Regulation for Promotion of Equity

1. Preamble

Kristu Jayanti (Deemed to be University) believes in the policy of non-discrimination as guided by the philosophy of its founding Congregation of Carmelites of Mary Immaculate (CMI). As a higher Education Institution Kristu Jayanti shall not discriminate its students or employees by reason of their caste, creed, religion, language, ethnicity, gender, social status or disability. The University has well enshrined this Policy in its Memorandum of Association and the Rules which states "Admission and employment in the Institution shall be open to all citizens of India regardless of religion, race, caste, sex, place of birth or residence." The University also believes in providing all required support facilities to differently abled students and staff as mandated by Law. No student or employee shall be penalised for any complaints made against any act of discrimination by any faculty or staff of the institution. Kristu Jayanti will always remain an Equal Opportunity Institution subject only to the privileges and the rights it may have as an approved Minority Institution.

2 . Applicability and Effective Date

a) This Regulation called Kristu Jayanti Regulation for Promotion of Equity 2026 made pursuant to the UGC (Promotion of Equity in Higher Educational Institutions) Regulations, 2012.
b) This Regulation shall be exclusive to deal with matters concerning discrimination within the Campus.
c) This Regulation shall be applicable to all the Campuses of the University, present and future and shall be effective retrospectively from the academic year 2025 - 26
d) The Committees of Anti-Discrimination Cell, Gender Sensitisation Cell and the Committee for persons with Disability constituted in the interim prior to notification of this

3. Objectives

This Regulation aims to oversee effective implementation of the institutional policy with regard to the disadvantaged groups, to provide guidance and counselling with respect to academic, financial, social and other matters and to enhance the diversity within the campus.

The objectives shall include

a) Ensuring equity and equal opportunity to the community at large in the Campuses of the University and bring about social inclusion.
b) Enhancing the diversity among the students, teaching and non-teaching staff population and at the same time eliminate the perception of discrimination.
c) Creating a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds.
d) Providing barrier free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of society and

e) Sensitising and resolving the grievances of / problems faced by students / staff of disadvantaged group

4. Definitions

For the purpose of this Regulation:

a) The terms 'discrimination', 'equity', 'harassment', 'ragging', 'unfavourable treatment' and 'victimisation' shall have the same meaning and connotation as given in the UGC (Promotion of Equity in Higher Educational Institutions) Regulations 2012 unless otherwise notified.

b) The term 'disadvantaged groups will mean and include Scheduled Castes (SC), Scheduled Tribes (ST), Women, Other Backward Communities (OBC) of non-creamy layer, Minorities and Physically Challenged Persons.

c) "Aggrieved Person" means a person who has any complaint in the matters relating to or connected with the grievances under these regulations;

d) "Discrimination" means any unfair, differential, or biased treatment or any such act against any stakeholder, whether explicit or implicit, on the grounds only of religion, race, caste, gender, place of birth, disability, or any of them. It also includes any distinction, exclusion, limitation, or preference which has the purpose or effect of nullifying or impairing equality of treatment in education and, in particular, of imposing conditions on any stakeholder or group of stakeholders which are incompatible with human dignity.

e) "Equity" means a level playing field for all stakeholders with respect to the entitlement and opportunity for the enjoyment of all legitimate rights.

f) "Grievance" means and includes complaint(s) made by an aggrieved person in respect of discrimination under these regulations;

5. A: Equal Opportunity Cell

a) There shall be constituted an 'Equal Opportunity Cell' (EOC) to be responsible for overseeing and ensuring effective compliance of the objectives of this Regulation.

b) The EOC shall be the composite body to act as Anti-Discrimination Cell, Gender Sensitisation Cell and the Committee for persons with Disability (Disability Committee)

c) The EOC shall have nine members including the Chairperson as under:

i. Director of Student Welfare Office: Chairperson
ii. Associate Director of Admissions, who shall also be the Anti-Discrimination Officer
iii. One Student Counsellor as nominated by the Vice Chancellor, who shall also be the Secretary of the Cell.
iv. Two Student Representatives from among the 'disadvantaged groups' (of which one must be a girl student) as nominated by the Student Council
v. A Senior Professor as nominated by the Vice Chancellor
vi. One Senior Office Staff nominated by the Vice Chancellor
vii. One Parent nominated by the Vice Chancellor and

viii. President of the Alumni Association

d) The nominated members of EOC shall have a tenure of two years and may be re-nominated.

e) The EOC will normally meet twice in every academic year of the University in the (ODD and EVEN semester) months of November and March. Additional meetings may be called by the Chairperson at his discretion if any exigency arises.

f) Five members will form the Quorum for the meeting.

