Sports and Games (**SP**) – ½% (half percent) horizontal reservation for sports and Games candidates.

If qualified candidates belonging to PH/CAP/NCC/SP/ Categories are not available, the left over seats shall be filled up with candidates of General Pool of the same local area.

Note: The candidates claiming reservation benefits under the above categories shall produce original documents in support of their claim to the Convener of Admissions and he shall be entitled to get them scrutinized/verified and also refer the original document of the candidates claiming reservation for scrutiny and confirmation, to the following authorities.

(i) PH - Director, Medical & Health Services, Telangana
(ii) CAP - Director, Sainik Welfare Board, Telangana/A.P.
(iii) NCC - Director of NCC, Telangana/A P
(iv) Sports & Games - Vice-Chairman and Managing Director, Sports Authority of Telangana/A.P. (SAAP)

The priorities in respect of the special categories mentioned above shall be in accordance with Government Orders issued from time to time.

Note: *For Formats of Certificates to be produced by the Candidates at the time of counseling, pl. see Annexures II to V*

SR UNIVERSITY

Annexure V

RESERVATION POLICY

SR University (SRU) is a state private university established in the year 2020 with the approval of the Government of Telangana as per the Telangana State Private Universities (Establishment and Regulation) Act, 2018.

SR University in its II meeting of the Board of Management held on 19th September 2020, has approved through agenda item no 6, the reservation policy of this University for admitting the students into various programs.

SR University (Formerly SR Engineering College) is an existing institution which is established as a University under the Telangana State Private Universities Act 2018. The university admits students in two categories.

1. Admissions through TSEAMCET
2. Admissions through SRU Admission Policy

The total admission intake of SR University approved by the Telangana State Council for Higher Education, includes the previously approved intake of 1026 students before it attained university status. Of these existing seats, 70% of admissions shall be filled through TSEAMCET counseling, adhering to the Telangana State Government's reservation policy, while the remaining 30% of the existing intake and new intake approved by Telangana State Council for Higher Education under university status shall be filled each as per the SR University's admission policy. However, a 25% domicile reservation is applied to the admissions filled by the university, in accordance with the Telangana State Private Universities Act of 2018.

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Ref: SRU/RO/BOM-II/Minutes/2020 **Date:** 19-09-2020

Proceedings of the Vice Chancellor

OFFICE ORDER

Minutes of the Meeting of the II Board of Management (BOM) of SR University, held on 19th September 2020

The II Board of Management of SR University (SRU) met on Saturday, the 19th September 2020 from 11:00 AM onwards in the Board room, SRiX, SRU.

The Vice Chancellor has welcomed all the Board of Management members to the II Board of Management meeting.

Members Present:

Prof. G. Ramachandra Reddy, The Vice-Chancellor SR University, Warangal	Chairman
Sri. A. Madhukar Reddy, Member, Sri Rajeshwara Educational Society	Member
Smt. A.Sadhana Reddy, Member, Sri Rajeshwara Educational Society	Member
Dr. C.V Guru Rao, Director of Evaluation, SR University	Member
Dr.V.Mahesh Dean, School of Engineering, SR University	Member
Dr. Radhika Reddy Principal, Telangana Social Welfare Residential Degree College for Women, Kamareddy	Member
Dr. A.Kumar, Prof, Dept. of Mechanical Engineering, NIT, Warangal	Member
Ms. Devireddy Sridevi, CEO, SRiX, Warangal	Member
Dr.R.Archana Reddy The Registrar, SR University, Warangal	Ex-Officio Secretary

Members on Leave of Absence:

Mr. Murali Bukkapatnam Chairman, Volksy Technologies	Industrial Expert

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The Vice Chancellor, after brief introduction has requested the Registrar to present the agenda items for discussion.

After due deliberations, the following resolutions have been adopted.

BOM 2-1: ***To consider the minutes of the 1st meeting of the Board of Management meeting held on 12th June 2020***

Notes: The minutes of the meeting were circulated to the members vide dated: 12-06-2020. The minutes are to be confirmed now (Enclosed as Annexure I).

Resolution

The members of the board confirmed the minutes of the 1st Board of Management Meeting

BOM 2-2: ***To consider and approve the action taken report on the minutes of the 1st Board of Management Meeting held on 12th June 2020***

Notes: **2020-BOM1-Item 1:** To consider and approve proposed UG, PG and PhD Programs, student intake and the tuition fee for the academic year 2020-21.

