



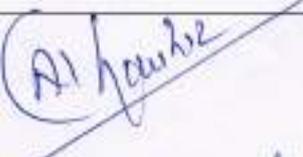
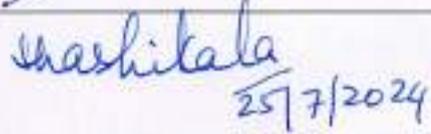
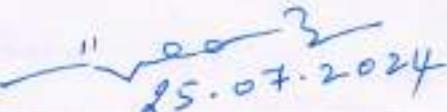
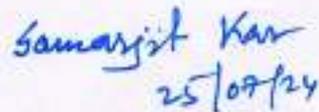
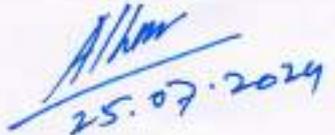
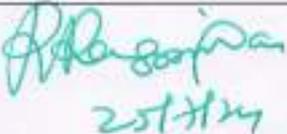
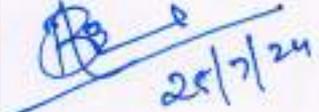
PONDICHERRY UNIVERSITY

ACADEMIC AND ADMINISTRATIVE AUDIT COMMITTEE

23.07.2024 TO 25.07.2024

R. V. NAGAR, KALAPET, PUDUCHERRY – 605014

External Experts

Sl. No.	Name and Designation	Signature
1.	Dr. Anil Chauhan (Committee Chairperson) Senior Professor & Head Department of Food Technology Banaras Hindu University, Varanasi.	
2.	Dr. Shashikala Gurpur Professor & Director Symbiosis Law School Dean Faculty of Law Symbiosis International (Deemed University). Pune.	 25/7/2024
3.	Dr. Parameswara V Pandit Senior Professor Department of Statistics & Coordinator (IQAC) Bangalore University, Bengaluru.	 25.07.2024
4.	Dr. Samarjit Kar Professor Department of Mathematics National Institute of Technology, Durgapur.	 25/07/24
5.	Dr. Azizuddin Khan Professor Psychophysiology Laboratory Department of Humanities and Social Sciences Indian Institute of Technology, Bombay.	 25.07.2024
6.	Dr. R. Rangarajan Professor Department of Commerce University of Madras Chepauk Campus Chennai.	 25/7/24
7.	Dr. S. Srinivasa Raghavan Professor & Head Department of Library & Information Sciences Bharathidasan University, Trichirapally	 25/7/24
8.	Dr. Bismi Gopalakrishnan Professor & Dean Faculty of Law School of Indian Legal thought Mahatma Gandhi University, Kottayam Kerala.	 25/7/24

Observations and Recommendations

I. Important Observations:

1. The last NAAC Report Recommendations were addressed and a detailed ATR was submitted. This Committee has verified the gap-filling improvement points as the following:
 - a. Consultancy engagement by more faculty is seen
 - b. There is a significant improvement in consultancy income and industry linkage especially in science and technology faculty in Social work to mention a few. There is improvement in patents, in industry drug development among others.
 - c. Sports department is managed in a professional manner with significant local and national talent development and systematic student participation in CBCS.
2. The committee observed that the visited Departments are having sufficient data and information required for the SSR and NAAC peer team visit. The committee recommended to develop a common Template for the PPT presentation by the HoDs/Section Heads which may include documents available for the 7 criteria (*provided in Recommendations below*).
3. No OBE pattern was seen in session plan or question papers or assessment.
4. Outcome analysis of all MOU was not seen.
5. Internationalization documentation to be done systematically with policy and parameters.
6. Needed swift process in governance with tracking, timeline, transparency and needed equal treatment for all departments especially in those with human resource and infra structure imbalance.
7. Frequent gender audit regarding toilets, waste disposal and hostel menu.
8. Impact and benefit to students to be assessed and documented with proper placement approach and student engagement in research.
9. Alumni coordination team, policy and output in fund to be analysed.
10. Karaikal Campus needs more attention in admissions and facilities.
11. Capture from star departments and initiatives, document well: community radio, community college, innovation from social work, sociology, media studies, School of Tamil, center for inclusivity.

II. Recommendations and Suggestions:

1. **Many areas that needs improvisation**, for example:
 - a. A document on financial ear marking for university development, policy
 - b. A Graph on how many more participated, increase in consultancy income, industry linkages.
 - c. Increase in patent, incubation and commercialization to be consolidated in analytical manner

2. Quality Parameters

a. Curriculum:

- OBE adoption in line with Bloom taxonomy –orientation and implementation required in session plans, assessment and results with attainment levels
- Highlight SWAYAM integration, service learning, Value added courses; Indian Knowledge system integration, NEP and CBCS approach
- Any transition cases from Community college to University to be displayed and relevant policy if any to be highlighted
- PhD admission process has to be flexible throughout the year (Specifically JRF) and time bound.
- PhD enrollment ratio must be concentrated as PG:PhD ratio is important
- Standardized format for Placement details: Year-wise and gender-wise with appointment order copied documented

b. Governance along with Teaching Learning Assessment and other related aspects

- To ensure effectiveness in Financial management, the departmental budget allocation and guidelines for spending are mandatory.
- Tech-based governance (software upgradation) with Onscreen digital evaluation and automation of question paper management, Lapses report and committee in examination, SAMARTH and other IT modules,
- Audio visual facility to be provided in every department: ICT maintenance and podium , smart classroom department wise (year wise learning resource improvement)
- Governance of both student and staff with publicity and process of Ombudsperson to be stronger; integrate and display the student Charter
- Policy implementation by benchmarking: international relations and collaboration, year-wise across all departments, with impact
- Office and living space for Wardens in hostel and all purchases to hostels should be addressed by special committee as fast as possible
- Undertake mentoring of departments without heads, meetings to monitor and review. For example, performing arts may have better synergy with media studies
- Alumni relations can be centralized: so that all departments supply data, show case distinguished alumni
- Outstation campuses such as Karaikal need more attention and align compliance . Introduce systematic periodic teleconference
- Renovation and painting of community college
- Extension activity by specific departments to engage all under the school or related departments

- Karaikal campus warrants specific serious attention: with Library Facilities, Computer Lab- the Time table, Software details, seating arrangements should be displayed
- Admission need to be improved in Sanskrit, Hindi, Education, In Karaikal campus- Commerce and MSC in Computer science
 - Common facilities in the campus can be projected in Karaikal campus
 - Canteen facility and network facility at Karaikal campus is to be improved
- Faculty members to be provided with expert or mentor support for more grant proposal
- Awards to faculties, students should be highlighted
- File movement for teachers to be faster and transparency to be maintained, staff transfers
- Promotion of senior professors pending for too long to be finalized
- Transport from hostels to be properly planned, outsource golf carts or battery operated buses with designated bus bay and frequent buses from hostels
- Trained Emergency service staff and doctors to be available 24X7 in medical centers.
- Time-bound grievance redressal of both staff and students, tracking the timeline and process in compliance with statutes and charters is essential

c. Student Care, Redressal mechanism and welfare:

- Academic excellence or remedial program to be systematically provided.
- Student Mentorship can be highlighted and documented properly
- Standardized format for Placement details: Year-wise and gender-wise with appointment order copied documented
- Proper induction with orientation and goal setting and then closure report can help in tracking progression
- Students progression can be presented uniformly including components such as higher studies PhD and PDF jobs competitive examination and self-employments
- Consultancy and collaborative programmes to be initiated by the departments.

d. Infrastructure and Learning resources:

- Disaster management plan, floor plan, emergency exit to be shown clearly, mock drills, IT-enabled early warning system/alarming system to be installed in labs.
- Engineering Repairs and laying of Roads
- Proper facelift to entire campus with painting, standardized signages with consistency in logo, tagline colors, font size and font. Hygiene with pest control

and kitchen area to be done periodically; Community College building to be painted.

- Student welfare services: display in online portal and consolidate with newer schemes, interlink with departments to implement the same with sms alert, whatsapp or telegram channel with bulk email or consolidate with App development all student services and grievance redressal
- Have more space or add a room in the crèche (Day Care Centre).

e. Innovative and best Practices:

- Showcase grants from CSR and job linking Activities and initiatives taken by the departments in line with SDGs must be connected with concerned goals and key indicators.

3. Strategy Suggestions for PTV:

- a. Revisit Mission-vision-values alignment with sustainability, innovation, inclusivity and diversity, technology
- b. Put the best foot forward with a review committee of existing NAAC assessors in-house,
 - i. Have clarity on what and how to present, who should present longer, consolidate schools presentation, departmental, innovative centers (suggestion is that first 3 criteria consolidated from all schools and other criteria highlights with university aspects by VC; departments to highlight the 19 points and show case specifically innovation and best practice under each department)
- c. Local needs addressing and visibility (Highlight and showcase works of Tamil, center for study of social Exclusion and Inclusive Policy, social work, sociology, gender studies, sustainability; community college and Community Radio to be highlighted along with other works, CSR fund or grant linkages to be showcased)
- d. Arrange an exhibition of innovative and best practices to project university with all schools and departments by media or performing arts and School of Tamil, information by information sciences, departments to come together based on complementary synergy with the schools
- e. Standardize, consolidate, strengthen documentation

Format and content for presentation by departments: as suggested by team

1: 19 points, limit to 12-15 slides,

1. About the Department
2. Faculty profile
3. Programs offered with students' strength with PO/CO analysis, level attained – graph
4. How curriculum development process and review responded to national and global? (NEP, Tamil – languages, inclusive policy, technology).
5. Demand ratio and percent of students from various states using an India map-based presentation
6. Charts and Diagrams showing placement record with notable Alumni data
7. Any unique methods adopted or developed for Teaching and Learning
8. Student Progression : Mentor-Mentee data with slow-learner support and outcomes; amount of scholarship disbursed.
9. Faculty involvement in E-content development and SWAYAM courses – data
10. Faculty Awards/Recognition - particularly National Academies and International Bodies if any
11. Research:
 - (a) Scopus publications - Before and after 2019 (b) UGC Care (c) Peer reviewed (d) Books authored / Edited volumes and (e) Chapters – covering national and international in colour coded; Number of publications (Scopus) with cumulative impact factor and citation index – may be linked to Vidwan database, scopus, google scholar, rg, linked to university or department, indexing (gather every month).
 - (ii) Projects and Grants – details covering duration, amount, agency and a graph – National and International and Total outlay
 - (iii) Consultancy and Patents, Technology transfer
 - (iv) Extension & Collaboration - Numbers national and International
 - (v) Ph.D awarded with fellowship data
12. Post-doc and other visiting faculty program if any
13. No. of conferences and workshops organized with number of participants and grants received.
14. Infra-structure developed including equipment and facilities.
15. MoUs and programs thereof.
16. Extension (Outreach) activities, if any.
17. (a) Student engagement in research – assignments, publications, project reports.
(b) Technology integration – Hybrid learning, webinar, internship as part of learning.
18. Innovation/best practices.
19. Challenges of the department & Future plan for next five years.

SUMMARY OF IAAA COMMITTEE – SWOC ANALYSIS

Pondicherry University / Institutional Values:

- Ensuring quality education and providing updated knowledge to the students.
- Emphasizing on experiential learning.
- Imparting values and ethics among students and producing responsible and skilled manpower.
- Emphasizing on holistic development of students and student's progression.
- Enhancing knowledge through intensive research in all disciplines in partnership with industries and other academic institutions.
- Following inclusive approach and empowering women.
- Maintaining eco-friendly environment.
- Creating gender sensitive culture.
- Ensuring administrative efficiency and good governance.
- Providing mentorship to affiliated colleges.
- Implementing New Education Policy 2020.

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength

- Outstanding infrastructure facilities: Smart Classrooms with audio – visual facilities, ICT enabled seminar halls, Central Instrumentation Facilities, Differently abled empowered campus.
- Adequate number of experienced, committed and highly qualified faculty and technical staff.
- State of the Art Library facilities with good collection of books, e-books, e-journals, e-databases, OPAC, RFID.
- Pro – active administration and active IQAC team.
- Gender sensitive and various redressal forums are in place [HEPSN, Women Cell, SHPC, Special Reservation Cell, Student Welfare etc.,].
- Academic partnership with other higher learning academic institutions / industries.
- Excellent Outreach activities and holistic development of marginalized people by means of special coaching for competitive examinations.
- Health care and gym facilities for all stakeholders of the university within the campus.
- Admission facilities for students from all parts of India are catered.
- Offering a number of courses under distance education mode.
- University has a dedicated Computer Centre, which has developed in-house software for Academic and administrative sections. E-governance facilities (SAMS, RAMS, Income Tax, Pensions, Recruitment, Leave Management System Portal and SAMARTH etc.,).
- Green Campus initiatives like Solar Plant, Sewage Treatment Plant etc.
- Students Scholarships and fellowships.

Institutional Weakness

- Shortage of classrooms and faculty strength due to increase in student enrollment.
- Executive Development programme / Management Development programme.
- Online Students Grievances Redressal System.
- Students Council election.
- Alumni association and contribution.
- Limited presence of international students on the campus.
- Average research publication and projects.
- Due to paucity of funds, University is not able to support high-end publication cost in reputed journals and thereby adversely affecting citation and h-index.
- Opportunities for international faculty/student exchange in University are limited.

Institutional Opportunities

- Emphasizing on more partnership with industries for innovation, start-ups, internships and placements.
- Initiating more academic partnership with national and international institutes for interdisciplinary and multidisciplinary research and academic exchange – programs.
- Providing add – on self – finance courses on issues like management, environmental sustainability, computer – based short – term training for middle level managers and other professionals on data science, web – page design, IT returns, GST submission and so on.
- Strengthening research part by inviting entrepreneurs and providing them space in the campus.
- International faculty / student exchange through MoU's.
- Intellectual property rights (IPR) Centre and Patent Facilitation Cell can encourage students and faculty to file more patent.
- Interaction with industry, effective engagement of Alumni for placement of students.
- Revenue generation through consultancy activity, training, and capacity building programme etc.
- Engaging Professor of Practice.

Institutional Challenges

- Maintenance of the big campus and buildings on regular basis.
- Closely monitoring the administrative functioning of outstation campuses of the University.
- Bringing more industries from across the country to the campus for students' placement / internships.
- Attracting international students on the campus.
- Conversion of all IQAC data collection to web enabled on-line data collection and feedback.

Best Practices

- Outstanding infrastructure facilities: Smart Classrooms with audio – visual facilities, ICT enables seminar halls, Central Instrumentation Facilities, Differently abled empowered campus.
- Pro – active administration and active IQAC team
- State of the Art Library facilities with good collection of books, e-books, e-journals and e-database, OPAC and RFID
- Academic partnership with other higher learning academic institutions / industries
- University has a dedicated Computer Centre, which has developed in-house software for Academic and administrative sections. E-governance facilities (SAMS, RAMS, Income Tax, Pensions, Recruitment, Leave Management System Portal and SAMARTH etc.,)
- Green campus initiatives like Solar Plant, Sewage Treatment Plant etc.

Report submitted by IAAA Committee (Panel-3)

Members:

1. Prof. K. Chellamani (Dean, School of Education)
2. Prof. S. Victor Anandkumar (Dean (i/c), School of Law)

The Committee visited the following departments during July 17-21, 2023

1. Earth Sciences
2. Biotechnology
3. Bioinformatics
4. Physics
5. Pollution Control and Environmental Engineering
6. Green Energy
7. Nanoscience
8. Mathematics
9. Statistics
10. Computer Science
11. Electronics
12. Biochemistry
13. Ecology
14. Microbiology
15. Chemistry
16. Central Instrumentation Facility (CIF)
17. Gym (Boys)
18. Hostel and dining mess (Boys)
19. Port Blair campus
20. Administrative Building
 - a. Engineering section
 - b. Finance section
 - c. Sections coming under Registrar's office
 - d. Computer Centre

Observations that were common to several departments:

1. Outcome-based Learning (OBL) is the spirit of the academic audit carried out. Departments need an orientation on how to set and precisely state Program Objectives (PO), Program Specific Objectives (PSO) and Course Objectives (CO).
2. The vision and mission of the departments maybe derived from the broad-based vision and mission of the University. The vision/mission of some departments (for example, Electronics) is quite disconnected from the University's vision/mission. The school/department homepages on PU website may carry a message (instead of brief

profile of HOD/Dean) from the respective HOD/Dean along with a statement of vision and mission of the department/school.

