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Policy on Equity, Inclusion and Equal Opportunity 2.0

The UGC Regulations 2012 published in January 2013 on Promotion of Equity in Higher Educational Institutions defines equity as “a level playing field for all students in respect of the entitlement and opportunity for enjoyment of all legitimate rights”. In accordance with the ethical spirit of the UGC guidelines for the creation of equal opportunities; and the constitutional policies on social justice, equity and inclusion, HNGU has framed its policies of equity to promote values of democratic inclusion, social diversity and accessibility to higher education for various challenged sections of the society. This social thrust of equal opportunity and inclusion in higher education has become crucial in the context of new educational and economic policies gaining currency through privatization, sabotaging the social justice paradigm in an unprecedented way.

1. POLICY FRAMEWORKS AND SCHEMES FOR EQUITY AND EQUAL OPPORTUNITY

Following the UGC Regulations HNGU has given emphasis in enhancing participation of socially challenged, culturally excluded and historically marginalized or subordinated people like Scheduled Castes (SCs), Scheduled Tribes (STs), Minorities, Other Backward Classes (OBCs), physically challenged individuals or Persons with Disabilities (as defined in the PWD Act, 1995) and Women in higher education. A policy initiative for trans-sexual and LGBTQI community is also to be incorporated and university have begun the inclusion of trans-gender students.

Some of the notable schemes of the UGC for nurturing social equity for various beneficiary categories in vogue are Indira Gandhi Post Graduate Scholarships for Single Girl Child, Residential Coaching Academies for Minorities, Rajiv Gandhi National Fellowships for SCs & STs and Maulana Azad National Fellowships for Minorities, Post-Doctoral Fellowships for SCs, STs and Women etc. Various initiatives



launched by the UGC towards enhancing access with equity through various fellowships, post-graduate scholarships, coaching schemes, residential coaching academies for minorities, support to institutions with relatively higher proportion of SCs, STs, Minorities, capacity expansion for OBCs, support to persons with disabilities, empowerment of women, etc are modeled and implemented. The tutorials and remedial teaching are given to the weaker sections within the departments and special coaching for competitive tests, communication and soft skills are imparted from the Career Guidance Bureau. The regional centres are also giving coaching for UGC and other tests for students from various social sections, providing an inclusive and empowering platform. A centre for studies of social exclusion and inclusion may also be established in the manner of a number of Central, State and Deemed to be universities. Various training programmes for capacity building among OBC students also need attention.

There are useful links to students' grievances portal, ICC, Anti Ragging Cell within the student zone in the HNGU website. Equal opportunity Cell and its functions may be further enhanced. There are ramps and entrances for physically challenged persons in all buildings of the university. Toilet facilities for them are also there. HNGU promotes inclusive schemes and tries to materialize the policy perspectives on equity to the maximum with an inclusive social vision and ethical mission.

2. CONCRETE ACTION PLANS FOR THE PRESENT AND FUTURE OF EQUITY AND INCLUSION

As the policies of affirmative action and democratic inclusion are to be materialized and implemented by the bureaucratic machinery, educating the administrative officials and teachers who handle the admission processes and student services is essential. The student- teacher, student-student and student-administrator interactions and exchanges must be amicable. Any sort of social discrimination or harassment must be identified and rectified. The delaying of fellowships and humiliating remarks or attitudes of the administration towards the students from the challenged sections must be prohibited. Special orientation classes or grooming on civil and constitutional rights may be given to officials in this regard, especially on the reservation policies of the state. Awareness or orientation on legal and constitutional rights may also be given to the students and their parents.



Basic democratic literacy that we are a democracy rather than a conservative or elite “meritocracy” must be rendered clear in the campus among the officials, teachers and students. Gender and caste discrimination or humiliation must be strictly checked with adequate bodies and mechanisms as per the regulations of the UGC.

