MEDHAVI SKILLS UNIVERSITY
Skill • Empower • Liberate

Medhavi Skills University

Policy on Non-Discrimination and Equal Access

W.e.f.: 04th September 2024

University is committed to inclusive and equitable quality education for all. Guided by the equality guarantees in Constitution of India and by National Education Policy 2020, we open every teaching, learning, research, outreach and community activity to all, regardless of ethnicity, religion, caste, disability, immigration status or gender

Scope

This policy applies to all applicants, students, research scholars, faculty, non-teaching and contract staff, volunteers and visitors, across all campuses and affiliated colleges. It covers admissions, recruitment, scholarships, hostels, teaching, assessment, libraries, sports, extension programs and lifelong-learning courses.

Policy Statement

The university prohibits discrimination, harassment, victimization and exclusion on any ground below. Access, admission, funding and progression depend on merit, need and published criteria applied consistently, together with reservations required by law.

- **Ethnicity**

  The University value India's linguistic, tribal, regional and ethnic diversity. Ethnic origin, language, appearance or region will not limit access. Students from the North-East, Jammu and Kashmir, and tribal areas are protected from stereotyping and racial harassment and receive orientation and language support where needed.

- **Religion**

  The University respect freedom of conscience, including non-belief. No one will be compelled to join religious instruction or worship. We make reasonable adjustments, such as flexible scheduling around festivals, prayers or quiet spaces, and dietary options in hostels and canteens. Communal harassment and religious profiling are serious misconduct.

- **Caste**

  Caste discrimination and untouchability are barred in admissions, hostel and mess allocation, supervision, evaluation and social participation. We implement reservations for Scheduled Castes, Scheduled Tribes, Other Backward Classes (non-creamy layer) and Economically Weaker Sections as the law requires, and offer remedial coaching, bridge courses, mentoring and scholarships.



- **Disability**

  The University follow the Rights of Persons with Disabilities Act 2016, including reserved seats and posts for people with benchmark disabilities. We provide barrier-free buildings and hostels, assistive technology, accessible digital content, Braille and alternative formats, scribes and extra time in examinations, and a confidential Disability Support Cell. People with disabilities are consulted on adjustments affecting them.

- **Immigration Status & Refugee Status**

  The University welcomes eligible international students and provide all type of visa and admission guidance, language and orientation support, and scholarships where resources allow. Refugees and asylum seekers with valid documentation will be considered fairly.

- **Gender**

  The University promote equality for women, men, transgender and gender-diverse persons, in line with the Sexual Harassment of Women at Workplace Act, 2013, UGC regulations on sexual harassment, and the Transgender Persons (Protection of Rights) Act, 2019. Measures include safe campuses and hostels, an Internal Committee, gender-neutral facilities, equal pay and promotion, maternity and childcare support, and action to close gender gaps in enrolment and leadership.

- **Age**

  The University values lifelong learning and shall promote equitable educational opportunities for school leavers, adult learners, working professionals and individuals returning to education after a career break. Flexible learning pathways, academic counselling and appropriate support shall be encouraged wherever feasible.

- **Marital Status**

  The University shall not discriminate against students, faculty or staff on the basis of marital status, including being single, married, separated, divorced or widowed.

- **Pregnancy, Maternity and Parental Responsibilities**

  The University prohibits discrimination, harassment or exclusion on the grounds of pregnancy, childbirth, maternity, breastfeeding or parental responsibilities. Appropriate maternity benefits and leave shall be provided to eligible employees in accordance with applicable law and university rules.

Commitments

- **Outreach:** Reach rural, first-generation, tribal, minority and low-income learners, including through regional-language materials.
- **Financial access:** Provide scholarships, fee waivers and help applying for government schemes.



- **Accessible information:** Publish admissions and fee details in accessible formats and major regional languages.
- **Training:** Run annual sensitization on equity, disability inclusion and gender.
- **Inclusive curriculum:** Keep teaching materials and assessments free from bias.
- **Safe participation:** Enforce anti-ragging and anti-harassment rules.

Complaints and Redress

Anyone may report discrimination to the Grievance Redressal Committee or the Equal Opportunity Cell, in person, in writing or online. Complaints are acknowledged within 03 working days and investigated fairly.

Monitoring and Review

The University shall maintain a systematic and confidential record of all grievances registered, including the date of receipt, nature of the complaint, action taken, status of resolution and date of closure. These records shall be securely maintained, periodically reviewed and used to monitor grievance-redressal effectiveness, identify recurring concerns and strengthen institutional policies and practices, subject to applicable data-protection, confidentiality and record-retention requirements.

This policy will be reviewed every three years or earlier if needed.

