

DPU

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)

NON DISCRIMINATION POLICY

Amended in March 2024



Dr. Narendra M. Kadu
RegistrarRef. No. : DPU/24(5)(viii)/24
Date : 02/04/2024**NOTIFICATION**


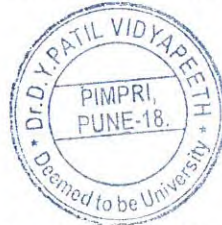
In pursuance of the resolution passed by the **Academic Council** at its meeting held on **15th March, 2024** vide **Resolution No. AC-14 (viii)-24** and by the **Executive Council** at its meeting held on **22nd March 2024** vide **Resolution No. EC-14(viii) -24**.

It is hereby notified for the information of all concerned that Dr. D. Y. Patil Vidyapeeth, Pune has published "**Revised Non-Discrimination Policy for Gender, Transgender, Disability, and on the Basis of Caste, Creed, Religion, and Language (Amended in March, 2024)**" for the staff of the Vidyapeeth.

This Policy comprises of the following parts:

1. Objectives
2. Scope
3. Policy Statement
4. Grievance Redressal
5. Composition
6. Penalty

The "**Revised Non-Discrimination Policy for Gender, Transgender, Disability, and on the Basis of Caste, Creed, Religion, and Language (Amended in March, 2024)**" will serve as a detailed guideline and will be useful to all concerned. This will come into force with immediate effect.


(Dr. Narendra M. Kadu)
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. Webmaster for uploading on DPU website.

Encl: As above

Non-Discrimination Policy for Gender, Transgender, Disability, and on the Basis of Caste, Creed, Religion, and Language.

WHEREAS Dr. D. Y. Patil Vidyapeeth, Pune popularly known as "DPU", managed by **Dr. D. Y. Patil Vidyapeeth Society, Pune**, was declared as "Deemed-to-be-University", under **Section 3 of UGC Act 1956** in 2003. To start with, there was one constituent college i.e. Dr. D. Y. Patil Medical College, Hospital and Research Centre, Pune. Later on a few more constituent colleges were established and / or brought under the ambit of the DPU.

AND WHEREAS today the Vidyapeeth has 14 constituent institutions under its umbrella. All the institutions have the approval / recognition of the relevant statutory bodies to offer UG, PG Degree Super-specialty and Ph.D. programmes in relevant and emerging disciplines, specializations and super specializations.

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 **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, 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 Pune, Bye Law No 1.1.4 clause No. xiii 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 in Clause Nos. 17 B (a) and also as per the provisions of the Byelaws of Dr. D. Y. Patil Vidyapeeth Pune, Bye Law No.1.2.4 which contains the powers of Academic Council to make recommendations to the Executive Council for matters of academic interest.

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, 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 deeply committed to fostering an environment that is inclusive, equitable, and welcoming for all individuals, irrespective of their gender identity, physical abilities, caste, creed, religion, or language. This policy aims to ensure that all students, faculty, and staff including women, transgender individuals, and people with disabilities—are treated with respect, dignity, and equality in all academic and non-academic settings within the Vidyapeeth.

This policy aligns with the guidelines of the Government of India, particularly the **Transgender Persons (Protection of Rights) Act, 2019**, and other relevant legislation, to safeguard the rights of all individuals and prevent discrimination on any grounds. The Vidyapeeth acknowledges and celebrates the diversity of its community and strives to create a space where everyone can thrive.

As per the **Transgender Persons (Protection of Rights) Act, 2019**, a transgender person is defined as someone whose gender identity does not correspond to the gender assigned at birth. This includes individuals who identify as trans-men, trans-women, persons with intersex variations, genderqueer individuals, and those with socio-cultural identities such as Kinner, Hijra, Aravani, and Jogta.

OBJECTIVES:

The key objectives of this policy are:

1. **Promote Inclusivity:** To cultivate an inclusive environment that respects the identities, experiences, and contributions of female, transgender, and disabled individuals.
2. **Prevent Discrimination:** To prevent discrimination based on gender, transgender identity, disability, caste, creed, religion, language, and ethnicity in all spheres of academic and administrative operations.
3. **Ensure Equal Opportunities:** To provide equal access to education, employment, and opportunities at all levels, without bias or barriers.
4. **Foster Awareness:** To promote awareness and sensitivity regarding gender diversity, disabilities, and other social identities through training, education, and advocacy.

SCOPE:

This policy applies to all members of the Vidyapeeth community, including students, faculty, administrative staff, and visitors, and covers all activities within the institution, including but not limited to:

- **Academic Programs**
- **Employment Practices**
- **Admission Processes**
- **On-campus Services**
- **Student Housing**
- **Facilities Access**

Policy Statement:

Dr. D. Y. Patil Vidyapeeth reaffirms its commitment to non-discrimination and equal opportunity for all individuals. The Vidyapeeth adopts the following principles in alignment with the laws of India:

- **Gender Identity and Expression:**

- The Vidyapeeth respects and upholds the right of individuals to self-identify their gender. Transgender students, faculty, and staff will be addressed by their chosen names and pronouns.
- Any attempts to misgender or deny recognition of an individual's gender identity will not be tolerated.

