



DR. D. Y. PATIL VIDYAPEETH, PIMPRI, 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)

Policy Commitment Against

**Forced Labor, Modern Slavery,
Human Trafficking and Child Labor**

Implemented in April 2025



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(An ISO 9001:2015 and 14001:2015 Certified University and Green Education Campus)

Prof. Dr. J. S. Bhawalkar
Registrar

Ref. No. : DPU/ 480(a)-H(ii)/25
Date : 08 / 05 / 2025

NOTIFICATION

In pursuance of the resolution passed by the **Executive Council** at its meeting held on **8th April 2025**, vide **Resolution No. EC-12(ii) -25**.

It is hereby notified that Dr. D. Y. Patil Vidyapeeth, Pimpri, Pune, has published a "**Policy Commitment Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor**". This policy outlines our zero-tolerance stance on forced labor, modern slavery, human trafficking, and child labor in all forms across our operations and partnerships. It reflects our dedication to ethical conduct and social responsibility.

The **Policy Commitment Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor** comprises the following parts:

1. Policy Statement,
2. Policy Goals,
3. Implementation Guidelines,
4. Reporting and Complaints,
5. Review and Updates,
6. Conclusion

The **Policy Commitment Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor** will serve as a detailed guideline and will be useful to all concerned. This will come into force with immediate effect.



(Dr. J. S. Bhawalkar)
Registrar

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. P.S. to Pro Vice Chancellor for the Kind information of Hon'ble Pro Vice Chancellor, Dr. D.Y. Patil Vidyapeeth, Pune.
4. Director (IQAC), Dr. D.Y. Patil Vidyapeeth, Pune.
5. Director (Administration: Quality Assurance, Faculty Development & Research), Dr. D. Y. Patil Vidyapeeth, Pune
6. Director (Research), Dr. D.Y. Patil Vidyapeeth, Pune.
7. Controller of Examinations, Dr. D.Y. Patil Vidyapeeth, Pune.
8. Finance Officer, Dr. D.Y. Patil Vidyapeeth, Pune.
9. All the Heads of the Colleges / Institutes of DPU
10. Web master for uploading to the DPU website.

Encl.: As above

WHEREAS, Dr. D. Y. Patil Vidyapeeth (DPU), Pimpri, Pune (Deemed to be University) was granted the status of a Deemed to be University by the UGC in 2003, has rapidly earned notable distinctions, including its classification as a Category I University by the UGC. Furthermore, DPU received NAAC accreditation (3rd Cycle) with CGPA of 3.64 on a four-point scale, securing an 'A++' grade on 8th February 2022, valid through 2029.

WHEREAS, as per the provisions of University Grants Commission (Institution Deemed to be University) Regulations, 2019 sub clause 10.7 and sub-sub Clause No. 10.07.1 and 10.07.2 of the Regulations and also provisions of the Bye-Laws of Dr. D. Y. Patil Vidyapeeth (DPU), Pimpri, Pune (Deemed to be University), Byelaw No 1.1.4 clause No. i, ii, xx(19) 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 University.

AND WHEREAS, as per the provisions of University Grants Commission (Institution Deemed to be University) Regulations, 2023 Clause 11 and Sub Clause No. 11 (3) and 11 (4), Clause 13 and Sub Clause No. 13 (1) and 13 (2) of the Regulations provides that the Executive Council 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 University.

AND WHEREAS, in accordance with Article 23 of the Constitution of India, which strictly prohibits human trafficking, forced labor, bonded labor, and all forms of exploitative labor practices—whether imposed through coercion, economic compulsion, or physical force—the University recognizes its responsibility to uphold these constitutional protections within all its academic, administrative, and operational domains. Further, the Bonded Labor System (Abolition) Act, 1976 was enacted to eliminate bonded labor and to prevent the economic and physical exploitation of vulnerable individuals. In this regard, Dr. D. Y. Patil Vidyapeeth (DPU), Pimpri, Pune (Deemed to be University) is committed to ensuring a campus environment that is free from any form of forced or exploitative labor practices, directly or indirectly, across all constituent units.

AND WHEREAS the Central Sector Scheme for Rehabilitation of Bonded Laborer, initiated in 1978 and subsequently revised in 2016 and 2022 by the Ministry of Labor, underscores the need for rehabilitative support to victims of bonded labor. Additionally, the Child Labor (Prohibition and Regulation) Act, 1986, as amended by the 2016 Amendment Act, prohibits employment of children below the age of 14 in any commercial enterprise and restricts adolescents from hazardous occupations. In alignment with these national mandates, DPU affirms its policy to maintain a safe, lawful, and inclusive educational environment. All constituent Colleges/Institutes under DPU shall ensure strict compliance with these legal provisions to safeguard the rights and dignity of individuals and to align institutional practices with the constitutional and legislative framework of India.

