



**Dr. D. Y. PATIL VIDYAPEETH, PUNE**

(Deemed to be University)

(Re-accredited by NAAC with a CGPA of 3.62 on a four point scale at 'A' Grade)  
20<sup>th</sup> rank in **Medical Category** and 46<sup>th</sup> rank in **University Category** in India (NIRF-2019)  
(Declared as **Category - I University** by UGC Under Graded Autonomy Regulations, 2018)  
(An ISO 9001 : 2015 and 14001 : 2015 Certified University)

# Standard Operating Procedure of DPU Anti Discrimination Committee



Approved by the Board of Management at its meeting held on  
12<sup>th</sup> April 2019 vide its resolution No. BM-19 (iv)-19.



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**Dr. A. N. Suryakar**  
Registrar

**NOTIFICATION**

Ref. No. : DPU/431(37)/2019  
Date : 06/05/2019

In pursuance of the resolution passed by the Board of Management at its meeting held on 12<sup>th</sup> April 2019, in its resolution no. BM-19(iv) – 19 and the decision taken by the Vidyapeeth Authorities.

It is hereby notified for information of all concerned that the Dr. D. Y. Patil Vidyapeeth, Pune has published Standard Operating Procedure of Anti Discrimination Committee for your information and record.

The SOP of Anti Discrimination Committee will serve as detailed guideline for the programme of the Anti Discrimination and will be useful to all the concerned. This will come into force with immediate effect.



*A. N. Suryakar*

(Dr. A.N.Suryakar)  
Registrar

REGISTRAR  
DR. D. Y. PATIL VIDYAPEETH, PUNE.

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. Director (IQAC)
4. All the Heads of the Institutes
5. Web master for uploading on website

Encl; as above

## **STANDARD OPERATING PROCEDURE (SOP) OF DPU ANTI DISCRIMINATION COMMITTEE**

**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** the provision of sub clause 10.07 sub-sub clauses 10.07.1 and 10.07.2 of the Regulations 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 Universities.

**AND WHEREAS** making of such provisions enabling the Constituent Units of the Vidyapeeth ensures that every individual inside the campus exercise equal rights and acquire 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 in a year or as and when necessary and actions taken on decisions are to be reviewed in the subsequent meeting.

### **OBJECTIVES**

The Committee will look into any distinction, exclusion, limitation or preference which has the purpose or effect of nullifying or impairing equality of treatment in education in depriving a student or a group of students on the basis of caste, creed, religion, language, ethnicity, gender, disability or access to education of any type or at any level.

### **COMPOSITION OF THE COMMITTEE**

The Committee consists of one **Chairperson**, and four other members, one member should be of Schedule Caste and one member should be of Schedule Tribe.

The Committee is responsible for looking into any complaints filed by students and staff about Discrimination if any happening inside the college premises.

The committee will meet twice in a year and as and when required.

The Committee members name should be displayed on website of the Vidyapeeth, in Notice Board and should be affixed at prominent places of the Campus.

## **PROCEDURE**

Any student or their parents/guardians who wants to bring to the notice of Committee, if any act of discrimination faced by them.

A complaint about the discrimination or harassment must be made in writing by a student or a parent of a student addressed to the Committee, irrespective of whether the discrimination or harassment is alleged to have taken place within institution/ Vidyapeeth.

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

The committee has to fix the hearing date at the earliest.

The Complainant should be called before the committee and the committee should hear both the sides in detail.

The committee after hearing has to submit its recommendations to the Disciplinary Authority.

The Disciplinary authority will take appropriate action as per the recommendations of the Committee.

The complaint received by the Committee should be resolved within 30 days from the date of receipt of the complaint.

## **FUNCTIONS**

1. This Committee will look after the related matters (if any) of depriving a student / staff or group of students on the basis of caste, creed, language, ethnicity, gender, different ability.

2. This Committee always tries to uphold the dignity of the institution/ Vidyapeeth by addressing the concerns (if any) brought into the notice related to equality in offering or receiving education inside the institute/ Vidyapeeth.

3. This Committee protects the rights of individuals without any prejudice to their appearance or lifestyle to their caste, creed, religion, language, ethnicity in the process of learning in the institute/ Vidyapeeth.

4. The Committee shall eliminate discrimination against or harassment of any individual in all forms by prohibiting it and by providing preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.

5. Promote equality among students of all sections of the society

## **PENALTY CLAUSE**

If the person found guilty against whom the complaint is filed the Disciplinary Authority of the Institute / Vidyapeeth may impose the following penalty;

1. Minor Penalties:

- Warning or,
- Caution, Censure or reprimand
- Cancellation/ Withheld Scholarship/Award/Prize/Medal.
- Withholding or stoppage of increment without cumulative effect.
- Withholding promotion for a period not exceeding one year.

2. Major Penalties:

- Demotion to a lower grade or reduction in post or to a lower stage in a time scale of pay for a specified period or permanent reduction in rank.
- Suspension from Institution/Hostel.
- Expulsion from the Institution/Hostel.
- Temporary annulment from the Hostel/Institution.
- Termination, by way of removal, dismissal from service.
- Rustication from the Institution.

**Sd/-**  
**(Dr. A.N. Suryakar)**  
**Registrar**



**Dr. D.Y. PATIL VIDYA PEETH, PUNE**  
(DEEMED UNIVERSITY)