- **Non-Discrimination:**

- No individual shall face any form of discrimination, harassment, or violence on the basis of their gender identity, disability, caste, creed, religion, or language.
- Female, transgender, and disabled students, faculty, and staff will be provided with equal opportunities in education, employment, and participation in Vidyapeeth activities.

- **Support and Inclusivity:**

The Vidyapeeth will ensure that adequate support is provided to female, transgender, and disabled individuals to ensure they are fully integrated into the community. This includes but is not limited to:

- Accessible infrastructure, including ramps, elevators, and disability-friendly classrooms and facilities.
- Gender-neutral restrooms and other accommodations that promote the safety and comfort of all individuals, regardless of gender.
- Reasonable accommodations for students and staff with disabilities, ensuring their full participation in academic and extracurricular activities.

- **Awareness and Sensitization:**

- The Vidyapeeth will conduct regular workshops, seminars, and training sessions for students, faculty, and staff to build awareness and understanding of gender diversity, disability inclusion, and anti-discrimination practices.
- Specific training on the rights and responsibilities of female, transgender, and disabled individuals, as well as legal frameworks for protection, will be an integral part of the curriculum for students and professional development for faculty and staff.

Grievance Redressal:

- The Vidyapeeth will establish a dedicated Anti-Discrimination Committee to address any complaints related to discrimination based on gender, transgender identity, disability, caste, creed, religion, or language.
- A transparent, confidential, and fair mechanism will be in place to investigate and resolve grievances promptly.

Composition of the Anti -Discrimination Committee:

- The committee shall consist of one **Chairperson** and four other members.
- At least one member must be **female**.
- One member should represent the **transgender** or **disabled** community.
- The committee is responsible for addressing complaints from students and staff regarding any form of discrimination occurring within the Vidyapeeth's premises.

Meeting Frequency:

- The committee will convene **twice a year** and on an **as-needed** basis for urgent matters.

Transparency and Communication:

- The names and contact information of committee members will be displayed on the Vidyapeeth's official website, posted on **notice boards**, and placed at prominent locations across the campus.
- For any concerns, complaints, or queries related to discrimination or harassment based on gender, transgender identity, or disability, individuals are encouraged to contact the **designated authorities** or the relevant committee as per the Vidyapeeth's guidelines.

Procedure for Filing Complaints:

- Any student or their **parent/guardian** may approach the committee to report instances of discrimination or harassment.
- Complaints must be **submitted in writing**, either by a student, staff member, or parent/guardian, and addressed to the committee, regardless of whether the incident occurred within the institution's premises.
- The complaint should include **sufficient details** about the alleged act of discrimination or harassment to allow for proper review.

- The committee will schedule a **hearing** as soon as possible, after the complaint is received.
- Both the **complainant** and the individual(s) against whom the complaint is filed will be heard in detail.
- After conducting the hearing, the committee will submit its **recommendations** to the **disciplinary authority** for appropriate action.
- All complaints should be resolved within **30 days** from the date of receipt.

Functions of the Committee:

- The committee addresses issues related to any form of discrimination against students, staff, or groups based on **gender, transgender identity, caste, creed, language, ethnicity, or disability**.
 - The committee upholds the dignity of the institution by addressing concerns regarding **equality** in education and ensuring that the learning environment is free from bias.
 - It ensures that no individual is discriminated against due to their **appearance, lifestyle, gender, caste, creed, religion, language, or ethnicity**, protecting their rights within the institution.
 - The committee works to **eliminate discrimination** by prohibiting it in all forms and providing **preventive measures** to ensure a fair and respectful campus environment.
 - It actively promotes **equality** among all students, ensuring equal opportunities regardless of their background.
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Penalty Clauses:

If a person is found **guilty of discrimination or harassment**, the disciplinary authority may impose the following penalties:

Minor Penalties:

- Warning or **Caution**
- **Censure** or reprimand
- Cancellation or withholding of **scholarship**, awards, prizes, or medals
- **Withholding of promotion** or increments (without cumulative effect)
- **Suspension of benefits** for a period of up to one year

Major Penalties:

- **Demotion** to a lower grade or reduction in rank
- **Suspension** or **expulsion** from the institution or hostel
- **Temporary removal** from the hostel or institution
- **Dismissal** or **termination** from service
- **Rustication** from the institution

Inclusive Curriculum and Pedagogy:

The Vidyapeeth will incorporate principles of diversity, equity, and inclusion into its curriculum. This includes:

- Course content that reflects diverse perspectives on gender, transgender issues, disability rights, caste, creed, religion, and language.
- Promoting inclusive teaching methods that consider the needs of students from diverse backgrounds, including those with disabilities.
- Ensuring that course materials and case studies are free from gender, caste, religious, or disability-related biases.