3. Stakeholder feedback is not available at the department level though IQAC, at the University level, collects feedback from outgoing students, alumni, employers of alumni, parents of students and faculty members.
 - Departments may be directed to collect feedback from stakeholders annually and also analyse and act upon them for continuous improvement.
4. Alumni engagement is close to minimal to nil in many departments. There is no system of annual alumni meets in most of the departments visited.
 - Creation of department-level alumni database may be insisted upon.
 - Rotation-based responsibility as Faculty Coordinator – Alumni relations maybe created at the department-level.
 - Awareness about funding available from the administration (@200 per bonafide student from the fee paid) to organize Alumni meet maybe created; At least online alumni meet may be conducted when an in-person alumni meet is perceived to be difficult to organize.
5. The system of examination followed in different systems are not uniform, though they all come under Choice-based Credit System (CBCS)
 - There is no BOS-approved pattern of question paper in certain departments. As a result, a wide disparity is possible.
 - There is no Question Paper scrutiny committee in most departments. As a result, compliance to pattern and uniform syllabus coverage is not ensured.
 - Categorization of learners (based on ability/performance/effort) is not carried out. As a result, attention to slow learners or poor performers or those found lacking in effort is missing. If done, effective scheduling of official tutorial classes is possible, rather than one-off, faculty initiative-based extra assistance for those students.
6. Several departments do not follow the system of preparing a semester-long Course Lesson Plan and sharing it with the students at the beginning of the semester. Such a work plan describing the complete coverage of syllabus (and also, assessment timeline and criteria) in a 15-week semester will serve as a commitment from the teacher to the students and also help both stakeholders to plan their semester well.
7. In a few Science departments (notably, Bioinformatics), there is a need for trained, technically-qualified operators. If they are transferred and replaced, it becomes very difficult for the incoming person to meet the specialized needs of such departments.

8. A few departments (notably, Physics), did not have data related to scholarships and financial assistance received by their students. This data needs to be captured and kept updated at the department's office level.
9. The system of assigning Faculty Advisors to students (Mentor-mentee scheme) exists in principle in most of the departments. However, its operationalization leaves much to be desired.
 - The list of Faculty Advisors and corresponding students under their mentorship may be drawn and shared with students at the beginning of the academic year.
 - The roles of the Faculty Advisor maybe clearly listed out.
 - Periodic interaction between mentor-mentee be encouraged.
10. Many departments have not carried out SWOT analysis accurately.
 - STRENGTHS/WEAKNESSES are internal/controllable factors
 - OPPORTUNITIES/THREATS are external/uncontrollable factors
 - Still better and further, departments many consider constructing a TOWS matrix wherein Strengths are mapped against Opportunities and Threats, and similarly, Weaknesses are also mapped against Opportunities and Threats.
11. As part of the administrative audit at the department-level, there was a template (regarding file movement) to be filled-in by the department offices. But hardly any department had provided the data in that template. This maybe insisted upon. This will also help them to observe the delays in file movement for prompt follow up.

12. ADMINISTRATIVE AUDIT

- There is no feedback mechanism for stakeholders of different administrative sections
- There is a need to develop Standard Operating Procedure (SOP) for every task involved. Otherwise, once trained, proficient staff are transferred, it leaves big vacuum in many sections and the new, incoming personnel are slow on the learning curve.
- Along the lines of Citizen's charter, the administrative sections may be encouraged to come up with a Charter for different deliverables/outcomes realized in their respective sections. This will result in timely actions and accurate expectations from the stakeholders.
- The system of periodic transfers disrupts the continuity of critical work wherein trained personnel are involved. A transition period maybe considered wherein the transferred personnel may operate on a knowledge-transfer mode with the incoming personnel.

- E-Office needs to be rolled out soon. Much of the grievances against the administration are in terms of file movement (especially, delay in most cases and disappearance in rare cases; lack of transparency).

General suggestions received from departments:

1. Scheduling of Softcore courses maybe streamlined. For example, post-lunch sessions maybe assigned for Softcore courses. Right from mobility issues in a large campus as ours to clash in timetable may be addressed through such scheduling.
2. There is a trend of paid, high-quality open access publishing with a view to improve large-scale accessibility of research. The University may consider extending financial support to researchers whose papers are rigorously reviewed and selected for publication in such journals.
3. The faculty members who patent their inventions end up paying attorney's fees from their own pockets. Financial support maybe extended for this purpose.
4. Students and faculty going on course-related field trips end up spending their own money. The departments may budget this in their fee structure and from that source, financial support maybe provided.
5. A transparent consultancy policy be made accessible for stakeholders (both external agencies/organizations and internal researchers/departments) on University's website wherein a client may put in his/her request for a consulting service from an expert in the University. At the moment, it is mostly based on acquaintance and it is not sustainable.
6. A reservation cell for OBC students maybe setup and activated.
7. A faculty grievance redressal mechanism maybe put in place.
8. Individual teachers maybe given a summary of the end-semester faculty evaluation done by their students. This was in place earlier. This practice maybe resumed. Feedback helps to identify the areas for improvement and address them too.
9. Guest faculty requirements from departments maybe considered on a timely basis.
10. The hostel administration may draw up Standard Operating Procedure (SOP) for critical contingencies (for example, the unfortunate demise of a student owing to a natural cause or otherwise).
11. The University may consider carrying out an Energy Audit by availing the services of the Centre for Pollution Control and Environmental Engineering. As a clean, green campus, energy audit will help to highlight our sustainability best practices.

@Kamani

S. K. Anand



Dr. S. VICTOR ANANDKUMAR
Professor
Department of Management Studies
Pondicherry University
Puducherry - 605 014, India

IAAA Committee Visit Report (Team 1)

Date: 17.07.2023

Time: 10.30 am

Department / Center: Management Studies	
Unique strength of the Dept/Center	The Department has been offering skill-based programs effectively. They develop skilled craftsmanship, which eventually culminated in good placement records.
Weakness / challenges if any	The Department do not have sufficient class-rooms and rest rooms which affect the teaching-learning process of the Department.
Observation and Recommendation	<ul style="list-style-type: none">• Required documentary proof for all the 7 criterion based data presented

Prof. Clement Sagayaradja Lourdes
Dean, School of Humanities
&
Prof. Joseph Selvin
Department of Microbiology



IAAA Committee Visit Report (Team 1)

Date: 17.07.2023

Time: 12.00 noon

Department / Center: Commerce	
Unique strength of the Dept/Center	The faculty members have been serving in administrative positions including the Finance Officer
Weakness / challenges if any	<ul style="list-style-type: none">• The results (80% pass out) requires urgent attention and improvement• The faculty: student ratio is very high, and requires additional faculty members for effective teaching and introduction of new courses
Observation and Recommendation	<ul style="list-style-type: none">• Suggested to plan remedial classes for the slow learners with the help of Ph.D. scholars

Prof. Clement Sagayaradja Lourdes
Dean, School of Humanities
&
Prof. Joseph Selvin
Department of Microbiology

IAAA Committee Visit Report (Team 1)

Date: 17.07.2023

Time: 2.00 pm

Department / Center: Economics	
Unique strength of the Dept/Center	The Department has 46 Ph.D scholars and one international ICSSR fellow from Bangladesh.
Weakness / challenges if any	The curriculum require project work to all the PG students
Observation and Recommendation	<ul style="list-style-type: none">• Required documentary proof for all the 7 criterion based data presented• Collaborative activities need to be improved• Conferences, workshops and invited talks required planning at the beginning of the academic year

Prof. Clement Sagayaradja Lourdes
Dean, School of Humanities
&
Prof. Joseph Selvin
Department of Microbiology

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IAAA Committee Visit Report (Team 1)

Date: 17.07.2023

Time: 3.30 pm

Department / Center: Banking Technology	
Unique strength of the Dept/Center	The Department is having good and consistent placement record
Weakness / challenges if any	<ul style="list-style-type: none">• The Department required database subscriptions• The slow learners identified require remedial classes• Data require for the implementation of Research Ethics• Update require for citation and H-index data• Required computer lab
Observation and Recommendation	<ul style="list-style-type: none">• Required documentary proof for all the 7 criterion based data presented• The PhD inter-disciplinary issue required appropriate solution at the earliest

Prof. Clement Sagayaradja Lourdes
Dean, School of Humanities
&
Prof. Joseph Selvin
Department of Microbiology

IAAA Committee Visit Report (Team 1)

Date: 18.07.2023

Time: 10.30 am

Department / Center: Tourism Studies	
Unique strength of the Dept/Center	<ul style="list-style-type: none">• The Department is a pioneering in the subject• Good placement record with 8L average salary packages• Consistent collaborative activities
Weakness / challenges if any	<ul style="list-style-type: none">• The slow learners identified required remedial classes• The Department needs improvement in publication record• Required improvement in funded projects
Observation and Recommendation	<ul style="list-style-type: none">• Required documentary proof for all the 7 criterion based data presented

Prof. Clement Sagayaradja Lourdes
Dean, School of Humanities
&
Prof. Joseph Selvin
Department of Microbiology

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IAAA Committee Visit Report (Team 1)

Date: 18.07.2023

Time: 12.00 noon

Department / Center: International Business	
Unique strength of the Dept/Center	<ul style="list-style-type: none">• Two MBA programs with high number of applications• The programs through a unique venture called "Industry Connect"• Track-record of industry collaborations and international MoUs
Weakness / challenges if any	<ul style="list-style-type: none">• Constraint in the placement record may be due to rejection of offer letters• The PhD degree in the subject instead of broad discipline is a challenge in the PhD admission• Shortage of class rooms and toilets• The replacement of CAT with CUET based admission• Delayed admission schedule may be a reason for the decline of quality students
Observation and Recommendation	<ul style="list-style-type: none">• Require documentary proof for all the 7 criterion based data presented

Prof. Clement Sagayaradja Lourdes
Dean, School of Humanities
&
Prof. Joseph Selvin
Department of Microbiology

IAAA Committee Visit Report (Team 1)

Date: 18.07.2023

Time: 2.00 pm

Department / Center: Physical Education and Sports	
Unique strength of the Dept/Center	<ul style="list-style-type: none">• A Department that can serve all stakeholders of the University
Weakness / challenges if any	<ul style="list-style-type: none">• Require MoUs and collaboration with Sports academies• No MOOC/SWAYAM/E-content for effective teaching• No Skill-based courses in the curricula• No Life Skill courses• Required Departmental Alumni portal
Observation and Recommendation	<ul style="list-style-type: none">• Required documentary proof for all the 7 criterion based data presented• The sports equipment facility and play grounds must be improved

Prof. Clement Sagayaradja Lourdes
Dean, School of Humanities
&
Prof. Joseph Selvin
Department of Microbiology

IAAA Committee Visit Report (Team 1)

Date: 18.07.2023

Time: 3.30 pm

Department / Center: Food Science and Technology	
Unique strength of the Dept/Center	No proper data, mostly incomplete and fragmented.
Weakness / challenges if any	The committee suggested to fill all relevant sections with appropriate data and proof.
Observation and Recommendation	

Prof. Clement Sagayaradja Lourdes
Dean, School of Humanities
&
Prof. Joseph Selvin
Department of Microbiology



IAAA Committee Visit Report (Team 1)

Date: 19.07.2023

Time: 10.30 am

Department / Center: Library and Information Science	
Unique strength of the Dept/Center	No proper data, mostly incomplete and fragmented.
Weakness / challenges if any	The committee suggested to fill all relevant sections with appropriate data and proof.
Observation and Recommendation	

- The Department is having state of art computer lab and class rooms.
- The computer system need to be updated with i7 or higher version
- The Department has prospects of training programs in Publication Ethics

Prof. Clement Sagayaradja Lourdes
Dean, School of Humanities

&

Prof. Joseph Selvin
Department of Microbiology

IAAA Committee Visit Report (Team 1)

Date: 19.07.2023

Time: 12.00 noon

Department / Center: Performing Arts	
Unique strength of the Dept/Center	<ul style="list-style-type: none">• A Department that can serve all stakeholders of the University• The faculty received recognitions from the Govt/Non-Govt organizations which include even a “Kalaimamani” award
Weakness / challenges if any	<ul style="list-style-type: none">• The Culture Coordinator need to be assigned to the Department• Career counselling need to be improved
Observation and Recommendation	<ul style="list-style-type: none">• The existing students and performing places may be retained for public access to the programs organized

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&
Prof. Joseph Selvin
Department of Microbiology

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IAAA Committee Visit Report (Team 1)

Date: 19.07.2023

Time: 2.00 pm

Department / Center: School of Law	
Unique strength of the Dept/Center	<ul style="list-style-type: none">• A Dynamic and Young Department / faculty for improvement and expansion• Well-coordinated faculty members. Preparation and presentation of the data are worth mentioning• Good number of conferences organized• Faculty members are visiting foreign countries on regular basis• Initiated international MoUs
Weakness / challenges if any	<ul style="list-style-type: none">• Lack of Placement opportunities is a challenge• Lack of space for the establishment of Departmental Library for the purchased books• Requirement of class rooms and facilities
Observation and Recommendation	<ul style="list-style-type: none">• Appreciated the new and dedicated faculty team.

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IAAA Committee Visit Report (Team 1)

Date: 19.07.2023

Time: 3.30 pm

Department / Center: DDE	
Unique strength of the Dept/Center	<ul style="list-style-type: none">• All the course materials are published in bound and book form that will become a reference-cum-resource material for the learners• Well-established renowned colleges as franchise centres• Good enrolment rate• Established Alumni portal
Weakness / challenges if any	<ul style="list-style-type: none">• Improvement of enrolment rate
Observation and Recommendation	<ul style="list-style-type: none">• Introduction of skill-based courses

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IAAA Committee Visit Report (Team 1)

Date: 20.07.2023

Time: 10.30 am

Department / Center: Health Center	
Unique strength of the Dept/Center	No one received the team. The indifferent attitude of the center is very disappointing
Weakness / challenges if any	
Observation and Recommendation	

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IAAA Committee Visit Report (Team 1)

Date: 20.07.2023

Time: 12 noon

Department / Center: Gym (Girls)	
Unique strength of the Dept/Center	<ul style="list-style-type: none">• Good space and ambience for all level of the University stakeholders (women)• Dynamic instructors
Weakness / challenges if any	<ul style="list-style-type: none">• Good instrumental facility, but most of them required service and replacement• Require Air Conditioning• Require office room
Observation and Recommendation	<ul style="list-style-type: none">• Permanent and regular appointment of instructors is a must

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IAAA Committee Visit Report (Team 1)

Date: 20.07.2023

Time: 2.00 pm

Department / Center: Day Care Center and Pre-School	
Unique strength of the Dept/Center	<ul style="list-style-type: none">• Started NEP2020 based pre-primary and nursery school catering the requirement of NEP implementation• Good facility and hygienic ambience for the kids attending this center
Weakness / challenges if any	<ul style="list-style-type: none">• Parents feed back must be documented along with redressal report
Observation and Recommendation	<ul style="list-style-type: none">• Permanent and regular appointment of teachers is essentially required

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IAAA Committee Visit Report (Team 1)

Date: 20.07.2023

Time: 3.30 pm

Department / Center: Hostel and Mess (Girls)	
Unique strength of the Dept/Center	<ul style="list-style-type: none">• A well coordinated warden team along with supporting staff to monitor day-to-day activities and hygienic food• Established grievance redressal system
Weakness / challenges if any	<ul style="list-style-type: none">• Required automation of the hostel inmate's records• Required solar heating, canteen, modern kitchen facility, Counsellors/Mentors, additional security guard and Centralized incinerator• Regular estate maintenance
Observation and Recommendation	<ul style="list-style-type: none">• The hostel facility for Project Fellows and Post-doctoral fellows is required

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IAAA Committee Visit Report (Team 1)