The list of Programs and intake and the tuition fee proposed for UG, PG and PhD programs in Engineering, Management, Sciences and Agriculture for the academic year 2020-21 are provided in Annexure-I. The proposed total admission intake of the university for the academic year 2020-21 includes the existing approved intake of 1026 students (before it attained university status). However, MBA (Integrated) program is proposed to be discontinued w.e.f. the academic year 2020-21.

Resolution: The members of the Board approved the proposed UG, PG and PhD programs, students intake and the tuition fee for the academic year 2020-21.

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faculty members from Humanities and Sciences in addition to engineering faculty. Keeping in view of the discipline wise workload, it is proposed to recruit 89 faculty members.

The members of the Board of Management are requested to consider and sanction the 89 faculty positions for the academic year 2020-21.

Resolution: The BoM considered and sanctioned the 89 faculty positions for the academic year 2020-21, as per the Annexure-III

Action Taken: The process of recruiting faculty positions for the academic year 2020-21 is initiated.

Resolution

The members of the board approved the action taken report on the minutes of the 1st Board of Management Meeting

BOM 2-3: ***To consider and approve the minutes of the Academic Council Meeting held on 18th September 2020***

Notes: An Academic Council meeting has been conducted on 18th September 2020. The minutes of the meeting are enclosed as Annexure II.

The members of the Board of Management are requested to consider and approve the same.

Resolution

The members of the board approved the minutes of the Academic Council Meeting held on 18th September 2020.

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Action Taken: The approved programs are offered w.e.f. academic year 2020-21. Further, the programs offered are notified through website (www.sru.edu.in)

2020-BOM1-Item 2: To consider and approve the First Ordinances of SR University

Notes: The First Ordinances of SR University are prepared in accordance with the guidelines laid down by Telangana State as per the provisions of Act No. 11 of 2018.

Resolution: The members of the Board reviewed the First Ordinances and recommended submission to the Telangana State Council of Higher Education for approval.

Action Taken: The admissions have been initiated as per the guidelines. Further, the Board of Studies has been formed for all the departments and is in the process of curriculum development.

The members of the Board of Management are requested to consider and approve the action taken.

2020-BOM1-Item 3: To consider and sanction proposed faculty positions in various programs for the academic year 2020-21.

Notes: The university propose to start various undergraduate and post graduate programs w.e.f. the academic year 2020-21 under the School of Engineering (SoE), School of Computer Science and Artificial Intelligence (SoCSAI), School of Business (SoB), School of Agriculture (SoA), and School of Sciences and Humanities (SoSH). The proposed students intake in each program along with the required number of faculty positions to be sanctioned, are shown in Annexure II. The first-year engineering programs majorly require

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BOM 2 - 4: ***To consider and ratify faculty recruited for the Academic Year 2020-21***

Notes: As per the resolution made for the item 3 (BOM1-Item 3), in the 1st meeting of the BoM held on 12th June 2020, the university has recruited 87 faculty members for the academic year 2020-21 to meet the requirements in the School of Engineering (SoE), School of Computer Science and Artificial Intelligence (SoCSAI), School of Business (SoB), School of Agriculture (SoA), and School of Sciences and Humanities (SoSH).

The members of the Board of Management are requested to ratify these 87 faculty recruited, as outlined in Annexure - III.

Resolution

The members of the board ratified the faculty recruited for the academic year 2020-21

BOM 2 - 5: ***To consider and approve the minutes of the Finance Committee Meeting held on 22nd August 2020***

Notes: The members of the finance committee in its meeting held on 22nd August 2020, reviewed the budget proposals submitted by the all Departments / Schools including university administration to meet various academic and administrative expenditures for the academic year 2020-21. The minutes of the meeting of finance committee are enclosed as Annexure IV.

Resolution

The members of the board approved the minutes of the finance committee meeting held on 22nd August 2020 as enclosed in Annexure-IV

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BOM2-6: ***To consider and approve the various administrative policies***

Notes: The following policies are proposed for the effective functioning of the university w.e.f. the academic year 2020-21. The details are enclosed as Annexure-V

(a) Admission Policy

(b) Reservation Policy

(c) Scholarship Policy

(d) Examination Policy

(e) Service Rules

The members are requested to approve the proposed policies.

Resolution

The members of the board approved all proposed policies as enclosed in Annexure-V w.e.f. the academic year 2020-21.

BOM 2 - 7: Any other item with the permission of the chair.

