

PROCEEDING OF THE REGISTRAR

F.No: VFSTR/Reg/A8/Policy/2023

Date: 15.11.2023

Sub: VFSTR - A Policy on Gender Equality and Anti-Discrimination – Reg.

ORDER

A Policy on Gender Equality and Anti-Discrimination

Policy to Ensure Access to All Activities

Vignan's Foundation for Science, Technology & Research (Deemed to be University), Vadlamudi, Guntur, has a well-defined policy that ensures equitable access to all academic, co-curricular, and extracurricular activities for every individual, irrespective of ethnicity, religion, disability, immigration status, gender, or socio-economic background. This policy aligns with the University Grants Commission (UGC) regulations and the objectives of the sponsoring body, ensuring inclusivity and equal opportunity across all institutional operations. It also supports the University's commitment to the United Nations Sustainable Development Goals (SDGs), specifically SDG 4 - Quality Education and SDG 10 – Reduced Inequalities, as part of the Times Higher Education (THE) Impact Rankings framework.

Relevant Clauses Derived from the Memorandum of Association of the Sponsoring Body and UGC Regulations

The institution promotes non-discriminatory practices and equal access to all academic, cultural, and professional activities.

Objectives of the Sponsoring Body

1. To promote education and research among all sections of society, particularly among rural, socially, and economically disadvantaged groups, with the goal of eradicating illiteracy and ignorance.
2. To advance and disseminate knowledge through scientific, technical, and cultural education and training for the benefit of society.
3. To establish, maintain, and manage educational and training institutions serving all people irrespective of caste, creed, gender, or religion.
4. To provide scholarships, stipends, and financial assistance to deserving and underprivileged students without any form of discrimination.
5. To facilitate research, innovation, and entrepreneurship in science, technology, and the humanities that contribute to community development.
6. To create educational and skill-development opportunities for economically weaker sections and rural students to enable higher education participation.
7. To develop libraries, laboratories, and digital learning platforms accessible to all learners.

Institution Deemed to be a University Open to All

Admission and employment in Vignan's Foundation for Science, Technology & Research (Deemed to be University) are open to all citizens of India regardless of religion, race, caste, sex, place of birth, or residence. All institutional policies and procedures related to admission, recruitment, and participation in academic and cultural activities are governed by the principles of transparency, merit, and inclusiveness.

Institutional Framework to Ensure Inclusive Access

- a. Anti-Ragging Cell
- b. Anti-Discrimination Cell
- c. Gender Sensitization Cell
- d. Grievance Redressal Cell
- e. Internal Complaints Committee for Prevention of Sexual Harassment (ICC)
- f. Barrier-Free Access and Support Services for Persons with Disabilities
- g. Equal Opportunity Cell
- h. SC/ST and OBC Cell

Implementation Mechanism

The University ensures that all inclusivity measures are effectively implemented through designated statutory cells and committees. Regular orientation programs, workshops, and awareness campaigns are conducted to sensitize students and staff on equality, diversity, gender sensitivity, and inclusivity. Each cell functions under the supervision of a faculty coordinator and submits periodic reports to the Internal Quality Assurance Cell (IQAC) for review and action.

Monitoring and Review

The Internal Quality Assurance Cell (IQAC) monitors the implementation of this policy across all departments. Periodic reviews are undertaken to ensure that institutional practices align with UGC guidelines, national education policies, and the objectives of the United Nations Sustainable Development Goals (SDGs). The review process helps strengthen equity, diversity, and inclusion in all university activities in line with THE Impact Rankings framework.

Copy to

1. P.A to VC
2. All Deans, Heads, Directors, Section Incharges
3. Master File



Registrar

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