Date: 21.07.2023

Time: 12.00 noon

Department / Center: CoE	
Unique strength of the Dept/Center	<ul style="list-style-type: none">• An efficient and timely evaluation procedure• Facilities and provisions of script evaluation and automation procedures• The Exam-cum-Evaluation reforms to curtail the time delay in all the processes• Continuous and consistent efforts of the CoE to declare the results within the time frame
Weakness / challenges if any	<ul style="list-style-type: none">• The CoE office has proposal automation of evaluation procedure required effective implementation• Lack of section heads• Required approval for appointment of contract staff by the CoE
Observation and Recommendation	<ul style="list-style-type: none">• Administrative decentralization, automation and digitalization would speed-up evaluation procedure• Timely disburse of examiner / evaluation fee

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Prof. Joseph Selvin
Department of Microbiology

IAAA Committee Visit Report (Team 1)

Date: 21.07.2023

Time: 2.00 pm

Department / Center: Community College	
Unique strength of the Dept/Center	<ul style="list-style-type: none"> The community is a significant community outreach center and was the first of its kind in the country
Observation on various Departments / Units of Community College	
Commerce	<ul style="list-style-type: none"> Having good number of collaborations, programs organized on regular basis Skill based courses in the curricula
Visual Communication	<ul style="list-style-type: none"> Many Departments include Visual Communication is having US-CCIP exchange program for the selected students visiting US for one year Skill based courses in the curricula Collaborative activities and campus placement Published books
Business Administration	<ul style="list-style-type: none"> Having a research project funded by ICSSR Skill based courses in the curricula Slow learner-centric teaching Developed E content and promoted SWAYAM courses US-CCIP exchange program
Computer Science	<ul style="list-style-type: none"> Having a research project funded by SERB Patents filed/ awarded MoU with a software company Good Publication and campus placement record Industry-internship programs US-CCIP exchange program
Biochemistry	<ul style="list-style-type: none"> Having good number of programs organized on regular basis
Physical Education	<ul style="list-style-type: none"> Having a major ICSSR project Published in UGC listed journals
English	<ul style="list-style-type: none"> Coaching in TOEFL, ILETS etc to develop language fluency of the students Published in UGC listed journals Received an ICSSR grant
Supportive Departments	<ul style="list-style-type: none"> Maths, Tamil, PUCC Film club, NSS Unit which organized a Dental camp and Environmental awareness program
Overall observation	<ul style="list-style-type: none"> The community college as a whole is performing extremely well with lot of constraints and limited facilities. The efforts and effective leadership of the Principal is well appreciated.

Conclusion: The committee visited all the places as per the schedule. Most of the Departments/Administrative units showed enthusiasm, diligence by presenting the data as expected. The committee could not assess "Shopping Complex", the data may be collected from the Engineering section.

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Dean, School of Humanities
&
Prof. Joseph Selvin
Department of Microbiology

Pondicherry University, IQAC

Report of IAAA Visit during 17-21, July 2023

Team Members:

1. *Prof. P. Tirupathi Rao*, Department of Statistics
2. *Prof. R. Sivakumar*, Department of Physics

17.07.2023 (Monday) - MORNING SESSION

1. Department of Sanskrit:

The department HoD is on leave and **Prof. Chakradhar Behara** has made some attempt to provide the inputs. They have not prepared any format and evidence material. They were briefed the requirements of IAAA committee requirements. A Newly recruited Faculty member as an Assistant professor was trained on how to prepare the data template and master database folder. They said the inputs as per the requirement of IQAC will be submitted by the weekend. As there are no basic inputs even, the verification of checklist and the procedure of maintaining the criterial was not possible.

2. Department of Hindi:

Currently there are only two faculty members. **Dr. S. Padmapriya**, HoD has appraised the data inputs. They have some filled in data template. They were briefed on the way of crating master database folder and creation of hyperlinking with related evidence soft copies to be accessed with the word format data template. As a feedback of the department, it was observed that there severe shortage of faculty members. However, they are doing their level best. University authorities may focus on the compensatory measures of faculty shortage for their better performance.

17.07.2023 (Monday) -EVENING SESSION

3. Department of English:

The HoD **Prof. T. Marx** along with other faculty members presented the hard copies of all the seven criteria. They were briefed on the methodology of submitting the soft material of data template and Master database folder with all evidences. It seems there is a good coordination among the department colleagues. They have the records as per the requirements of IAAA format on all the seven criteria. As per the feedback form the faulty members, there is lack of space for research scholars, lack of sufficient class room size, lack of facilities like workstation for research scholars. No provision for women waiting space for faculty, research scholars and students. Non availability of language laboratory is the significant drawback to the department.

4. Department of French:

The HoD **Dr. C. Thirumurugan** has presented the contents. They have the supporting and substantial material on all the seven criteria. The hard copies of data template as well as the evidences are available with the department. They are facing the shortage of accommodation

with respect to the student class room size. Overall the department is having considerable credential in all the aspects of IAAA. The feedback of faculty mainly mentioned about the lack of sufficient class room spaces, no provision for translation and interpretation laboratory. There is a lack of commutation to the students for internal transportation logistics more specific to the other department's soft core students. No computer facilities to the faculty members and research scholars. No provision for working facilities o to the research scholars such as minimum of table and chair also.

18.07.2023 (Tuesday)- MORNING SESSION

1. Department of Philosophy

This department is now headed by the Dean of the school **Dr. Clement Sagayaradja Lourdes**. The newly recruited assistant professor **Dr. Velmurugan** and the office manager have tried to submit some inputs of the department. However, they are having neither filled in data format nor the supporting the documents. When, the committee interacted with the submitted the documents on the criteria-I: curricular Aspects, there are no proper documents related to the structure of the courses in which the Semester wise details on the courses of Hardcore and soft core categories. The scheme of the course orientation was not available. Some of the members have not signed in the Minutes of the BoS. It would have been better if the members of the department have positively contributed for the creation of IAAA database. The procedure of maintaining the soft database template along with the master data folder was explained to the office manager along and the newly recruited faculty member.

2. School of Education

This is a single department school. In the absence of its dean, the senior faculty member **Prof. Mumtaz Begum** has taken the lead of providing all the inputs. They have complete data and the supporting evidence material in two big volumes of hard copies. However, they were given some briefing on providing the soft data template and the master database folder. They have noted all the things and acted accordingly. It is observed that this school is following the NCET regulation for all the curricular designing and implementation. It seems UGC regulations as in the case of other departments of our university have some minor deviation as the nodal agency is different. It seems there is a very good coordination among the department colleagues. We were well received and provided all the inputs with all pleasant environment. We enjoyed the pleasure of visiting with this department.

18.07.2023 (Tuesday)- EVENING SESSION

3. Department of Applied Psychology

This department is headed by **Dr.B. Rangaiah**. There are no preparations for IAAA format inputs on even single criteria. HoD has assigned this task to non-teaching staff in the presence of the committee members. Assigning the activity to the teachers is more appropriate for arriving the data with all the rationality. Lack of knowledge and understanding abilities are the hindering factors for making the data inputs by the office staff. Moreover, it is a known fact that the abilities of the non teaching staff (more specific to working in the academic departments) is not matching to that extent of the IAAA requirements. It may be appreciated if the HoD has

constituted a committee with few of his colleagues for this activity. However, the IAAA visiting committee members have given the procedure of maintaining the soft database template and master database folder to the non-teaching staff as HoD has not assigned this activity to the teaching members.

4. Center for Women Studies:

This department is having only one faculty member **Dr. Aashitha** is the Head (I/c) of the department. Though it is a center for research on women studies, they are offering the Master's program in women studies. She has submitted the data on each criterion. This center is suffering from the lack of sufficient teaching staff. Research and teaching have to be improved by providing the necessary resources like manpower, research scholars working place, teaching class rooms to accommodate more students. All the courses of four semesters have been handled by the single faculty member only. No provision for Audio/Visual class room, there no sufficient student benches. No provision for differently abled students.

19.07.2023 (Wednesday) - MORNING SESSION

1. Center for study of Social Exclusion & Inclusion Policy

This center is having four faculty members headed by **Dr. A. Chidambaram**. He along with the support of his all colleagues has prepared the IAAA format according to the check list. They have also submitted the various inputs on the center's activities as a community reach oriented center. It's quite happy to see the diversified working culture that is mixed with academics and community concerns of Social exclusion and inclusion of the selected and under privileged people. The center's efforts are good in performing their assigned duties towards the academic programs as well as research center.

They have submitted the details on the staff pattern of their center for research activities. There are sanctioned positions of UGC such as research associates-2, research assistants-2, Data Entry Operator -1, Library Assistant -1, Junior Assistant-1, Office attender-1 which were not filled. It requires the necessary liasoning of the authorities from P&D and F&A sections of the administrative office. It is observed that these supports are very much available; however they have to be implemented. It needs the follow-up action with UGC & Academic council of PU.

2. Department of Political Science & International Studies

This department is having nine faculty members. The HoD **Dr. N.K. Kumaresan Raja** has provided the inputs of the data required as in the IAAA format on all the seven criteria. They have the hard copies of all the relevant material. This department is preparing the soft database also as per the extended soft format. Now the department has considerable number of faculty strength with the latest recruitment.

The HoD has opined certain academic administration requires the attention of the administration like Exit Option shall not be considered as discontinuation, grading of students of the categories as slow, medium and fast learners may be by considering for first semester their scores in the entrance examination for instance: marks above 200 out of 400 may be Fast learning group, marks in between 100 to 200 may be medium learning group, and the score less

than 100 may be slow learning group. However for second semester onwards, O, A & A+ in the previous semester as Fast learning group, secured B & B+ shall be medium learning group and others shall be slow learning group. HoDs and Deans may be given some financial delegation for handling their department/ school level activities so that the expenditure of the curricular aspects will be improved. He has also mentioned about some RTI issues on the caution money refund of the outgoing students.

19.07.2023 (Wednesday) - EVENING SESSION

3. Department of Social Work

This department is having the total of seven faculty members. **Dr. K Ambu** HoD (i/c) along with all the faculty members have submitted the department's details through PowerPoint presentation. They have all the data on the seven required criteria. All the evidences are available in hard copy formats. They were given some inputs on how the soft database to maintain. They noted and preparing the same. The faculty interaction and appraisal of the department is on very pleasant manner. The faculty feedback has presented some student related operational issues. They are like non-sufficient class room sizes, over strength to certain soft core courses, logistics and monitoring issues during the study tours and field work programs, insufficient resources and lack of accommodation for faculty and students for our station programs, etc. There is no proper working space for research scholars.

4. Department of Sociology

Dr. C Aruna, HoD of the department has submitted all the inputs as per the IAAA format. They are having all the hard copies of evidences as per the checklist. The department has appraised various activities on all their academic, research and community outreach activities. Performance of the department seems to be good. We had a pleasant interaction with all the faculty members and accessing the inputs of the department. They have provided certain inputs on inadequate no of class rooms with sufficient size, inadequate number of faculty rooms – two faculty members are sharing one room, no research work station facility, etc.

20.07.2023 (Thursday) - MORNING SESSION

1. Department of History:

This department's inputs are provided by **Dr. K. Venu Gopala Reddy**. The IAAA Format is under preparation. They were given training on the creation and management of master database folder, data format template by creating the hyperlink mapping. All the faculty members have participated in the meeting and submitted the departmental credentials and achievements. They are happy that the university has sanctioned a separate building for the departmental activities. Overall they don't have major issues to be pursued with university authorities. Interaction meeting was happy and happened on more cordial environment.

2. Department of Anthropology

Current Head of the department **Dr. AjeetJaiswal** presented the contents with his department colleagues. This department is having community out reaching activities. It has

considerable achievements on all most all the criterion. The criteria 1,2,3& 4 are on more sound lines. The department is having many interdisciplinary activities. Some suggestive inputs are provided by IAAA committee on the basic structure of the course frame work as there is some slight variation with overall university procedure. The records and evidence preserving documents for the all the claimed elements is satisfactory. The department has given an impression as one of the best performing departments of the university. However they have some shortage of faculty and may be addressed the concerns by the university authorities.

20.07.2023 (Thursday) - EVENING SESSION

3. Center for South Asian Studies:

This center's current is Head is **Prof. Subramanyam Raju**. He along with colleagues provided the details of the center in the prescribed data format of IAAA. They had the hard copies of the data template and the supporting evidence documents. They are suggested to go for the soft copy development of the database as well as the data format template. It is under preparation. Their inputs on the first four criteria are impressive. They have some remarkable challenges of not having the overseas students which was happened earlier. Due to stoppage of the sponsorships to the incoming foreign student's strength is considerably decreased. This point of concern may be addressed by sitting with this department. The participation of the faculty colleagues with all coordination is impressive. Resuming the financial assistance from South Asian Foundation is essential for admitting the overseas students.

4. School of Tamil Language a& Literature

This is also the single department school. The HoD and the other major number of faculty members have went for some international conference is being held in Malaysia. The in charge **Dr. Dhanalakshmi** has submitted the details of the department. They have submitted the hard copies of the data template and supporting documents. However, they were asked to make it in on the soft copies. There are considerable credentials of this department for the wanted criteria. The visit of this school is happened on more pleasant way.

21.07.2023 (Friday) -MORNING SESSION

1. Department of Electronic Media & Mass Communication

This department's inputs were provided by the head in-charge **Dr. Radhika Khanna**. It is observed that there are considerable deviations in the program structure. There is lot heterogeneity within the hard core courses in framing the number of credits. There is lot of non-homogeneity even among the soft core courses, tutorials, field based programs, internships and projects. All these points were noted and informed them for possible correction and refinements. They were also given the procedure of developing the soft database and master data folders of the data template and its evidences. The department faculty meetings shall focus on structuring the softcore, hard core, practical, field work, project work, and internships with rational number of credits.

2. UGC-HRDC

Current in-charge director **Dr. PanchRamalingam** has provided the data. Even though it is not similar to the routine academic department or a research center, this center also have the refresher courses, capacity building programs, induction programs, and short term programs under UGC-HRDC scheme. Hence all the seven criteria that are designed in IAAA format are also applicable to this center. They have submitted the data template as well as the supporting evidence documents. The visit to this department is on more happy lines.

21.07.2023 (Friday) -EVENING SESSION

3. Central Library

This unit is the most important center for information sharing resources. The university librarian **Dr. Vijayakumar** has given the presentation on different activities of the library. They are playing very important role in the supporting systems of university research and academic works. They have given the information inputs on the how the library is taking care about the activities of university in procuring and made available of different learning sources and well as the databases. The presentation is very lucid and appreciating. It is opined that the general database softwares may be made available to the users through the central library.

4. Department of Commerce, Karaikal Campus

The IAAA committee has interacted with this campus department online. This department is in the school of Management Studies operating from the satellite campus at Karaikal. This department is right now having 5 faculty members. **Dr. S. Amilan**, HoD has given the detailed presentations on the inputs of the department on different criteria. They are doing sufficiently good with the available resources in spite of having some critical issues with the laboratory, software, ICT enabling, internet connectivity, etc. similar. They don't have the minimum require office supporting staff and they are exposed to many hardships of the multi tasking activities. The SWOT analyses of the department have all proactive presentation. They may be more productive subject to the extending the requested facilities.

Feedback of the faculty has provided the inputs on the department are not having the accessibility to the Bloomberg database. The library accessing databases are also not functioning in the Karaikal campus, Remote login for journals accessing is also having issues and computer laboratory with fiancé database is not available through CMIE. Supporting staff is not recruited to the department, Campus Wi-Fi is very weak and non-functioning some times. They have requested the transit accommodation to the students and research scholars whenever they have some days to spend in the main campus for data collection, field work or other similar works.

5. Department of Computer Science, Karaikal Campus

This department is under the school of engineering technology operated from the Karaikal campus. There are 10 faculty members altogether, operating 2 programs namely MCA and M.Sc. Computer Science along with Ph.D. **Dr. Bhhbaneswari** the current HoD has given the inputs. Each criteria credentials and their department's achievements were presented. All the faculty members of the department have taken part in the meeting. They have given brief inputs on SWOT. The department have the recent recruitment and they are in comfortable opinion regarding the teaching manpower of the department.