5. B: Equal Opportunity Cell at 'Off Campuses'

a) Every 'Off Campus' of the University shall constitute an 'Equal Opportunity Cell' (Campus EOC) to oversee the compliance of the objectives of this Regulation with reference to the Campus concerned.

b) The EOC at the Off Campus shall be headed by the Campus Director and shall have the following members.

i. The Campus Director — Chairperson

ii. A Professor or Associate Professor nominated by the Campus Director who shall be the Anti-Discrimination Officer.

iii. One Student Counsellor as nominated by the Campus Director, who shall also be the Secretary of the Cell.

iv. Two Student Representatives from among the 'disadvantaged groups' (of which one must be a girl student) as nominated by the Campus Student Council and

v. One Senior Office Staff nominated by the Campus Director

vi. One Parent nominated by the Campus Director

c) The nominated members of EOC shall have a tenure of two years and may be re-nominated.

d) Three members will form the Quorum for the meeting.

e) The Campus EOC will normally meet twice in every academic year of the Campus in the months of October and February. Additional meetings may be called by the Chairperson at his discretion if any exigency arises.

f) The Campus EOC may refer to the EOC at the University level for any issue that it requires advice or guidance.

g) The Campus EOC will send a copy of the Minutes of its every meeting to the EOC at the University level for its information and records.

6. Anti-Discrimination Officer

a) The Anti-Discrimination Officer (ADO) attached to the Equal Opportunity Cell (including in Campus EOC) shall be the Principal Officer responsible for the functions and duties of the respective EOC.

b) The ADO shall be the authorised person to receive, attend to and to appropriately resolve any complaint of discrimination that may be made by any student or employee of the University belonging to the disadvantaged group.

c) The ADO may hear the matter either by himself or through a special committee depending on the complexity of the issue and if felt necessary may refer the matter to EOC for its consideration.

7. Functions and duties of the Equal Opportunity Cell

In pursuance of the objectives aforesaid, the EOC as constituted in the specified Campuses of the University shall have the following functions and duties:

a) Safeguard the interests of the students without any prejudice to their caste, creed, religion, language, ethnicity, gender and disability
b) Instituting measures to prevent and prohibit any form of discrimination within the Campus and to award punishment for those who indulge in or encourage such discrimination.
c) Ensure that no student of the disadvantaged group are treated differently or harassed/ victimised in the classrooms, examination halls, laboratories, libraries, hostels, gyms, sports facilities, Kiosks, canteens and at such other Campus locations or facilities by any staff, faculty or the institutional agency/ authority by words or act with regard to seating, participation in cultural events, general academic or research opportunity, evaluation, declaration of results and such other related matters.
d) Ensure that the students of the disadvantaged group are provided with the permitted privileges as approved by the University in the admission process, examinations, fee concessions/fellowship/ scholarships etc.
e) Conduct sensitisation seminars, workshops or events to promote equality among students of all sections of the students and the academic community within the Campus.
f) Inspect and or check on the infrastructure facilities and amenities available at the University with regard to the mandatory requirements and assistance specified for the physically challenged / differently abled persons (students, faculty and staff) and to ensure its availability in letter and spirit
g) Advise and/or recommend on measures of anti-discrimination for consideration by the University.
h) Ensure that the website of the University carries a note on relevant anti-discrimination measures adopted by the University and the punishments awarded for breach thereof for benefit of public awareness.
i) Adjudicate on the decision made by the Anti-Discrimination Officer with regard to any grievance of discrimination received and to act as the first Appellate Authority.
j) Consider and approve the periodical reports of the activities of the EOC and to ensure its submission to the Authorities concerned.
k) The Equal Opportunity Centre shall have the following functions:
    i. To ensure equity and equal opportunity to the community at large in the HEI and to bring social inclusion.
    ii. To promote equity among the students, teaching, and non-teaching staff and, at the same time, eliminate the perception of discrimination.

iii. To create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among students coming from various social backgrounds.
iv. To make efforts to sensitize stakeholders regarding social inclusion.
v. To help individuals or a group of students belonging to the disadvantaged section of society.
vi. To protect an aggrieved person, who has reported any incident of discrimination, against retaliation.
vii. To disseminate the information related to schemes and programmes for the welfare of the socially disadvantaged section, as well as notifications/memoranda, office orders of the Government and the UGC, or other related agencies/organizations issued from time to time.
viii. To prepare and disseminate an illustrative list of acts that shall be construed as discrimination.
ix. To prepare inclusive procedures for the admission of students belonging to the disadvantaged groups of society.
x. To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students belonging to disadvantaged groups.
xi. To maintain an online portal for reporting any incident of discrimination.
xii. To perform such other functions as may be deemed necessary for the promotion of equity in the HEI.