3. INCLUSION OF PEOPLE WITH DISABILITIES

Promotion and inculcation of values of love, compassion, equality and justice through eliminating social exclusion and encouraging the students to be aware of the problems of the disadvantaged sections of society. Focusing on inclusion of people with disabilities by promoting the rights and dignity of each individual. The objective of the policy is to ensure that university becomes a disabled-friendly institution that is chosen by people with disabilities for its suitable infrastructure, facilities of support and sensitized atmosphere that can help them grow and achieve their dreams.

Infrastructure support

- Present campus infrastructure for people with disabilities.
 - ✓ Elevators in some buildings
 - ✓ Ramps (All Buildings)
 - ✓ Railings (All Buildings)
 - ✓ Accessible washrooms for disabled students and staff. (All buildings)
 - ✓ Wheel chair (Available at Admin Building)
- Provision and up gradation of mechanical and technological support for people with disabilities.
 - ✓ Reading resources in Braille
 - ✓ Disabled-friendly software
 - ✓ Tactile pathways (Available at Admin Building)
 - ✓ Disabled-friendly sign posts
- Provision of sports and wellness facilities suited to the needs of students with disabilities.

Sensitization and Awareness

- Organization of awareness and sensitization programs and events for able-bodied staff and students to make university a safe space for people with disabilities.



- Organization of academic and cultural activities, training, short-term courses and workshops specially designed to cater to the needs of students with disabilities.
- Recruiting trained staff disabled-friendly teaching practices within and outside the classroom.
- Collaborations with external agencies and organizations to create more opportunities of learning and vocational training for students with disabilities.

Counseling and additional support

- Provision of counseling facilities for mental health needs of people with disabilities.
- Conducting remedial classes for students with disabilities.

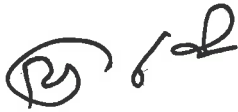
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Place : Patan

Date : 21/06/2022




(Dr. R. N. Desai)
I/c. Registrar



भारत का राजपत्र The Gazette of India

साप्ताहिक/WEEKLY

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 31 नई दिल्ली, शनिवार, जनवरी 19—जनवरी 25, 2013 (पौष 29, 1934)
No. 31 NEW DELHI, SATURDAY, JANUARY 19—JANUARY 25, 2013 (PAUSA 29, 1934)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके
(Separate paging is given to this Part in order that it may be filed as a separate compilation)

भाग III—खण्ड 4 [PART III—SECTION 4]

[सांविधिक निकायों द्वारा जारी की गई विविध अधिसूचनाएं जिसमें कि आदेश, विज्ञापन और सूचनाएं सम्मिलित हैं]
[Miscellaneous Notifications including Notifications, Orders, Advertisements and Notices issued by Statutory Bodies]

भारतीय रिज़र्व बैंक

(गैर-बैंकिंग पर्यवेक्षण विभाग)

मुंबई-400005, दिनांक 6 दिसम्बर 2012

सं. गैरबैंकिंग (नीप्र) 252/सीओएम (यूएस)-2012--भारतीय रिज़र्व बैंक, जनता के हित में यह आवश्यक समझकर और इस बात से संतुष्ट होकर कि देश के हित में ऋण प्रणाली को विनियमित करने के लिए, बैंक को समर्थ बनाने के प्रयोजन से, सभी कोर निवेश कंपनियों (सीआईसी) को निम्नलिखित निदेश देना आवश्यक है। भारतीय रिज़र्व बैंक अधिनियम, 1934 (1934 का 2) की धारा 45अक, 45ए तथा 45ठ द्वारा प्रदत्त शक्तियों और इस संबंध में प्राप्त शक्तियों का प्रयोग करते हुए निम्नलिखित निदेश देता है :-