Feedback of the department has given the inputs like, they are mostly working with open source databases for Big Data Analytics, they are having good computational laboratory for both M.Sc. (CS) and MCA, CS department is extending its support to the commerce and management departments whenever there is necessity, They are having the issue of the students attrition due to sliding from Karaikal campus to Main campus, leads to the students strength as well as merit students are preferring the main campus. They have requested for necessary measures to control these types of practices.

6. Department of Management Studies, Karaikal Campus

This department's Head **Dr. C Madhavaiah** has provided the detailed inputs of the department. The activities of the department with respect to the seven criteria of IAAA format were provided. This department is focusing more on the teaching more courses leads to less attention on the research and publications. The course structure is showing more teaching work than the research and management consultancy. The students of this campus may be given adding advantage of the teacher's participation in placement activities and management oriented project works and research consulting works by providing some additional manpower. The existing number of teaching faculty is still less than the require teaching hands. More so one professor of this department is spared to the administrative works of PU Community college makes the campus with only four faculty members to handle the total work. This may be the point of concern and attention of the administration for maintaining the healthy teacher student ratio and considerable workload of the department. This department is very weak in criteria-III. They are operating two programs with only 4 faculty and one guest faculty.

Gender and Diversity Audit Report

Of

Pondicherry University



Gender Audit Committee

May 2024

Acknowledgement

The Gender and Diversity Audit Committee of Pondicherry University would like to express its sincere gratitude to all those who contributed to the successful completion of this comprehensive audit report.

We extend our heartfelt appreciation to the statutory officers including Prof. K. Tharanikkarasu, Vice-Chancellor (i/c) and Dr. Rajneesh Bhutani, for their unwavering support and commitment to this step towards fostering a more inclusive and gender-responsive campus environment at Pondicherry University. We are deeply grateful to the Deans, Heads of Departments, and administrative staff for their cooperation and assistance in providing the necessary data and information required for the audit. We would also like to acknowledge the dedicated efforts of the Internal Quality Assurance Cell (IQAC) in compiling and providing the relevant data and records for the audit.

A special thanks to all the faculty members, non-teaching staff, and students who actively participated in the surveys and interviews, sharing their valuable experiences, perceptions, and suggestions. Your inputs have been instrumental in shaping the findings and recommendations of this report.

Finally, we extend our gratitude to the Gender Audit Committee volunteers for their tireless efforts in conducting interviews, collecting data, and analyzing the findings. Your commitment and hard work have been crucial in bringing this audit to fruition. This report stands as a testament to the collective efforts and contributions of the entire Pondicherry University community. We hope that it serves as a catalyst for further progress towards achieving gender equality and inclusivity on campus in letter and spirit..

Dr. Chinchu C.

Member Secretary

Dr. C. Aruna

Chairperson

Gender Audit Committee

Sl No	Name and Designation	Role
1	Dr. C. Aruna, Professor & Head, Dept. of Sociology/ Coordinator (SDG 5 Gender Equality)	Chairperson
2	Dr. K. Anbu, Professor & Head, Dept. of Social Work	Member
3	Dr. Kamalaveni, Associate Professor, Centre for Women's Studies	Member
4	Dr. G. Prabakaran, Assistant Professor, Centre for Social Exclusion & Inclusive Policy	Member
5	Dr. S. Anandhi, Professor (Rtd.), Madras Institute of Development Studies, Chennai - 600 020.	Member (External Expert)
6	Mrs. S. Uthradevi, Assistant Registrar (Finance)	Member
7	Ms. Sneha. O, Junior Research Fellow,, Centre for Women's Studies	Member
8	Dr. Chinchu C., Assistant Professor, Centre for Women's Studies	Member Secretary

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Executive Summary

Overview of the Audit

Gender and diversity audits are crucial tools in higher education institutions to ensure inclusivity, equity, and quality assurance. With increasing enrolment ratios and diversity, such an exercise is even more important in India. This comprehensive audit at Pondicherry University was driven by the recognition of the increasing enrolment of women and non-binary individuals in higher education, coupled with the imperative to foster an inclusive and equitable campus environment. The audit was designed to assess the current state of gender and diversity mainstreaming within the university as part of the futuristic development plans aligned with the Sustainable Development Goals. The audit involved a participatory approach, engaging with key stakeholders including students, faculty, and staff through surveys and interviews. The audit was guided by globally accepted frameworks and models for gender audits, ensuring a comprehensive and structured approach. The audit aligned with global frameworks such as the Sustainable Development Goals (SDGs), particularly SDG 4 (Quality Education) and SDG 5 (Gender Equality), emphasizing Pondicherry University's commitment to aligning its practices with international benchmarks of educational excellence and gender equity.

Key findings from the audit underscored various challenges and opportunities across multiple dimensions. It revealed that while there has been commendable progress in certain areas such as gender balance among students, disparities persist, particularly in the representation of women among faculty and non-teaching staff. The audit also highlighted critical gaps in infrastructure, policies, and support mechanisms essential for promoting inclusivity and addressing the diverse needs of the university community.

Infrastructure satisfaction varies, with students expressing less contentment compared to faculty and staff. Academic practices generally support equal opportunities, though challenges like gender-specific facility improvements and inclusivity in extracurricular activities persist. Insights from sanitation workers and security personnel underscore additional hurdles, particularly regarding transportation and facilities.

The needs identified include enhancing awareness and implementation of gender sensitization programmes, strengthening the existing support services such as grievance redressal mechanisms and healthcare facilities, and advancing policies that promote diversity and inclusivity in decision-making bodies.

The report reveals a comprehensive effort to assess and enhance inclusivity across various facets of the University's functioning. It highlights significant strides in gender equality and diversity inclusion, underscored by initiatives targeting disability, ethnicity, and other diverse backgrounds. However, awareness gaps among stakeholders, particularly students, indicate a need for better communication about these efforts.

Overall, this audit provides a foundational assessment and an important step towards fostering a more inclusive and gender-responsive campus environment at the University.

Key Findings

The audit identified several key findings:

- The university has established some best practices aligning with the ideals of gender and diversity inclusion.
- Female students make up 49% of the total student population, which is in line with national statistics (AISHE 2020-2021). However, female representation

among faculty (32.2%) and non-teaching staff (23%) is below the national average. Notably, at the Assistant Professor level, females represent 39%, indicating a promising trend.

- Awareness about the Internal Committee (IC) was higher among faculty (86%) compared to non-teaching staff and students/research scholars. There is a gap in students' awareness about the procedures for approaching the IC, which needs to be addressed.
- The university has organized several gender sensitization and empowerment programs, including career awareness for underprivileged girls, awareness of the Prevention of Sexual Harassment (POSH) Act, and health and fitness initiatives. These efforts align with SDG 5 (Gender Equality).
- The university has established various grievance redressal mechanisms, including the Students Grievance Redressal Committee, women's cell, Sexual Harassment and Prevention Committee etc a panel of mental health professionals. These initiatives aim to create a supportive and inclusive environment.
- Female respondents expressed dissatisfaction with lighting, security, healthcare, and transportation in the University Campus, with half of the female faculty noting a need for improved lighting facilities.
- The existence of a perceived "glass ceiling" for women's career progression, is recognized by both male and female faculty expressing a need for representation of women in decision making bodies.
- There is a gender disparity in how comfortable respondents feel in balancing work or studies with their personal lives. More women than men reported discomfort in managing these areas, highlighting broader societal issues related to the division of labor.

- Findings also highlighted the challenges for persons with disabilities, indicating a pressing need for improved infrastructure and access, particularly in transportation facilities, which are increasingly demanded by female students, alongside the requirement for enhanced roads used by persons with disabilities.
- The majority of respondents reported no instances of violence (82.5%) or bullying (87.4%) based on gender. However, among those who reported occasional instances of violence, most were female students, highlighting the need for targeted interventions.
- The university has launched several initiatives to improve inclusivity, such as the 'PU-Freedom Walls' for student expression, an e-vehicle prioritizing persons with disabilities and women, and free counselling services for students. These efforts signify progress towards creating a more inclusive campus environment.
- Several departments of the University actively support students belonging to transgender and queer communities through inclusive education initiatives, research, academic development, community engagement, and advocacy efforts.
- Women faculty members emphasized the need for additional discipline oriented training, leadership training, along with increased gender sensitization programmes.
- Women sanitation workers, many of whom are single parents, face challenges balancing their needs with inadequate pay, lack of transportation facilities leading to long commutes, and insufficient sanitation facilities, including restrooms and rest areas.
- Women security personnel face similar challenges, including a lack of

transportation for night shifts and no designated restrooms, which hinders menstrual health management.

Introduction

Background

Gender and diversity audits have become a crucial tool in higher education institutions to ensure inclusivity, equity, and quality assurance. The increasing enrollment of women and non-binary individuals in higher education, along with the growing recognition of intersectionality and social difference, underscores the need for such initiatives. These audits assess and check the institutionalization of gender equality and diversity in policies, programs, and practices, thereby fostering a more inclusive and gender-responsive campus environment.

Gender and diversity audits are also relevant to the Sustainable Development Goals (SDGs). Specifically, they align with SDG 4 (Quality Education), which emphasizes the importance of inclusive and equitable education and SDG 5 (Gender Equality) which aims to achieve gender equality and empower all women and girls. Conducting a gender and diversity audit will help ensure that an institution's policies and practices are aligned with these goals, promoting gender equality and inclusivity in quality education.

In the context of Pondicherry University, the need for a gender and diversity audit is particularly pressing. With a significant proportion of women stakeholders and a thriving diversity landscape, ensuring that the university's policies and practices are inclusive and responsive to their needs is essential. The gender and diversity audit is expected to help identify gaps and challenges in gender and diversity mainstreaming, providing actionable recommendations to promote gender equality and inclusivity in the University's journey towards excellence in the learning process and other core values.

About Pondicherry University

Pondicherry University is a premier central university located in the Union Territory of Puducherry, India. Established in 1985, the university has grown to become a leading institution of higher education with 50 academic departments/centres across 15 schools, known for its commitment to academic excellence, research, and community engagement. The departments provide a total of 117 programmes, ranging from diplomas/certificates to PhD degrees. The University also has 116 affiliated institutions, including medical, allied health, engineering, law, education, and arts and science colleges offering a total of 253 academic programmes.

The university's mission involves deploying globally competent resources in terms of people, infrastructure, and partners through the development of trained human resources who will serve as agents of value-based societal transformation in various spheres of life enriched with technology-assisted education, research, training, and cultural integration. The University's vision is to serve as an enabler of societal transformation through state-of-the-art higher education and research that match global benchmarks by providing access, resources, and opportunities. The university aims to become an institution of global eminence, adapting to the ever-changing needs of society and industries. The university's core values include promoting excellence in the learning process, expanding the horizon of knowledge through creative research, maintaining high ethical standards in teaching, research, and administration, catering to diverse needs of multi-cultural and multi-linguist strata of society, and providing a good academic ambience in pursuit of excellence in education.

In recent times, Pondicherry University has made commendable strides in measures of quality of education and research and sustainability such as the Times Higher Education Impact Ranking, Indian Institutional Ranking Framework (IIRF), and

the QS Sustainability Ranking, indicating palpable progress in achieving the mission and vision while preserving the core values.

Objectives of the Audit

The primary objective of the proposed Gender and Diversity Audit at Pondicherry University is to assess the current state of gender and diversity mainstreaming to identify existing gaps and challenges and develop actionable recommendations to foster a more inclusive and gender-responsive campus environment. Being the first exercise in this direction, this audit will also serve as the baseline for further gender and diversity audits to be taken up.

Specifically, the audit aimed to:

1. Assess the current status of gender and diversity mainstreaming at Pondicherry University. This involves evaluating the university's policies, programs, and practices to understand how gender equality and diversity are institutionalized across different domains.
2. Identify the gaps and challenges in gender and diversity mainstreaming. The audit examines areas such as grievance redressal mechanisms, sensitization, infrastructure, accessibility, and composition of the academic staff, non-teaching staff, and student body to understand the status, disparities and barriers to inclusion.
3. Understand the key stakeholders' gender-related and diversity-informed experiences. This involves engaging with faculty, staff, and students through interviews and surveys to gain insights into their perceptions, needs, and expectations regarding gender and diversity.

4. Suggest strategies to address the gaps and challenges. Based on the findings of the audit, this report proposes actionable recommendations to enhance gender equality and inclusivity within the university, ensuring compliance with legal and ethical standards.

Scope and Limitations

The scope of this gender and diversity audit at Pondicherry University includes assessing the current status of gender and diversity mainstreaming across various components and stakeholders of the university. The audit covers the following key areas:

1. **Academic Staff, Non-teaching Staff, and Student Composition:** Analyzing the gender and diversity ratios among academic staff, non-teaching staff, and students, including their positions at various levels and division of academic roles and responsibilities.
2. **Infrastructure and Access:** Evaluating the physical infrastructure and access to facilities such as teaching blocks, classrooms, library facilities, toilets, canteen, common rooms, staff office rooms, seminar rooms, lighting on access roads, emergency helplines, hostels, and parity in hostel rules.
3. **Policy and Legislative Framework:** Assessing the existing policy and legislative framework, including compliance with standards of inclusion and representation.
4. **Programmes and Initiatives for Student Support and Faculty and Staff Needs:** Examining programmes for student support and faculty and staff needs, such as health and counselling facilities, day-care centres, grievance committees, student clubs, scholarships, fellowships, and capacity building workshops for women.
5. **Academic Practices:** Analyzing academic practices of pedagogy within the

classroom and in terms of curriculum, syllabi, extra-curricular activities, and the existence of a Research and Ethics board for review of standards of gender and diversity in research processes.

6. **Perceptions and Experiences:** Understanding key stakeholders' gender-related and diversity-informed experiences through qualitative interviews, group discussions, and suggestions.

The audit methodology involves a participatory approach, involving all key stakeholders, including students, faculty, and staff. The audit uses a combination of quantitative and qualitative research methods, including surveys and interviews, and statistical and document-based analysis.

Limitations of the audit include:

1. **Stakeholder Engagement:** The audit's success depends on the participation and cooperation of key stakeholders, which may be limited due to various reasons.
2. **Methodological Challenges:** The audit faces challenges in capturing the complexities of gender and diversity issues, particularly in terms of intersectionality and social difference.

To address these limitations, the audit team has employed a participatory approach deriving insights from globally accepted frameworks and methodologies for gender audit, especially in the higher education sector. The audit report will provide actionable recommendations to promote gender equality and inclusivity at Pondicherry University.

Methodology

Approach and Rationale

The Gender and Diversity Audit at Pondicherry University is designed to assess the current state of gender and diversity mainstreaming within the institution. The audit is based on a participatory approach, involving all key stakeholders, including students, faculty, and staff. This approach ensures that the audit is inclusive and representative of the diverse perspectives within the university.

The audit is guided by several globally accepted frameworks and models for gender audits, including the International Labour Organization (ILO) framework for participatory gender audits, the GAAC (Global Academic Assessment Consortium) manual, the UN Women gender audit guide, and common guidelines on diversity, equity and inclusion auditing. These frameworks provide a comprehensive and structured approach to assessing gender and diversity mainstreaming, ensuring that the audit is comprehensive and effective.

The ILO framework for participatory gender audits emphasizes the importance of a participatory approach, involving all stakeholders in the audit process. It also highlights the need to assess the institutionalization of gender equality in policies, programs, and practices, as well as the need to identify gaps and challenges in gender and diversity mainstreaming. The GAAC framework for gender audits emphasizes the importance of a comprehensive and inclusive approach to assessing gender and diversity mainstreaming. It highlights the need to assess the current state of gender and diversity mainstreaming, identify gaps and challenges, and develop actionable recommendations to foster a more inclusive and gender-responsive campus environment. The UN Women

gender audit guide emphasizes the importance of a gender-sensitive and inclusive approach to assessing gender and diversity mainstreaming. It highlights the need to assess the current state of gender and diversity mainstreaming, identify gaps and challenges, and develop actionable recommendations to foster a more inclusive and gender-responsive campus environment.