-- Nil -

Secretary

To
All members of Board of Management

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Gender Equity Policy		
	POL #: QA-ADM-27	**Version No:** 2.0
	Date of Approval: 19-03-2022	**Review Date: 18-03-2023**

SR University (SRU) is committed to promoting gender equality and fostering an inclusive academic and workplace environment in alignment with the National Educational Policy (NEP) 2020, the Sustainable Development Goals (SDGs), and international standards on gender equity. This policy encompasses a comprehensive framework to ensure equitable access and participation for women and gender-diverse individuals, along with the prevention of discrimination.

Objective

The policy aims to ensure equitable access, participation, and opportunities for all genders by fostering a safe, inclusive, and discrimination-free academic environment. It seeks to eliminate gender-based biases, and promote diversity. This policy underpins the university's commitment to fairness, respect, and empowerment for all individuals.

1. Women Applications and Entry

Access and Participation Plan

SRU adopts a structured approach to improve women's access to higher education, focusing on their applications, acceptance, entry, and sustained participation:

- *Outreach Initiatives:* Conduct awareness campaigns in underprivileged areas to encourage women to apply for higher education.
- *Reserved Seats and Scholarships:* Allocate reserved seats for women in programs with historically low female representation. Provide merit-based and need-based scholarships to support women's education.
- *Counseling and Mentorship:* Establish mentorship programs to guide female applicants through the admission process and their academic journey.
- *Retention Programs:* Organize workshops, networking events, and support groups to ensure the continued participation and success of women students.

Special Provisions for Non-Traditional Learners

Flexible learning options, including online and hybrid modes, are offered to accommodate the needs of women re-entering education after a career break or due to personal responsibilities.

2. Non-Discrimination against Women

Zero Tolerance for Gender-Based Discrimination

SRU strictly prohibits any form of discrimination, harassment, or bias against women. The specific measures include:

- *Anti-Harassment Mechanisms:* A dedicated Internal Complaints Committee (ICC) addresses issues of harassment, ensuring confidentiality and swift resolution.
- *Awareness Programs:* Regular workshops on gender sensitivity and the Prevention of Sexual Harassment (POSH) Act compliance are conducted for students, staff, and faculty.
- *Support Systems:* Dedicated helplines and counseling services are available for women facing discrimination or harassment.

Equal Opportunities

The university ensures that women are equally represented in leadership roles, faculty positions, and administrative roles through unbiased hiring and promotion practices.

3. Non-Discrimination against Transgender Individuals

Inclusive Practices for Gender-Diverse Individuals

SRU recognizes the unique challenges faced by transgender individuals and ensures their full inclusion:

- *Admissions Policy:* Transgender applicants are encouraged to apply with guaranteed non-discriminatory evaluation processes.
- *Support Systems:* Establish gender-neutral restrooms, counseling services, and mentorship programs tailored to the needs of transgender students.
- *Sensitization Training:* Conduct regular training for all university members to promote understanding and acceptance of transgender identities.

Recognition and Respect for Identity

The university respects individuals' chosen names, pronouns, and gender identities, ensuring their rights are upheld in academic records, ID cards, and communication.

4. General Non-Discrimination Policy

Universal Commitment to Equality

SRU prohibits all forms of discrimination, whether based on gender, ethnicity, religion, disability, age, or socioeconomic status.

Implementation Framework

- *Complaint Mechanisms:* A transparent, anonymous reporting system for grievances ensures that individuals can raise concerns without fear of retaliation.
- *Investigation Protocols:* All complaints are investigated thoroughly, with accountability measures enforced against offenders.
- *Periodic Reviews:* The non-discrimination policy is reviewed annually to adapt to evolving legal and social frameworks.

Proactive Diversity Measures

The university actively recruits from diverse communities, ensuring representation in its student body and workforce.

5. Implementation and Accountability

Policy Enforcement

- The university's statutory and non-statutory committees oversee the implementation of this policy and evaluate its impact through periodic reports.
- Association with bodies such as the University Grants Commission (UGC) ensures compliance with national standards.

Training and Development

Continuous training on inclusivity and non-discrimination is mandatory for all university members.

Monitoring and Evaluation

Key performance indicators, including gender parity ratios, participation rates, and complaint resolution times, are tracked to measure progress.

SRU's Gender Equality Policy reaffirms its commitment to the principles of fairness, respect, and opportunity, ensuring that every member of its community thrives in an atmosphere of dignity and mutual respect.

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