निदेशों का संक्षिप्त शीर्षक (नाम) तथा उसे प्रयोग में लाना

i. इन निदेशों को कोर निवेश कंपनी-विदेशी निवेश (रिज़र्व बैंक) निदेश, 2012 कहा जाएगा।

ii. यह निदेश तत्काल प्रभाव से लागू होंगे।

iii. यह निदेश विदेशी मुद्रा विभाग द्वारा विदेशी निवेश के लिए निर्धारित निदेशों के अतिरिक्त होगा।

2. सीआईसी द्वारा विदेशी निवेश के मामले में भारतीय रिज़र्व बैंक से पूर्व अनुमति

i. यह निदेश सभी सीआईसी (भारतीय रिज़र्व बैंक से पंजीकृत अथवा पंजीकरण से छूट प्राप्त किसी भी स्थिति में) पर लागू होंगे, जो विदेशी निवेश की इच्छा रखती है।

ii. विदेशी वित्तीय क्षेत्र में निवेश :

वित्तीय क्षेत्र में विदेशी निवेश की इच्छा रखने वाली सीआईसी को भारतीय रिज़र्व बैंक से पंजीकरण प्रमाण पत्र (सीओआर) धारण तथा पंजीकृत सीआईसी पर लागू सभी विनियमों का पालन करना होगा। अतः सीआईसी जिन्हें बैंक के विनियमन संरचना से छूट प्राप्त है (छूट प्राप्त सीआईसी) वित्तीय क्षेत्र में विदेशी निवेश के लिए उन्हें बैंक से पंजीकरण प्रमाण पत्र प्राप्त करने की आवश्यकता है तथा वे सीआईसी-एनडी-एसआई की तरह विनियमित होंगी।

iii. गैर वित्तीय क्षेत्र में निवेश :

सीआईसी, 05 जनवरी 2011 के परिपत्र गैरबैंकिंग (नीप्र) कं. सं. 206/03.10.001/2010.11 के पैरा 2(बी) परिभाषित के अनुसार जिसका शीर्षक है कोर निवेश कंपनियों के लिए विनियमक संरचना।

यह उद्देश्य के लिए विनियम क्षेत्र अर्थात् वह क्षेत्र/सेवाएं जो वित्तीय क्षेत्र विनियामक द्वारा विनियमित है।

The 17th December 2012

No. 14-3/2012(CPP-II)—In exercise of the powers conferred by sub-section (1) of Section 26 of the University Grants Commission Act, 1956 (3 of 1956), the University Grants Commission (UGC) hereby makes the following Regulations namely :—

1. **SHORT TITLE, APPLICATION AND COMMENCEMENT:-**

- (1) These regulations may be called the UGC (Promotion of Equity in Higher Educational Institutions) Regulations, 2012.
- (2) They shall apply to all the higher educational institutions in India.
- (3) They shall come into force from the date of their publication in the Official Gazette.

2. **DEFINITIONS:-** In these regulations, unless the context otherwise requires, -

- (a) "**constituent of higher educational institutions**" means any authority or person or group of persons or sections of the institutional community belonging to the higher educational institutions;
- (b) "**discrimination**" means any distinction, exclusion, limitation or preference which has the purpose or effect of nullifying or impairing equality of treatment in education and in particular -
 - i) of depriving a student or a group of students on the basis of caste, creed religion, language, ethnicity, gender, disability of access to education of any type or at any level;
 - ii) of imposing conditions on any student or group of students which are incompatible with the dignity of human; and
 - iii) of subjecting to the provision of establishing or maintaining separate educational systems or institutions for students or groups of students based on caste, creed, religion, language, ethnicity, gender and disabilities.
- (c) "**equity**" means a level playing field for all students in respect of the entitlement and opportunity for enjoyment of all legitimate rights.
- (d) "**harassment**" means unwanted conduct which is persistent and demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences;
- (e) "**higher educational institution**" means a university within the meaning of clause (f) of section 2, a College within the meaning of clause (b) of sub-section (1) of section 12 A and an institution deemed to be a University declared under section 3 of the University Grants Commission Act, 1956;

- (f) "ragging" means any of the acts as defined under the University Grants Commission Regulations on Curbing the Menace of Ragging in Higher Education Institutions, 2009;
- (g) "unfavourable treatment" means any adverse changes in the working environment, denial of training, and denial of opportunities for advancement, unfavorable probationary reports, vexatious grievances and exclusion by peers;
- (h) "victimisation" means any unfavorable treatment of a student on the basis caste, creed, religion, language, ethnicity, gender and disability.