Introduction:

Dr. D.Y. Patil Vidyapeeth (DPU) is committed to upholding the highest standards of human rights and labor practices. This policy outlines our zero-tolerance stance on forced labor, modern slavery, human trafficking, and child labor in all forms across our operations and partnerships. It reflects our dedication to ethical conduct and social responsibility. We recognize these practices as severe violations of human rights and are dedicated to ensuring that our operations and supply chains are free from such exploitation.

VISION:

To create a safe, fair, and just environment where the rights and dignity of every individual are protected, free from exploitation and coercion, with no tolerance for exploitation in any form of labor.

MISSION:

Our mission is to actively prevent, identify, and eradicate any form of forced labor, modern slavery, human trafficking, and child labor within our institution and its extended networks, fostering a culture of respect and human dignity and promote ethical practices across our supply chains and partnerships.

POLICY STATEMENT:

DPU is fully committed to eliminating forced labor, modern slavery, human trafficking, and child labor across all its operations, partnerships, and supply chains. Our 'Policy Commitment Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor' outlines strict guidelines to uphold and protect human rights, ensuring full compliance with international labor standards throughout our practices and those of our collaborators.

POLICY GOALS:

We are dedicated to ensuring that our practices, and those of our partners, comply with international labor standards and human rights laws. We are committed to:

- Strictly Prohibiting all forms of forced labor, including bonded labor, involuntary prison labor, and human trafficking.
- Strictly prohibiting the employment of children in any aspect of our operations, in line with international child labor laws and standards.
- Actively collaborating with stakeholders, including suppliers, to identify and eliminate risks of forced labor or exploitation.
- Maintaining a zero-tolerance approach to modern slavery in any form within our business or supply chain.
- Promoting ethical labour practices and safeguarding human rights across all institutional collaborations and activities.

IMPLEMENTATION GUIDELINES:

- A. Risk Assessment and Comprehensive Audits:** Conduct regular assessments and through audits of operations and supply chains to identify and address potential risks of forced labor, modern slavery, and child labor ensuring compliance with anti-slavery and child labor regulations and all findings are documented and addressed promptly.
- B. Staff Training and Awareness:** Provide mandatory training, implement ongoing training programs to all staff and stakeholders focusing on recognizing signs of exploitation and identifying, preventing, and reporting exploitation or trafficking.
- C. Supplier Compliance and Partnership Checks:** Dr. D.Y. Patil Vidyapeeth, Pune shall make efforts to ensure and mandate that all suppliers, partners, and vendors undergo due diligence including conducting regular assessments and comply with anti-slavery and child labor laws thereby adhering to our policy standards.
- D. Accessible Reporting Channels:** Establish and promote accessible and anonymous reporting channels/ system for employees and stakeholders to report concerns or violations related to labor exploitation, ensuring that all reports are taken seriously and investigated thoroughly ensuring immediate action.
- E. Worker Protection:** Ensure that all workers are aware of their rights and have access to legal recourse and protection from exploitation.
- F. Monitoring:** Implement continuous monitoring mechanisms to detect and prevent any instances of forced labor, human trafficking, or child labor.

REVIEW AND UPDATES:

This policy will be reviewed and updated regularly, Annually, or as needed if required by changes in legislation or operational practices to ensure its effectiveness and alignment with evolving legal frameworks and best practices. Amendments will be made to strengthen our commitment where necessary.

- a) **Annual Review:** The policy shall be reviewed annually by the designated committee, which will assess stakeholder satisfaction, partnership outcomes, and areas for improvement.
- b) **Stakeholder Feedback:** Incorporate feedback from external partners into the review process to ensure the policy remains responsive to community needs.

CONCLUSION:

Dr. D.Y. Patil Vidyapeeth, Pune remains steadfast in its commitment to human rights and ethical labor practices and is dedicated to fostering a culture of integrity and respect for human rights. Together with our community, we will continue to strive for a future free from forced labor, modern slavery, human trafficking, and child labor. By implementing this policy, we aim to protect the most vulnerable individuals in our community and uphold our commitment to ethical practices. Together, we can create a safe and just environment free from exploitation and ensure that our institution remains a leader in advocating for human dignity.

Date of Implementation: April 2025

**SD
Dr. J. S. Bhawalkar**