



TEERTHANKER MAHAVEER UNIVERSITY

(Established under Govt. of U.P. Act. No 30, 2008)

NH-09, Delhi Road, Moradabad-244001 (U.P) India

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Accredited with NAAC A Grade

12-B Status from UGC

Anti-Discrimination and Equal Opportunity Policy

1. Policy Statement

Teerthanker Mahaveer University (TMU) is committed to promote an inclusive, equitable, and diverse academic and administrative environment. In alignment with Sustainable Development Goal-10 Reduced Inequalities and in adherence to Indian constitutional mandates and statutory provisions, this policy aims to eliminate discrimination and promote equal opportunities for all members of the University community.

2. Scope

This policy applies to:

- All students, staff, faculty, and visitors of TMU.
- All university programs, including admissions, recruitment, academic assessments, and extracurricular activities.
- All university facilities, including hostels, classrooms, and online platforms.

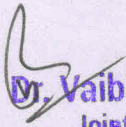
3. Definitions

- **Discrimination:** Any unjust or prejudicial treatment based on characteristics such as caste, race, religion, gender, sexual orientation, disability, age, marital status, or any other status protected under Indian law.
- **Harassment:** Any unwelcome behavior that creates an intimidating, hostile, or offensive environment, including sexual harassment, bullying, and verbal abuse.
- **Equal Opportunity:** Ensuring that all individuals have the same chances to participate and succeed, without bias or barriers.

4. Legal Framework

This policy is grounded in the following Indian laws and guidelines:

- **Constitution of India:** Articles 14 (Equality before the law), 15 (Prohibition of discrimination on grounds of religion, race, caste, sex, or place of birth), 16 (Abolition of Untouchability), 17 (Abolition of Untouchability) and 46 (Promotion of educational


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and economic interests of Scheduled Castes, Scheduled Tribes, and other weaker sections).

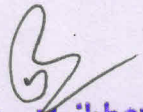
- **The Rights of Persons with Disabilities Act, 2016:** Ensures equal rights and opportunities for individuals with disabilities.
- **The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013:** Provides a mechanism for redressal of complaints related to sexual harassment.
- **University Grants Commission (UGC) Guidelines:** Directives on promoting diversity and inclusion in higher education institutions.

5. Core Principles

- **Non-Discrimination:** TMU upholds the principle of non-discrimination in all its policies and practices.
- **Affirmative Action:** In line with constitutional provisions, TMU implements affirmative action to support underrepresented and marginalized groups.
- **Accessibility:** The university ensures physical and digital accessibility for individuals with disabilities.
- **Gender Sensitivity:** TMU promotes gender equality through sensitization programs and policies.
- **Cultural Inclusivity:** The university celebrates cultural diversity and promotes mutual respect among all members.

6. Implementation Strategies

- **Admissions and Recruitment:** TMU ensures that all admissions and recruitment processes are based on merit and are free from bias. Special provisions are made for underrepresented groups as per government norms.
- **Curriculum and Pedagogy:** The curriculum is designed to be inclusive, reflecting diverse perspectives and promoting critical thinking on issues related to inequality.
- **Training and Awareness:** Regular workshops and training sessions are conducted to sensitize students and staff about diversity, inclusion, and anti-discrimination.
- **Support Services:** TMU provides counselling, mentorship, and support services to help individuals from marginalized groups succeed academically and socially.
- **Monitoring and Evaluation:** The university regularly monitors the effectiveness of this policy and makes necessary adjustments to ensure its objectives are met.


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7. Complaint Mechanism

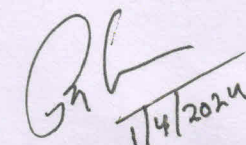
- **Grievance Redressal Committee:** TMU has established a Grievance Redressal Committee to address complaints related to discrimination and harassment. The committee ensures confidentiality, impartiality, and timely resolution of issues.
- **Reporting Channels:** Individuals can report incidents through designated online portals, suggestion boxes, or directly to the committee.
- **Protection Against Retaliation:** TMU prohibits retaliation against individuals who report discrimination or participate in investigations.

8. Roles and Responsibilities

- **University Leadership:** Ensure the implementation and monitoring of this policy.
- **Faculty and Staff:** Promote an inclusive environment and address discriminatory behaviours.
- **Students:** Respect diversity and report incidents of discrimination.
- **Grievance Redressal Committee:** Investigate complaints and recommend actions.

9. Monitoring and Review

- **Feedback Mechanism:** Regular surveys and feedback sessions will be conducted to assess the effectiveness of this policy.
- **Policy Review:** This policy will be reviewed every three years to ensure its relevance and effectiveness.



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