Diversity in Leadership and Governance:

- The Vidyapeeth will actively encourage and support the participation of female, transgender, and disabled individuals in leadership roles across its various departments and administrative bodies.
- Special efforts will be made to foster diversity in hiring practices, ensuring that the institution's leadership reflects the diverse demographics of the student body and society at large.

• Zero Tolerance for Retaliation:

- Any individual reporting discrimination or participating in an investigation will be protected from retaliation. Strict action will be taken against those attempting to intimidate or harass individuals who bring forward complaints of discrimination or harassment.

• Affirmative Action and Positive Discrimination:

- In accordance with national laws, the Vidyapeeth will adopt affirmative action measures to ensure that marginalized groups (gender, caste, transgender, disabled individuals, etc.) are represented in admissions, faculty hiring, and administrative appointments.
- The institution will maintain reservations and provide additional support, including scholarships and financial aid, to students from underrepresented or marginalized backgrounds.

• Equal Access to Health and Well-being Services:

- All students, faculty, and staff will have equal access to mental health and physical health services, including specialized services that cater to the needs of transgender individuals and people with disabilities.
- The Vidyapeeth will provide counseling services that offer confidential and respectful support for individuals facing discrimination or harassment.

- **Intersectionality:**

The policy acknowledges that individuals may face **multiple forms of discrimination** simultaneously (e.g., a transgender person with a disability, or a woman from a marginalized caste) and commits to addressing these **intersecting forms of oppression** in its anti-discrimination efforts.

- **Language Inclusivity:**

- The Vidyapeeth will promote multilingual support to ensure that language does not become a barrier to education, participation, or grievance redressal.
- Key documents, resources, and communications will be made available in multiple languages, and translation services will be provided as needed.

- **Partnerships and Collaborations:**

- The Vidyapeeth will actively engage in partnerships with NGOs, community organizations, and government bodies that work in the fields of gender rights, disability inclusion, and social justice.
- Collaborative efforts will be made to promote research, awareness programs, and events that address discrimination based on gender, transgender identity, disability, caste, creed, religion, and language.

- **Inclusive Events and Celebrations:** The Vidyapeeth will ensure that all its **cultural events, convocations, and celebrations** are inclusive and respectful of the diversity of its community, including the celebration of **LGBTQ+ awareness, Disability Awareness Day**, and other relevant observances.

- **Accessible Online and Digital Resources:** The Vidyapeeth will make sure that all **digital resources, websites, and learning management systems** are accessible to individuals with disabilities, following **web accessibility standards (WCAG)** to ensure equal access to educational materials and information.

- **Complaint Escalation and Legal Recourse:**

- Individuals dissatisfied with the outcome of their grievance process can escalate the complaint to higher authorities within the institution or seek legal recourse in accordance with the laws of India, including the Equal Opportunities Commission or other relevant bodies.
- The Vidyapeeth will provide information on external legal options and support networks to individuals facing severe discrimination or harassment.

- **Implementation and Monitoring:** The **Internal Committee for Prevention of Discrimination** will oversee the implementation of this policy. This committee will work in collaboration with the **Gender Sensitization Committee** and other relevant bodies to ensure that the principles of equality and inclusivity are practiced across the Vidyapeeth.

- **Annual Reviews:** The policy will be reviewed and updated annually in consultation with relevant stakeholders to ensure compliance with new legal provisions and the evolving needs of the community.
- **Feedback Mechanisms:** Continuous feedback will be solicited from students, faculty, and staff to identify any gaps or areas for improvement.

CONCLUSION:

Dr. D.Y. Patil Vidyapeeth, Pune, recognizes that a truly inclusive academic environment is one where diversity is celebrated, and every individual is empowered to achieve their full potential, free from discrimination and bias. This Non-Discrimination Policy is more than just a set of guidelines; it reflects the Vidyapeeth's unwavering commitment to equality, respect, and inclusivity in all aspects of its functioning academic, administrative, and social. By fostering a culture that values differences in gender identity, physical ability, caste, creed, religion, and language, the Vidyapeeth aims to break down systemic barriers and promote an environment where all individuals feel safe, respected, and valued. The institution strongly believes that diversity enriches the learning experience, enhances collaboration, and prepares students and faculty alike to contribute meaningfully to a global, interconnected society.

Moving forward, Dr. D.Y. Patil Vidyapeeth is committed to the continuous improvement of its practices, ensuring that its policies evolve to meet the changing needs of its diverse community. The institution will actively engage with all stakeholders, including students, faculty, staff, and external bodies, to monitor and refine the implementation of this policy. By incorporating regular training, awareness programs, and feedback mechanisms, the Vidyapeeth strives to be a leader in promoting social justice, equality, and inclusivity in higher education. It is through these collective efforts that the Vidyapeeth envisions a future where all members of its community regardless of their gender identity, disability, or background have equal opportunities to succeed and contribute positively to society, both within and beyond the Vidyapeeth.

Date of Amendment: 28/11/2022

Date of Revision: 22/03/2024

**Sd/-
Dr. Narendra M. Kadu
Registrar**