3. **Higher Educational Institution to take measure against discrimination:-**

(1) Every higher educational institution shall take appropriate measures to -

- a) safeguard the interests of the students without any prejudice to their caste, creed, religion, language, ethnicity, gender and disability;
- b) eliminate discrimination against or harassment of any student in all forms in higher educational institutions by prohibiting it and by providing for preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment;
- c) promote equality among students of all sections of the society.

(2) Without prejudice to the directives or instructions of the Central Government or the State Governments issued from time to time in respect of treatment of students belonging to Scheduled Castes or the Scheduled Tribes, no higher educational institution shall discriminate a student belonging to the Scheduled Castes and the Scheduled Tribes categories, or allow or condone any constituent of the higher educational institution to discriminate such a student or group of such students, and take the following measures namely -

(a) the higher educational institution or constituent of higher educational institution shall not discriminate against students belonging to the Scheduled Castes and the Scheduled Tribes in admissions -

- (i) by breach of the policy of reservation in admissions as may be applicable;
- (ii) in accepting application for admission of such students;
- (iii) in the way in which an application is processed;
- (iv) in the arrangements made for, or the criteria used in, deciding who should be offered admission as a student;
- (v) by withholding or refusing to return any document in the form of certificates of degree, diploma, etc., deposited with higher educational institutions by such a student for the purpose of seeking admission, with a view to inducing or compelling such a student to pay any fee or fees in respect of any course or programme of study which he/she does not intend to pursue;

- (vi) by demanding money in excess of that specified in the declared admission policy;
- (vii) by denying or limiting access to any benefit arising from such enrolment provided by the higher educational institutions;
- (viii) by treating unfavorably in any way in connection with the student's enrolment to a specific standard of class or area of study, training or instruction.

(b) the higher educational institutions or constituent of higher educational institutions shall prohibit all persons and authorities of the higher educational institutions from harassing or victimizing any student.

- (i) by announcing, verbally or otherwise, in the class, the names of the castes, tribes, religion or region of the students;
- (ii) by labeling students as reserved category in the class;
- (iii) by passing derogatory remarks indicating caste, social, regional, racial or religious background as reason of under-performance in the class;
- (iv) by allotting differential time to any student to meet faculty as compared to other students;
- (v) by keeping any student idle in the laboratory and not allowing him/her to work even if he/she is allowed to enter;
- (vi) by earmarking separate seats to any student or a group of students in the reading hall;
- (vii) by following differential treatment to any student regarding issue of books or journals or magazines, etc.;
- (viii) by treating any student or section of students separately in utilising the sports facilities on the basis of their caste, creed, region or religion.

(c) The higher educational institution or constituent of higher educational institution shall not discriminate or allow discrimination in evaluation on the basis of caste, creed, religion, language, ethnicity, gender and disability -

- (i) by not properly evaluating and re-evaluating examination papers of such students and by giving them less marks;
- (ii) by delaying declaration of results of any student or section of students;

(d) the higher educational institution or constituent of higher educational institution shall ensure that there is no discrimination against the students on the basis of caste, creed, religion, language, ethnicity, gender and disability:

- (i) by not giving full information about the fellowships related matters;
- (ii) by withholding or stopping the fellowships meant for students;

(e) The higher educational institution or constituent of higher educational institution shall ensure that no student or section of students is discriminated on the basis of caste, creed, religion, language, ethnicity, gender and disability, against -

