



Dr. D. Y. PATIL VIDYAPEETH, PUNE

(Deemed to be University)

(Accredited (3rd Cycle) by NAAC with a CGPA of 3.64 on four point scale at 'A++' Grade)

(Declared as Category - I University by UGC Under Graded Autonomy Regulations, 2018)

(An ISO 9001:2015, ISO 14001:2015 Certified University)

Non Discrimination Policy for Gender, Transgender, Disability and on the basis of Caste, Creed, Religion & Language



Approved by the Board of Management at its meeting held on
28th November 2022 vide its resolution No. BM-58-22.

Dr. A. N. Suryakar
Registrar

Ref. No. : DPU/1306-N/22
Date 06-12-2022

NOTIFICATION

In pursuance of the resolution passed by the Board of Management at its meeting held on 12th April, 2019 in its resolution no. BM-19(iv)-19 and the decision taken by the Vidyapeeth Authorities.

And whereas, the Dr. D. Y. Patil Vidyapeeth, Pune has published Standard Operating Procedure of Anti Discrimination Committee.

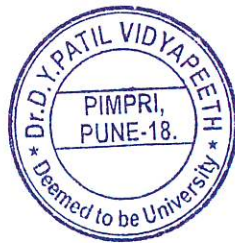
And whereas, in pursuance of the resolution passed by the Board of Management at its meeting held on **28th November, 2022** in its resolution no. **BM-56-22** and the decision taken by the Vidyapeeth Authorities.

It is hereby notified for information of all concerned that the Dr. D. Y. Patil Vidyapeeth, Pune has made amendments in the Standard Operating Procedure for Anti-Discrimination Committee, and published Non-Discrimination Policy for Gender, Transgender, Disability and on the basis of Caste, Creed, Religion and language, for your information and record.

This Non-Discrimination Policy for Gender, Transgender, Disability and on the basis of Caste, Creed, Religion and language, will serve as detailed guidelines as below;

- **Introduction**
- **Objectives**
- **Policy Statement**
- **Composition of the Committee**
- **Procedure**
- **Functions**
- **Penalty clause**
- **Review and revision**

The Policy will be useful to all the concerned. This will come into force with immediate effect.





(Dr. A. N. Suryakar)

Registrar

REGISTRAR

DR.D.Y.PATIL VIDYAPEETH

(Deemed to be University)

Pimpri, Pune-18.

Copy to;

1. P.S. to Chancellor for the Kind information of Hon'ble Chancellor, Dr. D. Y. Patil Vidyapeeth Pune.
2. P.S. to Vice Chancellor for the Kind information of Hon'ble Vice Chancellor, Dr. D. Y. Patil Vidyapeeth Pune.
3. Finance Officer
4. Director (IQAC)
5. All the Heads of the Institutes
6. Web master for uploading on website.

Encl: as above

NON-DISCRIMINATION POLICY FOR GENDER, TRANSGENDER, DISABILITY AND ON THE BASIS OF CASTE, CREED, RELIGION AND LANGUAGE

WHEREAS, the **UNIVERSITY GRANTS COMMISSION**, (Institution Deemed to be Universities) Regulation 2019, (herein after in this SOP referred as Regulations) has been published in the Gazette Notification of India by the Authority, University Grants Commission.

AND WHEREAS the provision of sub clause 10.07 sub-sub clauses 10.07.1 and 10.07.2 of the Regulations provides that the Board of Management shall be the principal organ of management and the apex executive body of the Institution Deemed to be University, with powers to make rules and shall be the final decision making body in respect of every matter including academic, administrative, personnel, financial, development matters of Institution Deemed to be Universities.

AND WHEREAS making of such provisions enabling the Constituent Units of the Vidyapeeth ensures that every individual inside the campus exercise equal rights and acquires in the process of offering or receiving education without any Discrimination.

AND WHEREAS, As per UGC Regulations 2019 vide clause No. 19.0 (X) (c) Dr. D.Y Patil Vidyapeeth Pune (Deemed to be University) and its Constituent Institutes/ Colleges should constitute the 'Anti Discrimination Committee'. The Committee should meet twice a year or as and when necessary and actions taken on decisions are to be reviewed in the subsequent meeting.

AND WHEREAS, in 2014, the supreme court of India, in the case of National legal services v/s Union of India, established the foundation for the rights of transgender person in India by recognising 'transgender' as the 'third gender' and laying down several measures for prohibition of discrimination against transgender persons and protection of their rights.

AND WHEREAS, the transgender persons (Protection of rights) Act, 2019 (Transgender Persons Act) seeks to recognise the identity of transgender person and prohibit discrimination in, inter alia, the fields of education, employment, healthcare holding or disposing of property, holding public or private office and access to and use of public services and benefits.

AND WHEREAS, in exercise of the powers conferred under UGC and Vidyapeeth Byelaws of the Dr. D.Y. Patil Vidyapeeth, Pune (Deemed to be university) hereby makes Non discrimination policy for Gender, Transgender, disability and Depriving a student or a group of students on the basis of Caste, Creed, Religion, Language or access to education of any type or at any level.

Introduction

Dr. D. Y. Patil Vidyapeeth, Pune (DPU) is committed to fostering an inclusive as well as welcoming environment for all the individuals, regardless of their gender identity. This policy is designed to ensure that female/transgender/disabled students, faculty, and staff are treated with respect, dignity, and equality in all aspects of their engagement within the Vidyapeeth. This policy incorporates all the guidelines which are provided by the Government of India to prevent discrimination against female/transgender/disabled individuals.

According to the Transgender Persons (Protection of Rights) Act of 2019, a transgender person can be defined as a person whose gender does not match the gender assigned to that person at birth. It includes trans-man or trans-woman, person with intersex variations, genderqueer and persons having such socio-cultural identities as Kinner, hijra, aravani and jogta.