The present gender audit has been designed by incorporating elements from all these major frameworks and models. It includes a comprehensive assessment of gender and diversity mainstreaming, involving all key stakeholders, and provides actionable recommendations to foster a more inclusive and gender-responsive campus environment.

Data Collection Methods

Primary Data Collection: This involved gathering data through semi-structured interviews and surveys. This method ensures that the data is collected directly from the stakeholders and provides a detailed understanding of their perspectives and experiences. Online survey forms were prepared separately for students/research scholars, teaching faculty, and non-teaching staff. The academic departments and offices were visited by the audit team volunteers for data collection.

Secondary Data Collection: This involved compiling existing information, and recording academic and professional achievements, policies, programs, schemes, and practices for staff and students. Compilation of data was done with the assistance of the Internal Quality Assurance Cell (IQAC) of the University.

Data Analysis and Interpretation

Data Analysis: The survey data were analysed using the Jamovi free software package

employing primarily descriptive statistics. Visualisations were used to present major findings. Interview data were analysed by the volunteers who conducted the interviews. Prior training and orientation were provided to the volunteers to conduct and analyse the interviews.

Recommendations: A set of actionable recommendations to promote gender equality and inclusivity in the University has been developed based on the audit process.

Reporting: This comprehensive report presents the findings and recommendations of the gender audit for actions and serves as a baseline for future gender and diversity audits.

Gender Profile of the University

The gender and diversity profile of Pondicherry University provides an overview of the current state of gender and diversity mainstreaming within the institution. This profile includes an analysis of the gender and diversity ratios among students, faculty, and staff, as well as an assessment of the existing policy and legislative frameworks, infrastructure, and programs for gender and diversity inclusion

Student Demographics

The gender balance in University departments is somewhat even, with female students making up 49% of the total student population. This figure is at par with the female enrolment ratio in higher education as per the All India Survey on Higher Education (AISHE) 2020-2021. Female students in the affiliated colleges (57%) outnumber male students. Though not included in the official statistics of the University, there were students who self-identified as 'other' in the gender audit survey.

Faculty and Staff Demographics

Of the total 419 faculty members of the University, 32.2% are females. This is lower than the national average as per the AISHE. However, at the level of Assistant Professors, the ratio of females is 39% which is a promising figure. Among non-teaching staff, the women composition is 23% which needs to be improved.

Students			Teaching Faculty									Non-Teaching		
			Professor			Associate Prof			Assistant Prof					
Total	Female	%	Total	Female	%	Total	Female	%	Total	Female	%	Total	Female	%
8675	4222	49	179	52	29	99	28	28	141	55	39	430	99	23

Table 1: Key Gender Demographics

Department wise gender statistics for students

Require details

Further analysis of the gender composition of faculty members provides some important insights. As per faculty details available in the University records, there are some differences between schools in terms of gender disparity in faculty composition. For instance, the School of Physical, Chemical, and Applied Sciences which is the largest school in terms of faculty strength, and the Madanjeet School of Green Energy Technologies have a female faculty proportion of around 16% - 18% and the School of Mathematical Studies has 29% female faculty. Among the Science Technology, Engineering and Math (STEM) fields, the School of Engineering and Technology has a female representation of 46% which is commendable. The School of Management has a 28% female faculty representation. The

low proportion of female faculty in the sciences is also reflective of the Gender imbalance in STEM issue which is a globally debated topic in academia.

Smaller schools such as the School of Education and School of Law have high female faculty representation (60%). School of Humanities (39%), School of Performing Arts (40%), and School of Media and Communication (40%) also have higher female representation than the overall figure for the university. The Schools of Life Sciences, Social Sciences and International Studies, and Tamil Language and Literature have between 32% and 33% female faculty.

Representation in Decision-Making Bodies

The Court of the University has 9 female members and the Executive Council has 5 female members, making up 26% and 30% of the bodies respectively. The academic council also has 9 (26%) female members. The Finance Committee, Planning Board, and Building Committee all have female representation. Among the Deans, 5 are females and among the Heads of departments/centres/schools, 12 are females. These two figures align with the female composition in total faculty strength as well.

Programmes and Initiatives

Individual departments and the University have organized programmes towards gender sensitization and empowerment of women. Multiple programmes are conducted in connection with International Women's Day and other important events. These initiatives are aligned with the Sustainable Development Goal (SDG) 5 of Gender Equality. Notable events conducted during the past couple of years include empowerment programmes such as career awareness for underprivileged girl students, awareness programmes including those on the Prevention of Sexual Harassment (POSH) Act, breast cancer awareness, fitness, cyber security, and sporting, arts, and other contests. Academic programmes such as writing workshops and film screenings have also been conducted.

Grievance redressal mechanisms like faculty advisors, program committee meetings, women cell, sexual harassment prevention committee, Student welfare office,

Students Grievance Redressal Committee and on-campus day care centre are other examples of proactive measures on the part of the university to provide a more inclusive and gender-friendly environment.

Notable initiatives have been taken in recent times for better inclusivity of gender and diversity in the university's ecosystem. Some of these include:

- The 'PU-Freedom Walls' were made available on the wall of the Shopping Complex (behind Ponlait Milk Booth) for students to express their views/opinions on contemporary issues in the form of posters/Byers in March 2024.



The Freedom Wall

- E-vehicle with a passenger capacity of 14 was launched on the University Campus, in March 2024 by prioritising persons with disabilities and women.
- A panel consisting of seven mental health professionals was constituted to provide free counselling services to all students in December 2023.
- The university constituted the Students Grievance Redressal Committee (SGRC) on 27 November 2023, with six members.
- Appointed a Liaison Officer & Grievance Redressal Officer to look after matters relating to Persons with Benchmark Disabilities (PwBD) which would help women with disabilities.
-

- Pondicherry University Non-Teaching Staff Grievance Redressal Committee was re-constituted in February 2024 with four members which includes grievance redressal of non-teaching women staff as well.
- A **standing committee** was constituted for the redressal of grievances for faculty members and Non-vacation academic staff of the university with nine members.

On the research front, during the past two academic years, women faculty members from different schools have secured research funding to the tune of more than Two Crore Eighty Lakhs rupees, signifying a commendable contribution to the research landscape. These projects range from cancer research and material sciences to livelihood, engagement of youth and cultural evolution.

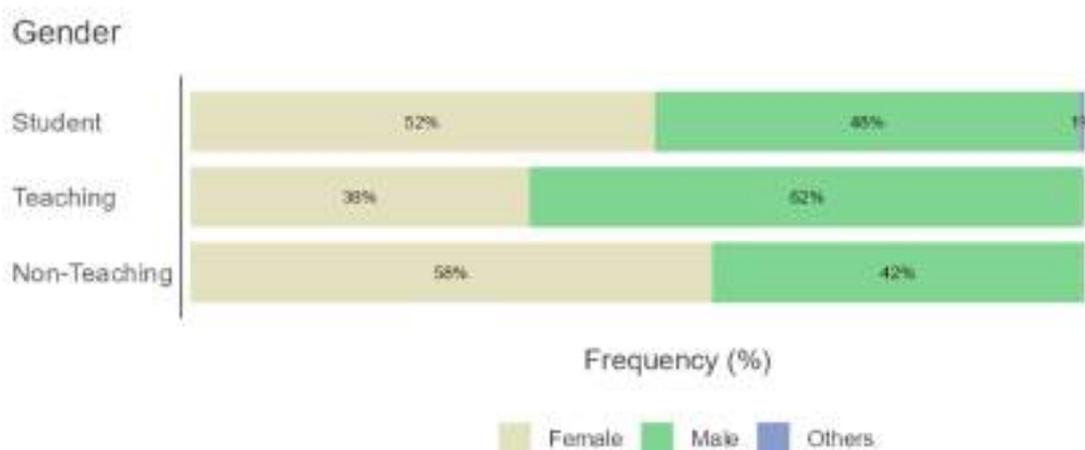


Tug of War conducted by Dept. of Physical Education (2022)

Initiatives, Stakeholder Perceptions and Experiences

Experiences, perceptions and awareness levels of stakeholders within the university comprising students and research scholars, teachers and non-teaching staff were collected using an online survey and analyzed to derive actionable recommendations for the future.

The respondents belonged to the categories of students/research scholars, teaching staff, and non-teaching staff. While more female students and non-teaching staff responded to the survey, more male faculty than female members completed the survey. The gender composition of survey respondents is provided below.



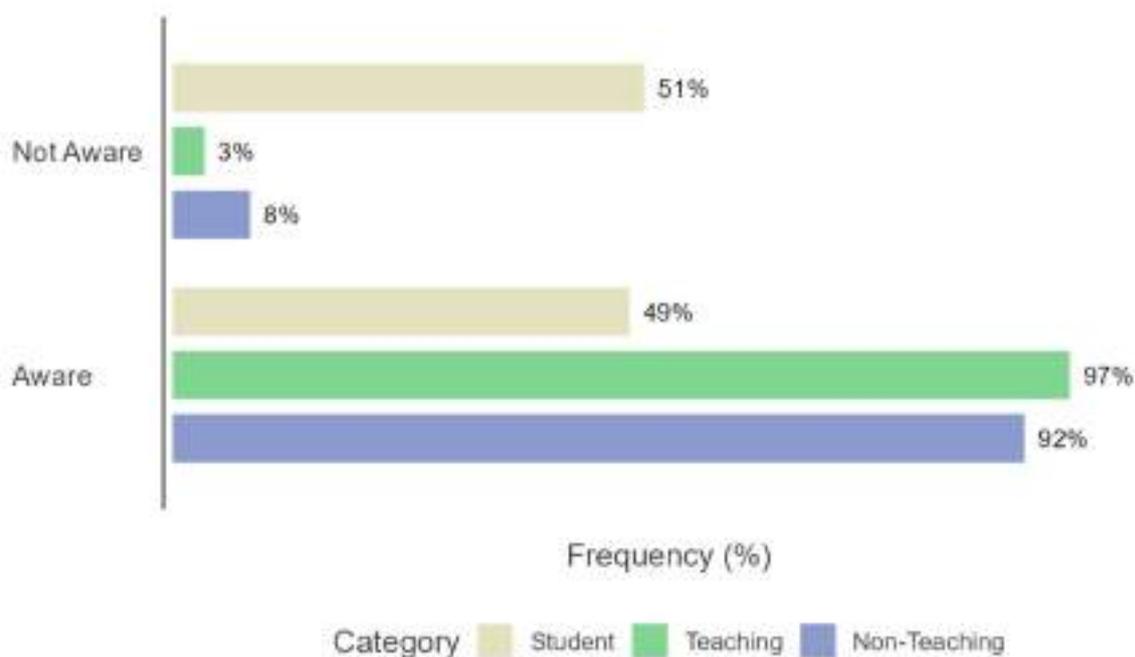
Policies and Frameworks

Awareness About Women's Cell: Most teachers and non-teaching staff were aware of the university's Women's Cell, whereas only around half of the students were aware. This points to a need to improve the awareness levels of students and research scholars about the Women's Cell of the university. In the responses to descriptive questions in the survey, participants stressed the need to make the Women's Cell inclusive by including members from marginalized communities and transmen/transwomen. Sensitization programmes for men was also suggested by some.

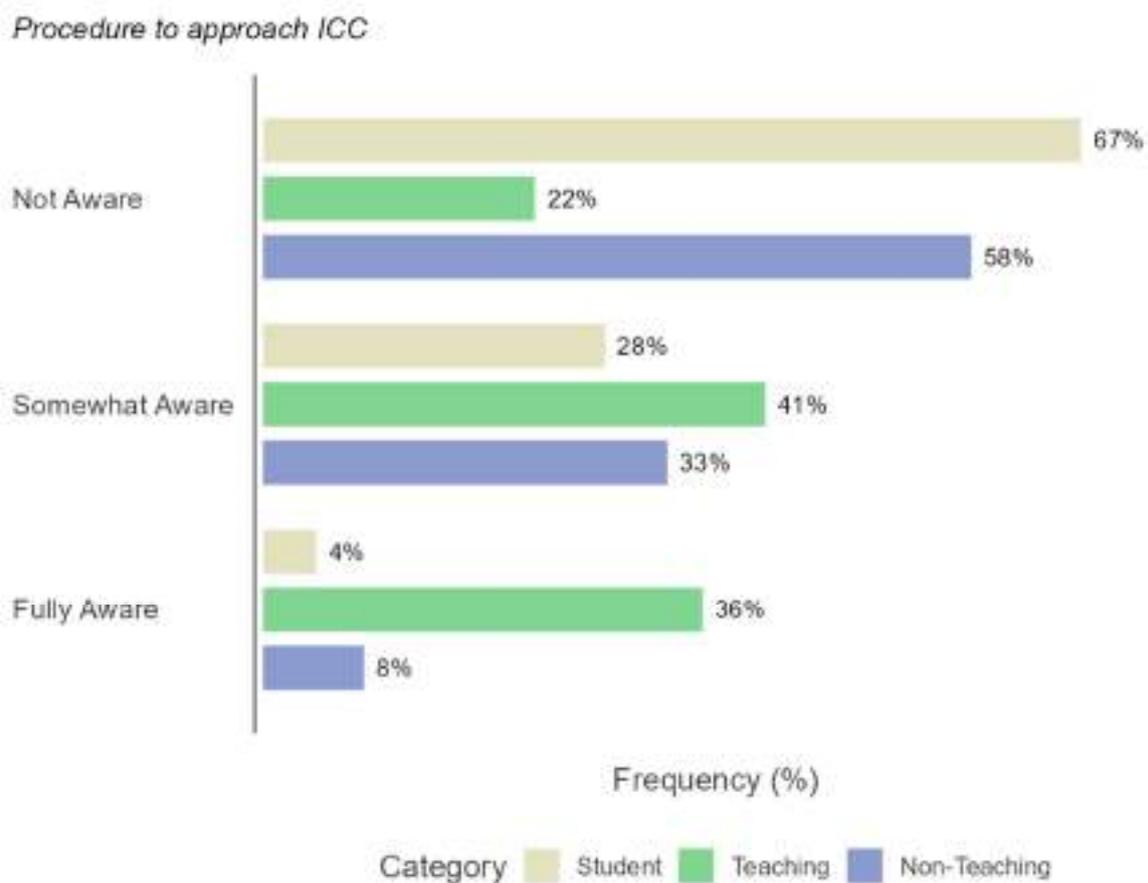
In descriptive responses to the survey questions, the need to ensure diversity in

the bodies such as the Women's Cell was stressed by some respondents. It was pointed out that representation of all marginalized groups, including linguistic and underprivileged caste groups would add more purpose to these bodies.

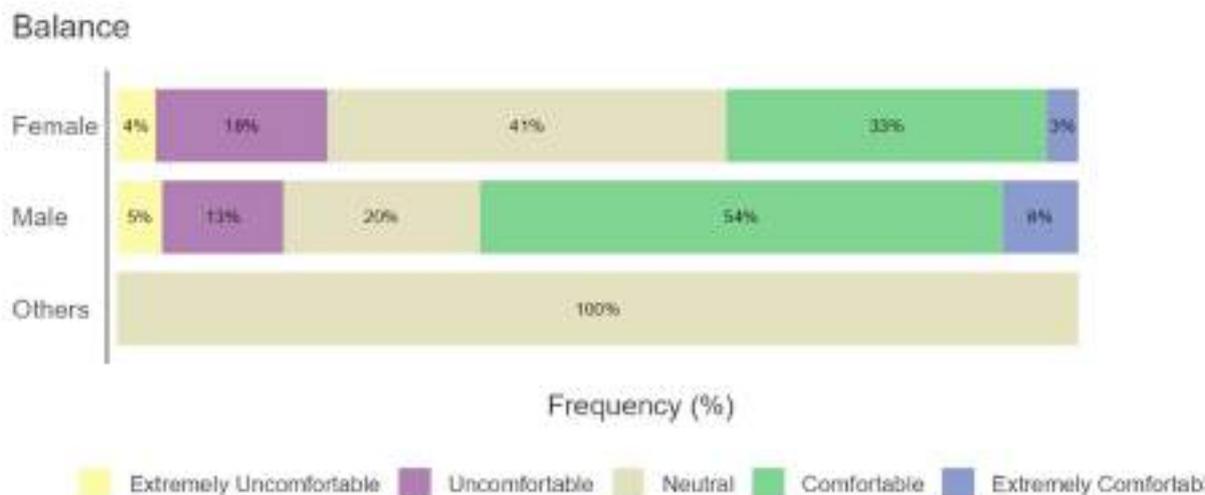
Awareness About Women's Cell



Awareness About ICC and Related Procedures: The majority of teachers (86%) and half of the non-teaching staff were aware of the university's Internal Complaints Committee (ICC). More than half of the students/research scholars (58%) said they were aware of the ICC. One-third of the students had some awareness about the procedures related to approaching the ICC. More than 75 % of teachers and less than half of non-teaching staff were aware of these procedures. More awareness programmes for students should be considered to make these grievance redressal and empowerment mechanisms more effective.