- (i) by segregating such students from others in hostel or mess or reading room or common room or playground or canteen and any other student amenities including drinking water facilities, etc.;
- (ii) by indulging in acts of ragging specifically targeted against such students;

- (iii) by doing any thing which disrupts or disturbs the regular activities of such students;
 - (iv) by any act of financial extortion or forceful expenditure put on such students;
 - (v) by not allowing such students to participate in the cultural programme or the sports events;
- (f) the higher educational institution shall promote equality among all sections of the students without prejudice to their belonging to any social group and for this purpose it shall establish an Equal Opportunity Cell and appoint an Anti-Discrimination Officer who shall not be below the rank of a Professor in the case of a University and an Institution deemed to be a University, and not below the rank of Associate Professor in the case of a college;
- (g) the higher educational institution shall prohibit any conduct by any person or group of persons in the higher educational institution, whether by words spoken or written or by any act which has the effect of ragging on students.
- (h) the higher educational institution shall prescribe the procedures and mechanism, within a period of six months of coming into force of these regulations, to deal with and decide any complaint of discrimination, made or submitted by any student or group of students and it shall be obligatory on the part of the higher educational institution to decide such complaints within a maximum period of sixty days from the date of receipt or submission of such complaints;
- (i) the higher educational institution shall take steps to educate the educational fraternity and public and raise public awareness on the importance of equality and overcoming any form of caste based discrimination and harassment against students belonging to the marginalized sections, including SC/ST students of the society in higher educational institution;
- (j) The higher educational institutions shall ensure the strict implementation of all constitutional provisions and protective measures in respect of students belonging to SC/ST categories;
- (k) the higher educational institution shall upload on its website all measures for elimination of discrimination and punishments for breaching them and the higher educational institution shall also upload relevant public awareness material for prevention of discrimination against and harassment of any section of the student.
- 4. PUNISHMENTS:-** (1) Whoever commits any act of discrimination or harassment as specified in these regulations against any student or section of students in any higher educational institution, shall be dealt with through the following procedure, namely:-
- a) on receipt of a written complaint, the Anti Discrimination Officer shall initiate follow-up action including preliminary fact-finding inquiry, if he considers necessary;
 - b) on the recommendation of the Anti Discrimination Officer, the higher educational institution shall take appropriate follow-up action;

- c) the competent authority of the higher educational institution upon receipt of the inquiry report shall refer the same to the Anti Discrimination Officer in the case of students for taking appropriate action in accordance with the provisions of the Statutes or Ordinances or Regulations of the higher educational institution or the UGC Regulations on Ragging and any other Regulations in force; or
- d) in case of teachers and non-teaching staff, the competent authority of the higher educational institution upon receipt of the inquiry report shall take appropriate action in accordance with the provision of the Statutes or Ordinances or Regulations of the higher educational institution or service rules as applicable to higher educational institution.

2. The punishment shall be commensurate with the nature of the discrimination or harassment.

5. INFORMATION ABOUT THE COMPLAINT:- (1) A complaint about discrimination or harassment as defined in these regulations may be made in writing by a student or a parent of a student irrespective of whether the discrimination or harassment is alleged to have taken place within or outside the higher educational institution.

2. The complaint shall include sufficient details of the alleged act of discrimination or harassment.

3. The complaint shall be made to the Anti Discrimination Officer.

4. The higher educational institution shall formulate and make public, by uploading the information on its website, a transparent procedure for filing and dealing with such complaint.

6. APPEAL

Subject to provisions made by higher educational institutions, any person aggrieved by an order made by the Anti Discrimination Officer may prefer an appeal against such order within a period of ninety days from the date of the order to the Head of the higher educational institution.

Provided that the Head of the higher educational institution may entertain an appeal after the expiry of the said period of ninety days, if he is satisfied that the appellant had sufficient cause for not preferring the appeal within the said period of ninety days.

AKHILESH GUPTA
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