OBJECTIVES

This policy aims to reinforce the commitment of Dr. D. Y. Patil Vidyapeeth, Pune to creating an inclusive and respectful environment for female/transgender/disabled individuals and to promote equality and non-discrimination in every aspect of our academic and administrative activities, in accordance with the guidelines provided by the Government of India.

The Committee should be constituted at the DPU and will investigate any distinction, exclusion, limitation, or preference which has the purpose or effect of nullifying or impairing equality of

treatment in education in depriving a student or a group of students on the basis of gender, transgender, caste, creed, religion, language, ethnicity, disability or access to education of any type or at any level.

Policy Statement

Dr. D. Y. Patil Vidyapeeth firmly upholds the principles of non-discrimination, equal opportunities, and the prevention of discrimination and harassment against female/transgender/disabled individuals. The Vidyapeeth adheres to the following guidelines set by the Government of India:

➤ Gender Identity and Expression:

The Vidyapeeth recognizes and respects the self-identified gender of all individuals. Transgender students, faculty, and staff have the right to be addressed by their preferred name and pronouns.

➤ Non-Discrimination:

Female/transgender/disabled individuals will not face any form of discrimination, harassment, or violence based on their gender identity/disability or expression. The Vidyapeeth ensures that all individuals are treated equally, irrespective of their gender identity/disability.

➤ Support and Inclusivity

Dr. D. Y. Patil Vidyapeeth is committed to providing a supportive and inclusive environment for female/transgender/disabled individuals. This includes providing accessible facilities, gender-neutral restrooms, and other necessary accommodations to ensure a comfortable and safe experience.

➤ Awareness and Sensitization:

The Vidyapeeth conducts regular training and awareness programs for the community to promote understanding and respect for gender diversity/disability. This includes educating students, faculty, and staff on the rights and responsibilities associated with female/transgender/disabled inclusion.

➤ **Reporting Mechanism:**

A confidential reporting mechanism is in place for individuals to report incidents of discrimination, harassment, or violence based on gender identity/disability or expression. Dr. D. Y. Patil Vidyapeeth commits to investigate and address all complaints promptly and fairly.

➤ **Protection from Retaliation:**

The Vidyapeeth strictly prohibits any form of retaliation against individuals who report incidents of discrimination, harassment, or violence against female/transgender/disabled individuals. Complainants and witnesses are protected from adverse consequences.

COMPOSITION OF THE COMMITTEE

- The Committee consists of one **Chairperson**, and four other members, one member should be a female and one member should be of transgender/disabled.
- The Committee is responsible for looking into any complaints filed by students and staff about Discrimination if any happening inside the college premises.
- The committee will meet twice in a year and as and when required.
- The Committee members name should be displayed on website of the Vidyapeeth, in Notice Board and should be affixed at prominent places of the Campus.
- For any concerns, complaints, or queries related to discrimination or harassment against female/transgender/disabled individuals, please contact the designated authorities or the appropriate committee as per the Vidyapeeth's guidelines.

PROCEDURE

- Any student or their parents/guardians who wants to bring to the notice of Committee, if any act of discrimination faced by them.
- A complaint about the discrimination or harassment must be made in writing by a student or a staff or a parent of a student addressed to the Committee, irrespective of whether the discrimination or harassment is alleged to have taken place within institution/ Vidyapeeth.

- The complaint shall include sufficient details of the alleged act of discrimination or harassment with the details of the Complainant.
- The committee must fix the hearing date at the earliest.
- The Complainant should be called before the committee and the committee should hear both the sides in detail.
- The committee after hearing has to submit its recommendations to the Disciplinary Authority.
- The Disciplinary authority will take appropriate action as per the recommendations of the Committee.
- The complaint received by the Committee should be resolved within 30 days from the date of receipt of the complaint.

FUNCTIONS

1. This Committee will look after the related matters (if any) of depriving a student / staff or group of students on the basis of gender, transgender, caste, creed, language, ethnicity, different ability.
2. This Committee always tries to uphold the dignity of the institution/ Vidyapeeth by addressing the concerns (if any) brought into the notice related to equality in offering or receiving education inside the institute/ Vidyapeeth.
3. This Committee protects the rights of individuals without any prejudice to their appearance or lifestyle to their gender, transgender, caste, creed, religion, language, ethnicity in the process of learning in the institute/ Vidyapeeth.
4. The Committee shall eliminate discrimination against or harassment of any individual in all forms by prohibiting it and by providing preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.
5. Promote equality among students of all sections of the society

PENALTY CLAUSE

If the person found guilty against whom the complaint is filed, the Disciplinary Authority of the Institute / Vidyapeeth may impose the following penalty;

1. Minor Penalties:

- Warning or,
- Caution, Censure or reprimand
- Cancellation/ Withheld Scholarship/Award/Prize/Medal.
- Withholding or stoppage of increment without cumulative effect.
- Withholding promotion for a period not exceeding one year.

2. Major Penalties:

- Demotion to a lower grade or reduction in post or to a lower stage in a time scale of pay for a specified period or permanent reduction in rank.
- Suspension from Institution/Hostel.
- Expulsion from the Institution/Hostel.
- Temporary annulment from the Hostel/Institution.
- Termination, by way of removal, dismissal from service.
- Rustication from the Institution.

Review and Revision :

This policy will be reviewed periodically to ensure its effectiveness and alignment with changing legal requirements and societal norms. Any revisions will be communicated to the Vidyapeeth community.

Sd/-

(Dr. A.N. Suryakar)

Registrar



Dr. D. Y. PATIL VIDYAPEETH, PUNE
(Deemed to be University)