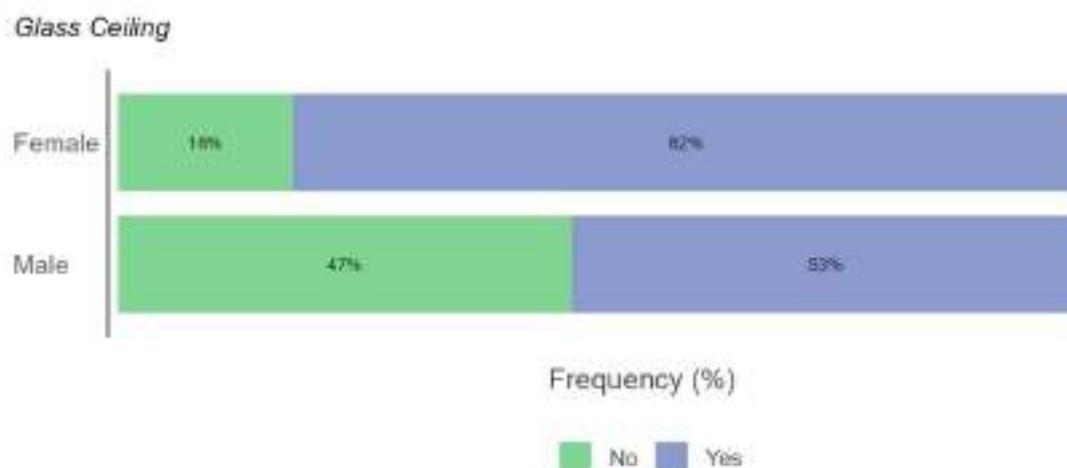


Ability to Balance Work/Studies and Personal Life: There was a marked gender difference in the proportions of how comfortable or uncomfortable the respondents felt with balancing their official or academic activities and personal lives. More women than men felt it uncomfortable to balance the two domains, and more men reported being comfortable doing the balancing. This difference could be construed as indicating the societal differences in how the division of labor is constructed in our society. Non-teaching staff reported the highest levels of comfort, followed by teachers and students respectively.



Instances of Violence or Bullying: The majority of respondents reported no instances of violence (82.5%) or bullying (87.4%) based on their gender. Among the female respondents who reported that they had sometimes faced violence based on gender, most were students. This points to a need for interventions targeted at the prevention of any form of harassment based on gender.

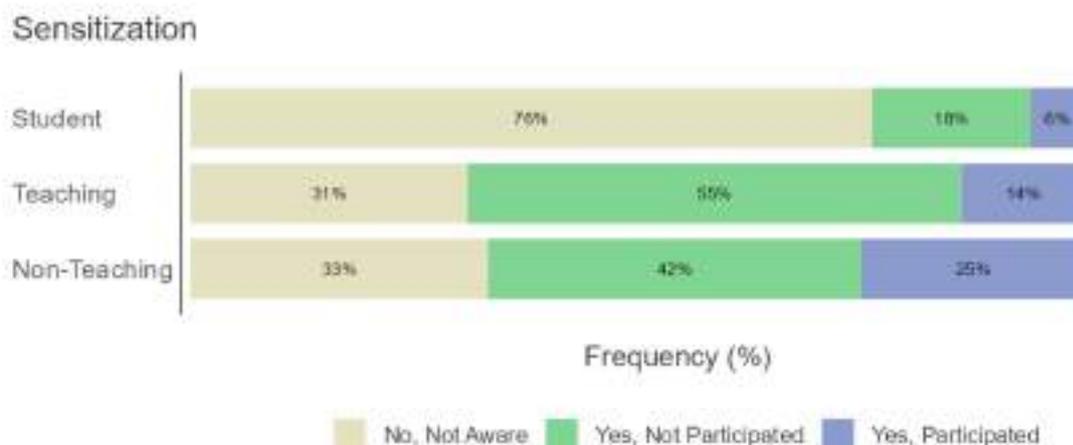
Existence of Glass Ceiling: Teaching faculty were asked about their perceptions regarding the existence of the 'Glass Ceiling' which is defined as an invisible barrier to women's career progression and development. Glass ceiling effect has been documented in various workplace settings across the globe and has been recognised as a major concern in women's participation. The majority of female respondents (82%) and more than half of male respondents (53%) reported that there are invisible barriers to women's career progression. It is a positive sign that a significant portion of the respondents, including male faculty members, understand the concept of the glass ceiling, and this could act as a catalyst for lasting changes to address the glass ceiling.



Programmes and Initiatives

Gender Sensitization Programmes: Gender sensitization programmes are proactive measures to fill knowledge gaps and promote positive behaviours and attitudes. Among the respondents, more teaching staff members than students and non-teaching staff were aware of gender sensitization programmes being conducted in the university. This awareness gap needs to be addressed in the gender sensitization policy efforts being planned.

In descriptive survey responses, multiple female faculty members raised the need for specific training programmes and capacity building initiatives for women. The specific need for research capacity building was also stressed, along with the demand for gender sensitization programmes.



Diversity Inclusion Initiatives: Inclusion of persons belonging to diverse backgrounds and experiences, including disability, ethnicity, geography, caste, religion, marital and other partnership status, and maternal and/or other caring roles is an emerging area of policy intervention for higher education institutions. The university has taken several steps towards diversity inclusion. Only less than half (44%) of the respondents were aware of such initiatives, with students (40%) being the least aware. This also points to a need to build more awareness within the university community about the various initiatives being implemented.

In the interviews and the descriptive responses to survey questions, respondents provided specific insights on improving diversity inclusion within the university. Representation in all decision-making bodies was one. Improving transport facilities for persons with disabilities, and creating platforms for everyone to communicate their needs was also stressed. The need for cultural inclusion, including culinary choices from different parts of the country and cultural programmes, was also stressed.

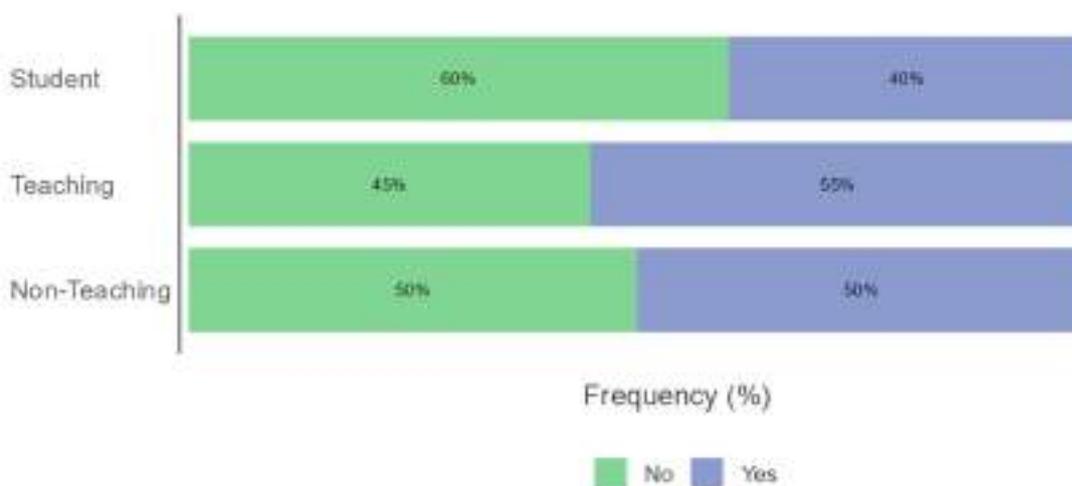


Programmes conducted by the Centre for Women's Studies for sanitation workers, teaching staff and students.



Pride March conducted by students of Pondicherry University in 2022.

Awareness about Diversity Inclusion Initiatives

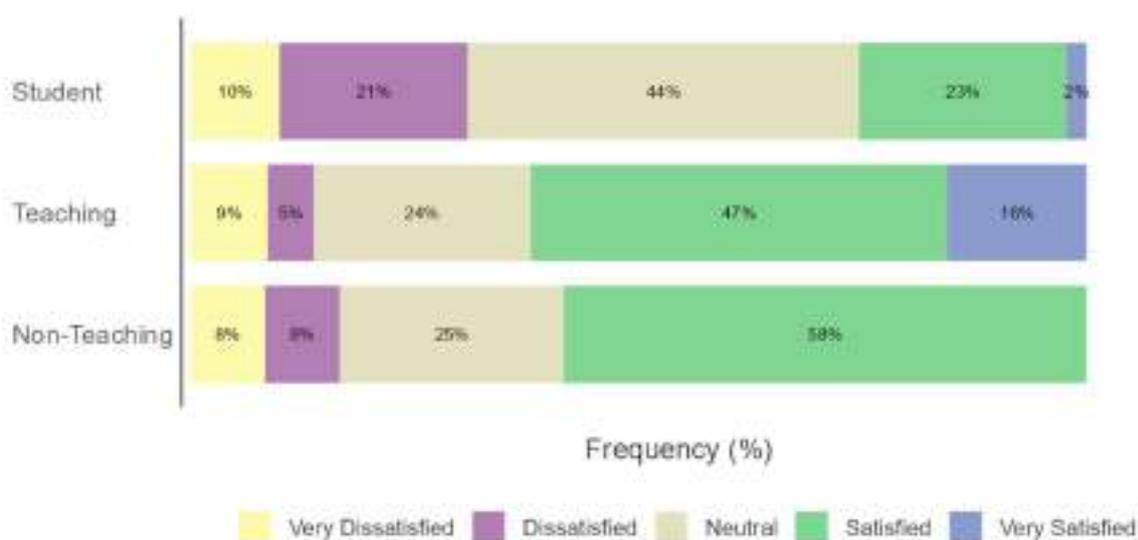


Physical Infrastructure and Access

Overall Satisfaction with Facilities: The overall satisfaction level with the various infrastructure facilities available in the university was asked as a global measure. While the majority of teachers (63%) and non-teaching staff (58%) expressed satisfaction with the facilities, only 25% of students said they were satisfied with the facilities. The largest group of students (44%) reported a neutral attitude towards the facilities available.

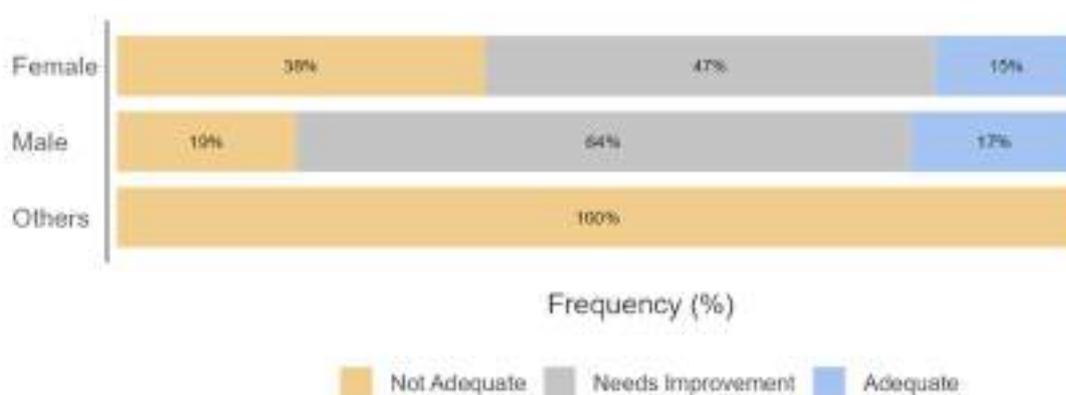
Survey responses on facilities included demands for open spaces for female faculty to interact with each other and network, and reducing the hurdles in academic and administrative matters. Flexibility in working hours for women with specific needs and constraints, such as single mothers, was also demanded. Students and research scholars demanded facilities including sanitary napkin vending machines and a proper supply of toiletries in hostels and departments. The lack of temporary accommodation facility was pointed out by many. Such facility could be used by visiting parents or students seeking admissions, given the difficulties in finding suitable accommodation near the campus, especially for the marginalized communities.

Overall Satisfaction with Infrastructure Facilities

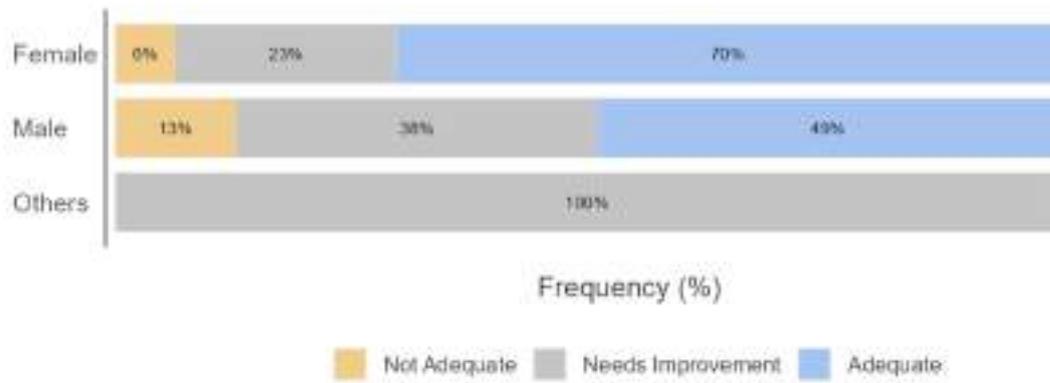


Student Perceptions on Lighting, Security, and Other Facilities: Satisfaction levels with different infrastructure facilities were asked separately. Female students reported the security as adequate more than male students. The majority of female students (93%) also felt that the transport facilities were not adequate or needed further improvement. More female students (85%) also reported the toilet facilities as not adequate or needing further improvement. Lighting facilities were somewhat similarly rated by the students, with around 35% of both male and female students reporting as adequate.

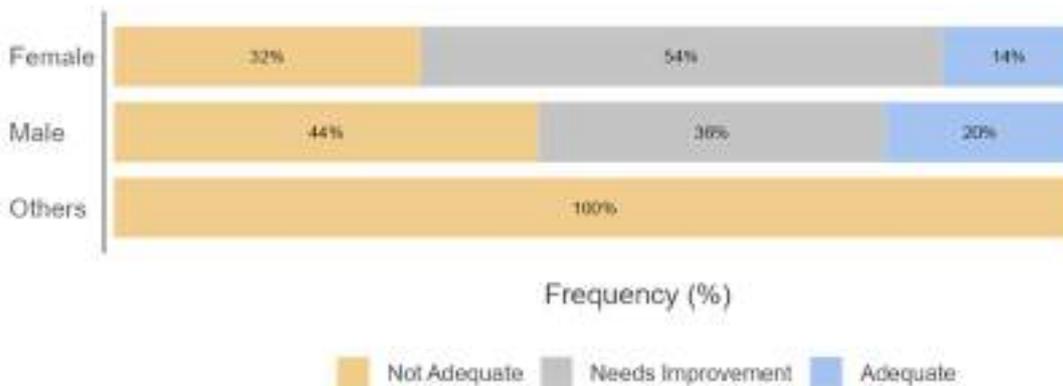
Toilets



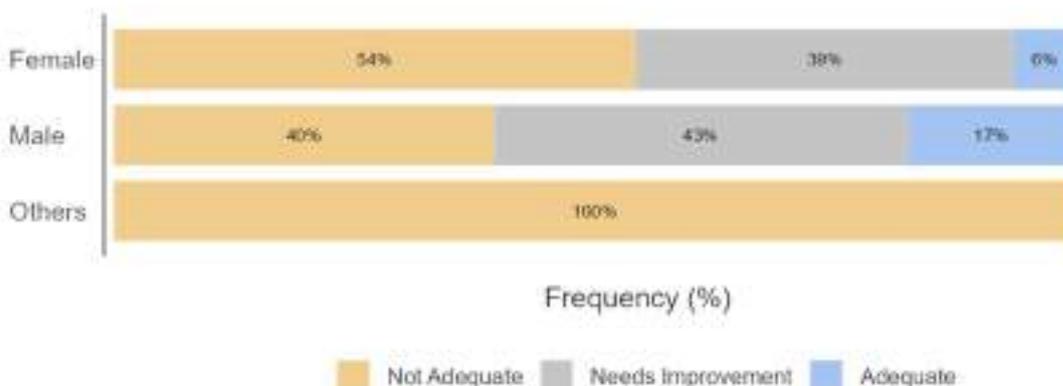
Security



Healthcare



Transport



The reported demand for more transport facilities by female students could also be construed as a reflection of the gender disparity in own transport facilities such as two-wheelers. Students and research scholars also reported on the policing nature of the conduct of the security personnel. There may be a need for sensitizing the security personnel in communication and relationship management.

