



MANAV RACHNA UNIVERSITY

(Declared as State private University Vide Haryana Act No. 26 of 2014)
Plot-B, Sector-43, Aravali Hills, Delhi-Suraj-Kund Road, Faridabad

EQUITY, DIVERSITY, INCLUSIVENESS AND NON-DISCRIMINATORY GUIDELINES 2022

Amendment as on 19th March, 2023

Policy Implementation:

The University based on the policy has formed formal bodies for awareness and for redressal of complaints. These constituent bodies are:

1. Internal Complaints Committee- In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 with Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act 2013, Internal Complaints Committee is constituted to deal with complaints related to sexual harassment at work place.
2. Women and Gender Sensitization Committee-It aims for empowerment of women and encouraging them to pursue their work with dignity and reassurance and assisting them in achieving equality in all spheres of life. It aims to help women in securing her due rights and entitlement. It would work to effectively meet the psychological, physical, nutritional, health and emotional needs and requirements of the women staff and students of the university.

The committee would organize awareness drives, campaigns, seminars, panel discussions, workshops etc for this purpose.

The Women and Gender Sensitizing Committee and Internal Complaints Committee appointed by the Vice-Chancellor shall oversee the implementation of this policy by:

- Monitoring and evaluation of the implementation of the policy.
- Collecting and analysing sex disaggregated and other relevant data to guide in planning and programming.
- Sensitizing employees on gender mainstreaming and on prevention of gender-based violence.



- Reviewing and advising on all university policies and procedures that may impact on gender equality and equity.
- All information relating to staff or student's involvement in a situation relating to gender-based violence, to the extent possible, shall be kept confidential and shall not be made part of any staff or student's personnel file.