8. Code of Conduct under the Regulation

a) The entire academic and non-academic community of the University consisting of its students, faculty, staff, contractors, agencies or any other associates are bound by this Regulation and shall strictly adhere to the Policy of non-discrimination and equality of the Disadvantaged Group studying or working in the University irrespective of their caste, creed, religion, language, ethnicity, gender, social status or disability and within or outside the Campus.
b) No one shall directly or indirectly indulge in or support discrimination of any sort or form which may include any one or more of:
    i. Announcing verbally or otherwise in the classroom, offices or elsewhere the castes, tribes, religion, physical debility or the region of the students
    ii. Labelling students as Reserved Category in the Class
    iii. Passing derogatory remarks indicating caste, social, regional, racial or religious background
    iv. Treating differently in seating in the class room, work allotment in laboratories, issue of bool‹s in the library and the like

v. Improper evaluation of answer sheets or delaying the declaration of results Not disclosing correct information on entitlements or sopping such benefits. Segregation in hostels, canteens etc.
vi. Exclusion from sports or cultural events
vii. Differential and unfavourable treatment in admission, return of documents, services in the canteen etc. including extortion of money
viii. Any act that are not generally practiced with reference to any other student

9. Complaint (Grievance) Redressal Process

a) Complaint (Grievance) Redressal under this Regulation shall be considered under this Regulation only if the complaint is received from the student/s or the concerned parent/s or from the employee/s belonging to the Disadvantaged Group.
b) Any single or multiple act of verbal or physical act of discrimination including harassment and victimisation may be complained against in writing to the Anti-Discrimination Officer within reasonable time of the occurrence of such act.
c) Acts of Ragging and Sexual Harassment may be complained only in accordance with the applicable Regulations of the University and not under this Regulation. Any complaint of grievance relating to Ragging or Sexual Harassment if is filed shall be transferred to the Authority concerned under the respective Regulations and will be dealt with as if the complaint was made directly to such Authority. The Authority concerned will furnish a report of its final proceedings for information of the EOC.
d) The Complaint filed must contain all relevant details such as Name, student / staff registration number and mobile number of the Complainant, date of occurrence of discrimination, place of occurrence, nature of discrimination including whether verbal or physical, name and details of the person/office/authority who committed the discrimination, the impact or result caused by such discrimination on the Complainant and any other information the Complainant would like to furnish. The Anti-Discrimination Officer at his own discretion may seem any other additional information including evidences, as the context may warrant.
e) The Anti-Discrimination Officer shall conduct an enquiry in fair and judicious manner and shall have a Joint Hearing of the Complainant and the Accused, in the modus stated in Clause 5(c) above within 15 days of receipt of the complaint and will deliver his Order within 7 days of the Hearing. Both the Complainant and the Accused may produce witnesses (not exceeding two in number) to substantiate their claims or defence subject to prior notice to the ADO. If the Complaint is referred by the ADO to the EOC it will be so informed to the Complainant and in such a case, the Hearing will be done by a Committee of the EOC (CEOC) within 2 days of receipt of the complaint and will deliver its Order through the ADO within 7 days of completion of such Hearing.

f) The Order of the ADO or the CEOC as the case may be shall state the brief summary of the hearing proceedings, mode of resolution of the complaint and the punishment if any awarded to the accused.

g) The Complainant shall have the right only for resolution of his or her grievance and not to seek for award of any punishment to the accused which shall be entirely within the discretion and power of the Hearing Authority.

h) The Complainant or the Accused aggrieved by the Order of the ADO or the CEOC may prefer the First Appeal to the EOC within s days of the said Order duly explaining the grounds of appeal and its justification. The EOC may at its own discretion may conduct a fresh hearing or may decide on the basis of the information on record and that furnished and shall issue its Order within 30 days of filing the appeal. If the Parties are yet not satisfied either of them may file the Final Appeal in writing along with a copy of the Order issued by the CEOC to the Vice Chancellor of the University whose decision shall be final and binding on all concerned. Appeal to the Vice Chancellor shall be routed through the Registrar.

10. Appeal

a) A person aggrieved by the report of the Equity Committee may prefer an appeal before the Ombudsperson within 30 days from the date of receipt of such report. The ombudsperson may appoint an *amicus curiae* to facilitate the hearing of an appeal.

b) An amicus curiae appointed by the Ombudsperson shall be paid a reasonable fee by the HEI.

c) The Ombudsperson shall make all efforts to dispose of the appeal within a period of 30 days as per the University Grants Commission (Redressal of Grievances of Students) Regulations, 2012, as amended from time to time.

11. Punishments under the Regulation

a) Any person associated with the University who commits breach of the Code Conduct specified in Clause 7 above shall be liable for punishment as maybe decided by the Authority concerned.

b) The punishment in the case of students may include one or more of withholding of student privileges or reformatory counselling or monetary penalty ranging between Rs.1000/- to Rs.5000/- or detention from the Study depending on the nature and gravity of discrimination caused.

c) The punishment in the case of employees and others may include monetary penalty ranging between Rs.1000/- to Rs.10000/- or extension of probation or termination of employment or contract depending on the nature and gravity of discrimination caused.

12. Residual Powers

a) This Regulation may be modified or amended depending on the UGC Guidelines that may be issued from time to time.

b) The Vice Chancellor shall have absolute powers to add or exempt any category of persons from the applicability of this Regulation and in the matter of award of the punishments.

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