Staff Perceptions on Lighting, Security, and Other Facilities: The teaching staff were asked about their perceptions regarding the facilities including amenities, lighting,

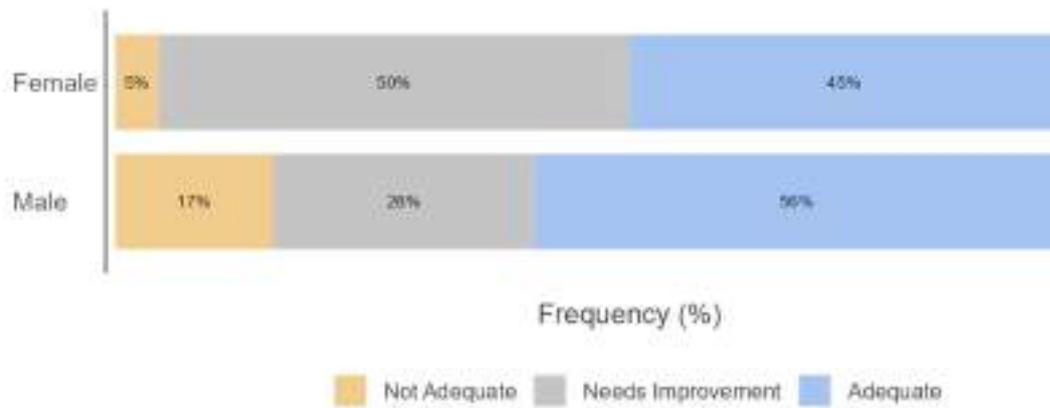
security, healthcare, and transportation in the university. Most female respondents (68%) felt that the amenities available for women were to be improved, while 50% of male respondents thought that the amenities were adequate. This reflects a gendered difference in perceptions and underlines the importance of including stakeholder perspectives in infrastructure planning. Half of the female respondents (50%) felt that the lighting facilities needed improvement and 45% reported that the lighting facilities were adequate, while 56% of male respondents said that there was adequate lighting in the university. More male respondents (61%) than females (45%) responded that the security arrangements in the university were adequate while 45% of female respondents said that the security arrangements needed to improve, compared to only 28% of males. The majority of female respondents (68%) felt that the healthcare facilities needed improvement compared to 44% of male respondents. A similar trend was seen with opinions on transport facilities too, with 64% female respondents compared to only 36% males reporting the transport facilities as needing improvement.

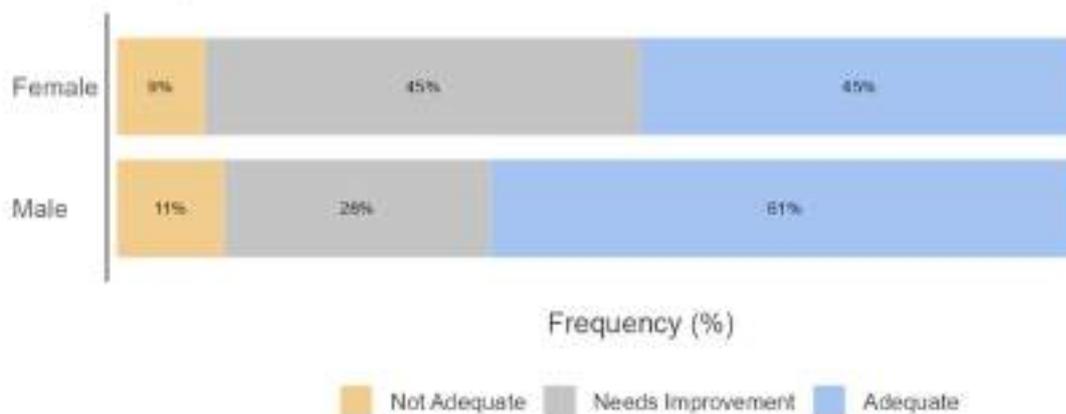
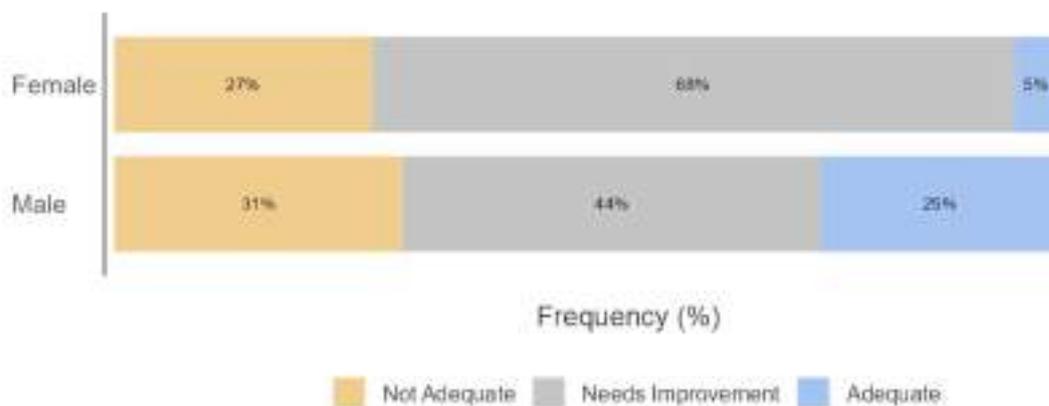
In the interviews and the descriptive survey responses, respondents pointed out specific lighting issues, such as in the Silver Jubilee Campus. Conducting more frequent medical camps was another demand. The issue of protectionism as exemplified by the registers which were mandatory for female hostel inmates only, was pointed out by students.

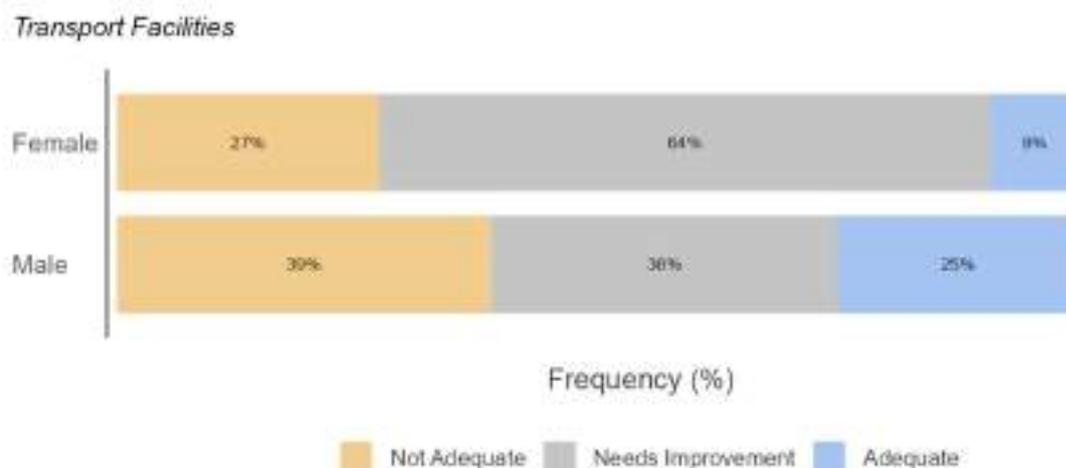
Amenities



Are the Lighting Facilities Adequate



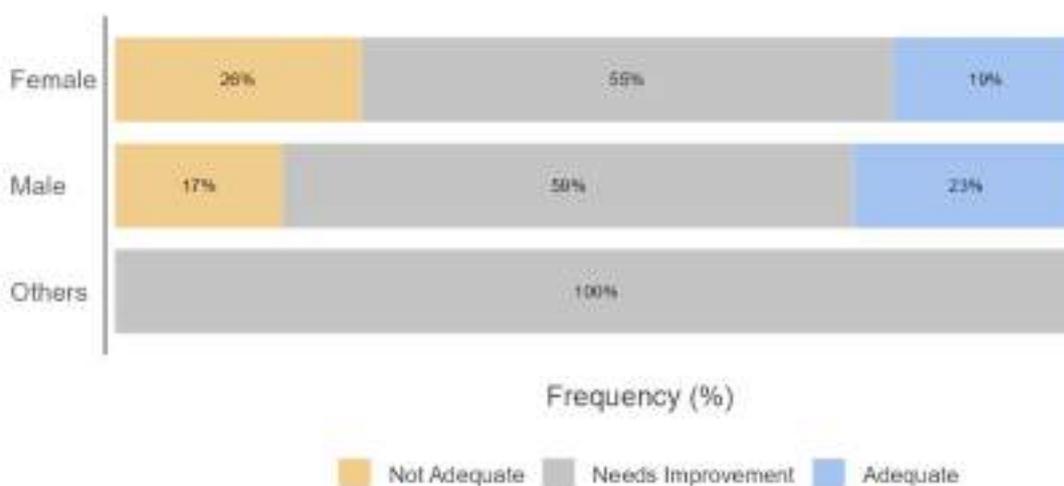
Security Arrangements*Healthcare Facilities*



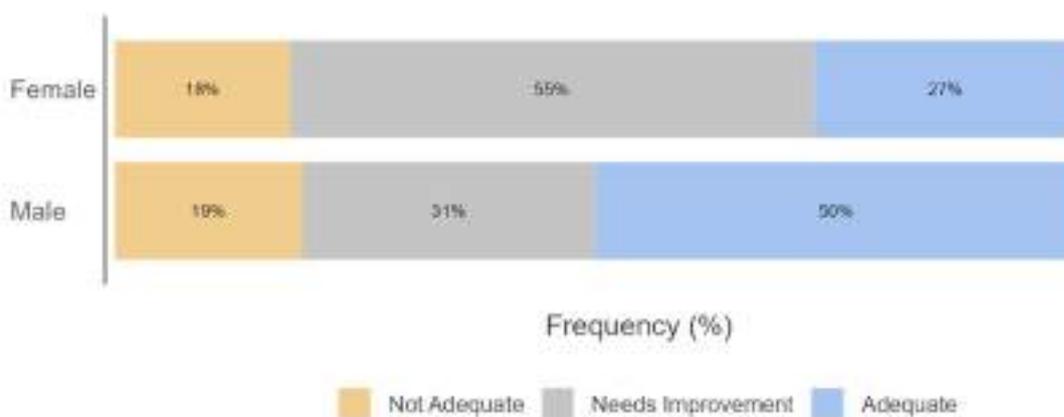
Provisions for Persons with Disabilities: Among students, almost a similar number of female (55%) and male (59%) respondents reported that the facilities available for persons with disabilities needed improvement. More female teachers (55%) felt that these facilities needed to be improved while 31% of their male counterparts felt the same way. Half of the male teachers felt that the facilities provided for persons with disabilities were adequate.

Survey and interview respondents also pointed out that the planning cell should be sensitised more towards the needs of persons with disabilities. The transport facilities, including roads to be used by persons with disabilities, were pointed out as needing improvement.

Facilities for Persons With Disabilities - Students



Facilities for Persons With Disabilities - Teachers

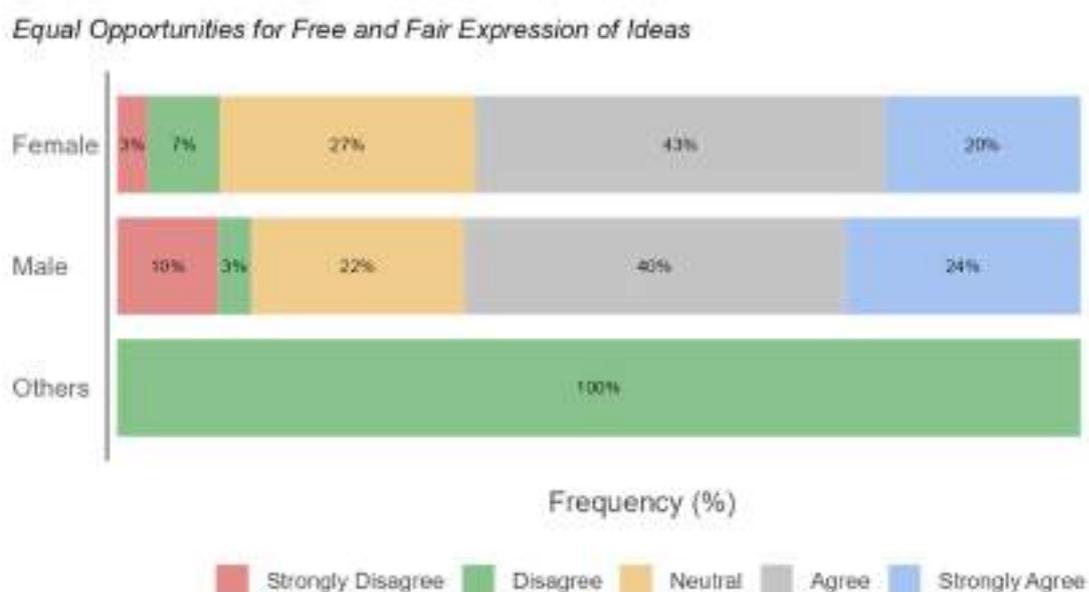


Academic Practices

Survey questions on academic practices were asked to students and research scholars and included questions on parity in timings, academic practices, and extracurricular activities. The majority of the respondents, 72% females and 70% males reported that there was no parity in timings. The overall score of perceptions on academic practices showed that in general, students agreed that the academic practices in the university were conducive to learning and personal growth, with no significant

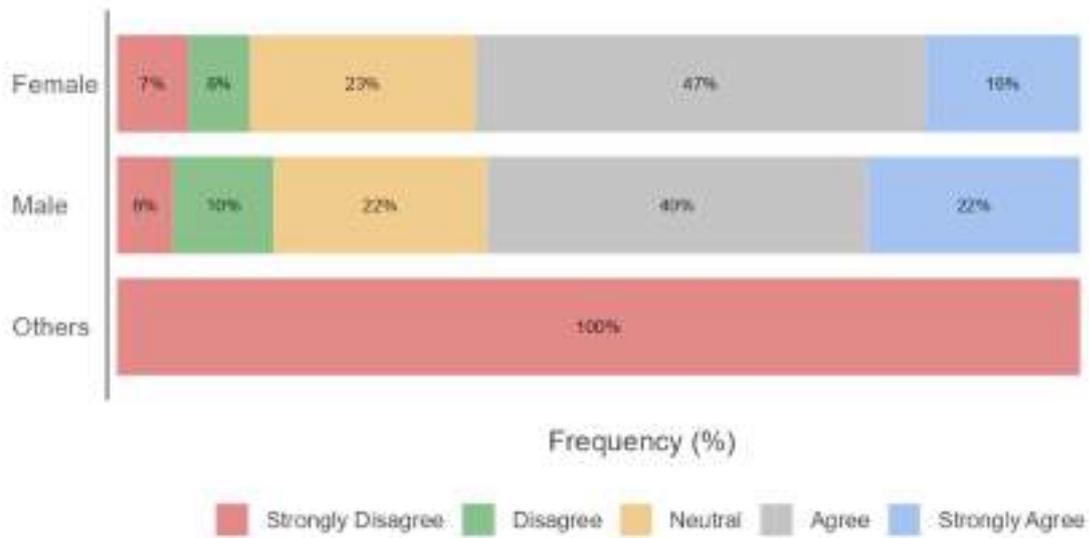
gender differences.

Free Expression of Ideas: The majority of students (63% females and 64% males) agreed or strongly agreed with the statement that the university provided equal opportunity for persons belonging to all genders for free and fair expression of ideas. The respondent belonging to the other category disagreed with this statement.



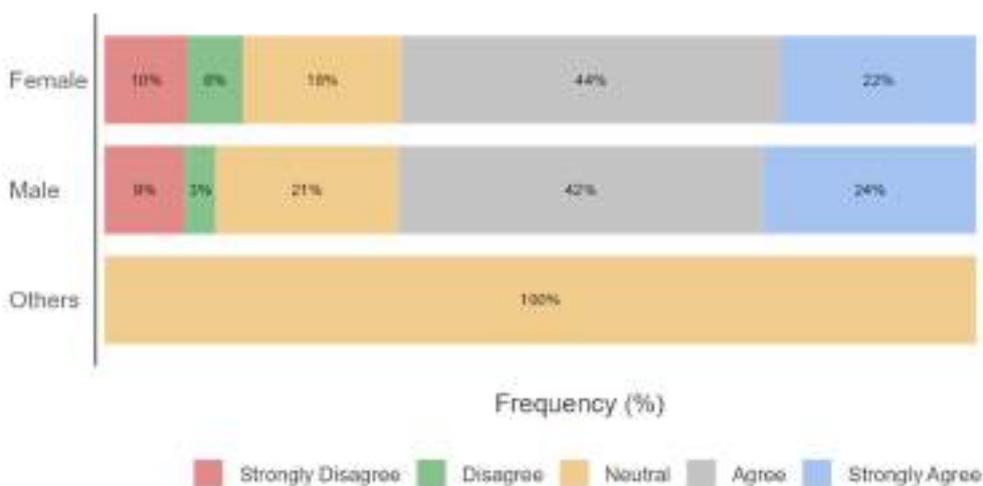
Comfortable Class Timings and Schedules: The majority of female students/research scholars (63%) reported that the class timings and schedules were comfortable for female students and research scholars, while 62% of male respondents also expressed the same opinion. Respondents from the other gender category disagreed strongly with this statement.

Comfortable Class Timings/Schedules for Female Students/Research Scholars



Equal Opportunity in Admissions: Students were asked about their opinions on whether the university provided equal opportunities for admission to students from all backgrounds. The majority of female (66%) and male (66%) students responded positively to this statement. The respondent belonging to the other category responded in neutral.

Equal Opportunities in Admissions

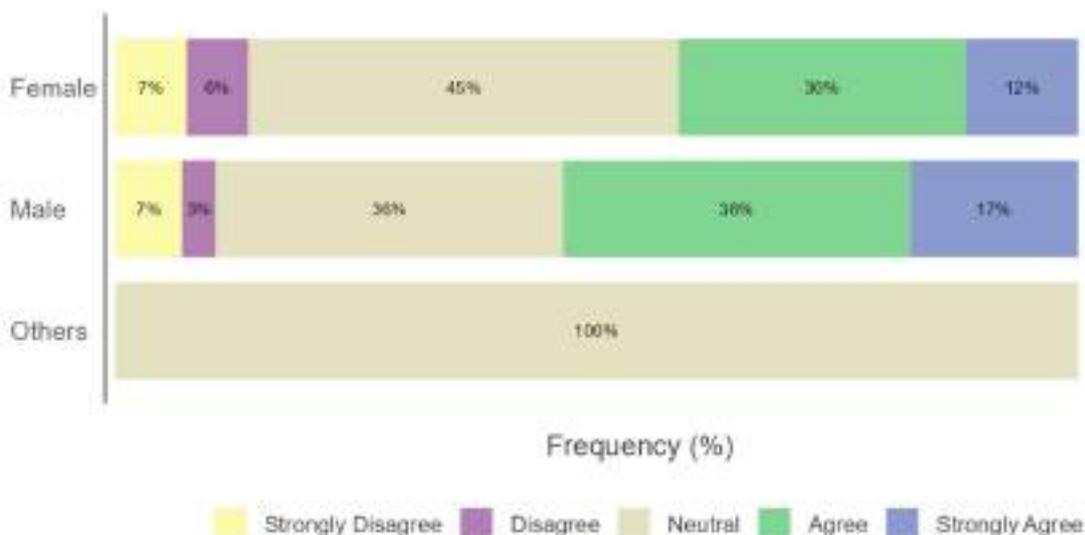


Extracurricular Activities

Student respondents of the survey were asked about their perceptions of the provision of extracurricular activities in the university. Opportunities to participate in sporting activities, opportunities to work in clubs and forums, and inclusion of persons with disabilities and other marginalized groups in clubs and forums were included in this domain. Both male and female respondents reported satisfaction with the opportunities provided, without significant gender differences.

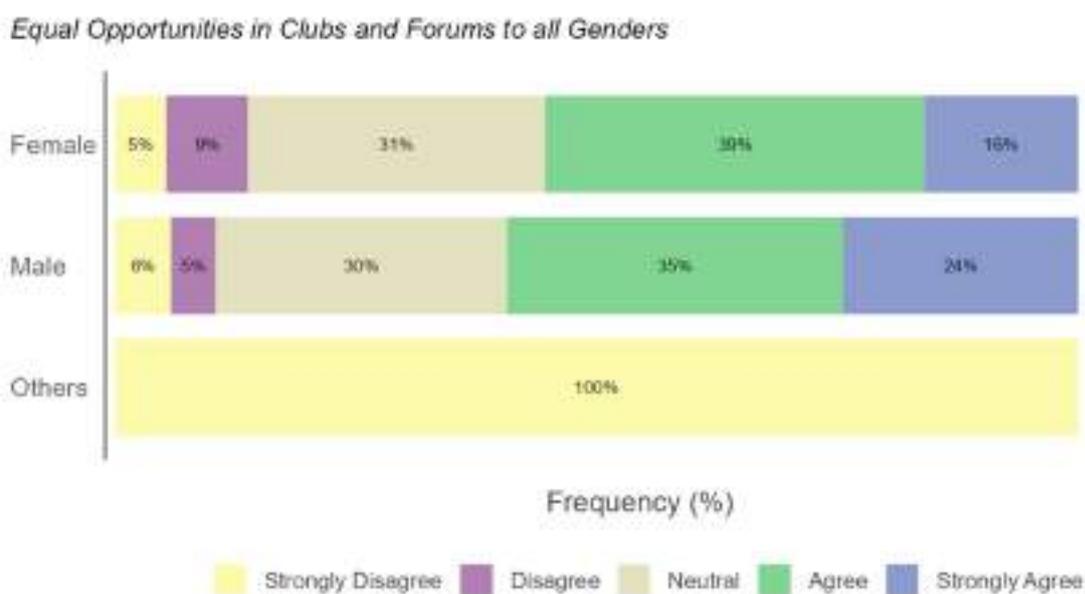
Equal Opportunities in Sports: The most common response to this item was neutral (45%) from female respondents, with 42% agreeing with it. More male respondents (53%) agreed that the university provides equal opportunities to all genders in sports. This response from the standpoint of female students needs to be considered while planning sports events and programmes.

Equal Opportunities in Sports to all Genders



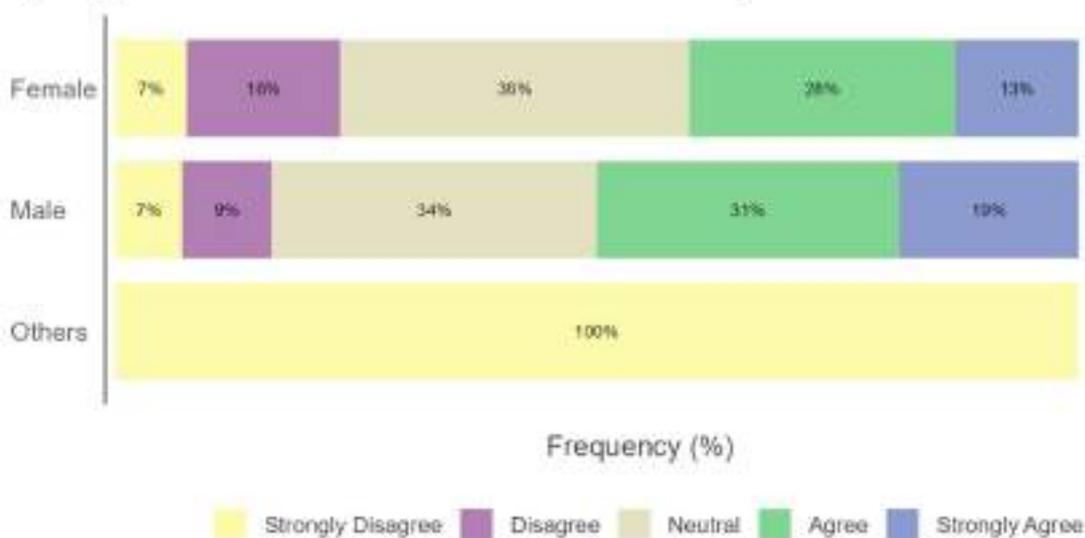
Gender Inclusive Participation in Clubs and Forums: Comparably similar affirmative responses were given by female (55%) and male (59%) respondents to this item. The

respondent belonging to the other gender category responded with strong disagreement, which is to be noted. Structural issues, if any that could lead to the exclusion of students from marginalized groups from such public forums need to be prevented.



Opportunities in Clubs and Forums for Disabled and Marginalized Students: A smaller number of female students (41%) than male students (50%) thought that there were equal opportunities for students with disabilities and students from diverse backgrounds to participate in clubs and forums. Students belonging to other gender category also disagreed strongly with this item, pointing to a need to look into the matter while formulating policy.

Equal Opportunities in Clubs and Forums to disabled and marginalized students



Experiences of Women Sanitation Workers and Security Personnel

Semi-structured interviews were conducted with women employed temporarily as housekeeping staff and security personnel to learn about their experiences at the university. Many of the women sanitation workers are single parents and often find it difficult to balance their needs with the pay that they receive. The lack of transportation facilities was also highlighted by them. Some women have to walk for more than eight kilometres for work. Sanitation facilities including restrooms or rest areas for sanitation workers are also deficient.

Women who work as security personnel also reported similar issues including lack of transportation, especially for those who have to work night shifts. Restrooms are also not designated for women security personnel. This also presents hurdles in menstrual health management for women.

Key Findings and Analysis

Key findings identified across various domains are as follows:

Policies and Frameworks

- Awareness about the University's Women's Cell was higher among faculty and staff compared to students, indicating a need to improve student outreach.
- Awareness about the Internal Complaints Committee (ICC) and related procedures was also uneven, with more teachers and non-teaching staff being aware compared to students.

Programmes and Initiatives

- Gender sensitization programs were more known among teaching staff than students and non-teaching staff, pointing to an awareness gap that needs to be addressed.
- Diversity inclusion initiatives were known to less than half of the respondents, with students being the least aware group. This could also indicate a need for more diversity inclusion initiatives.
- Women faculty members expressed the need for training and capacity-building programmes, especially related to research and development.
- More gender sensitization training programmes were also demanded.

Physical Infrastructure and Access

- Female respondents reported greater dissatisfaction with facilities like lighting, security, healthcare, and transportation compared to male respondents.
- Half of the female faculty felt that the lighting facilities needed improvement, while 45% reported the lighting as adequate.

- Persons with disabilities also faced challenges with the available infrastructure and access, as highlighted by the respondents.
- The transport facilities need to be improved due to increased demand from female students, and the roads used by persons with disabilities also require enhancement.
- As many female students reported insufficient toilet facilities, it is recommended to arrange for sanitary vending machines, as well as other basic amenities like buckets and mugs.

Academic Practices and Extracurricular Activities

- The majority of respondents, both male and female, reported a lack of parity in academic timings and practices.
- Overall, students agreed that the academic practices were conducive to learning and personal growth, with no significant gender differences.
- A similar percentage of male and female students expressed satisfaction with the opportunities for free expression and participation with the students from other gender disagreeing.
- A respondent from the other gender category strongly disagreed that there were equal opportunities, indicating a need to address structural issues that may be excluding marginalized groups.
- A lower proportion of female students compared to male students felt there were equal opportunities for students with disabilities and from diverse backgrounds to participate in clubs and forums.
- Persons with disabilities reported a lack of provision of scribes for writing both internal and external exams, and difficulty in finding scribes.

Stakeholder Perceptions and Experiences

- The "glass ceiling" effect, or invisible barriers to women's career progression, was recognized by the majority of female faculty and over half of male faculty.
- Female respondents, especially students, reported greater difficulty in balancing work/studies and personal life compared to their male counterparts.
- Instances of gender-based violence and bullying were reported, primarily by female students.

Recommendations and Action Plan

Short-Term Recommendations

Enhancing Awareness and Training:

- Rename the Sexual harassment and prevention committee (SHPC) as (ICC) as Internal Committee (IC) as per the amendment to the relevant legislation. Ensure that the composition of the IC is updated periodically by including members as per the legal mandates. The committee should be functional with full strength and members who have exited for any reason should be immediately replaced. The committee should accept the complaints immediately and a speedy disposal of complaints should be ensured. The committee members should undergo regular trainings or workshops to update their knowledge. The Internal Committee (IC) has legal sanction and more powers.
- Implement training programmes on gender sensitization for all faculty, staff, and students, focusing on awareness of internal committees like the IC and procedures for approaching them.
- Enhance gender sensitization programs and diversity inclusion initiatives to reach all stakeholder groups.
- Provide information about Women's Cell, IC etc. as posters or information boards at different locations.
- Awareness sessions on women's health issues and provision for frequent visits by medical professionals are needed.

Promoting Balance in Leadership:

- Set targets to increase female representation in decision-making bodies such as the University Executive Council and Academic Council, aiming for parity with male counterparts.

- Ensure diversity in the different bodies and forums related to women's issues and inclusion.

Infrastructure and Safety Improvements:

- Improve lighting facilities across campus, particularly in areas identified by female faculty and students as poorly lit.
- Provide emergency short-term accommodation facility for parents or students coming for admission or other requirements.
- Improve security, healthcare, and transportation facilities based on the feedback from respondents.
- Ensure availability and accessibility of toilet facilities for persons with disabilities.
- Conduct need assessment at regular intervals in hostels to effectively identify issues and make provisions accordingly.
- Consider community college and remote campuses as special cases for need assessment

Support for Work-Life Balance:

- Implement gender-responsive policies such as flexible work arrangements and improved childcare support to facilitate better work-life balance, particularly for women employees and students.

Inclusivity Initiatives:

- Ensure that there is diversity in the composition of various bodies and forums dedicated to addressing women's issues and promoting inclusion.
- Ensure representation of students from diverse backgrounds including those from marginalized castes in forums

Supporting Vulnerable Groups:

- Provide better working conditions and support mechanisms for

sanitation workers and security personnel, including adequate pay, transportation facilities, and menstrual health management facilities.

Capacity Building for Faculty:

- Offer additional training opportunities, particularly in research and development, to enhance faculty members' capabilities and promote inclusive education and advocacy efforts.

Long-Term Recommendations

Institutionalizing Gender and Diversity Mainstreaming:

- Integrate gender perspective into all policies, programs, and activities of the university. Establish a Gender Equality Task Force or Committee to oversee and advocate for gender mainstreaming efforts across departments and administrative units.
- Gender budgeting should be practiced in all financial outlays and specific fund should be earmarked for activities related to Gender sensitization and equality.
- Integrate gender and diversity perspectives into curriculum, research, and extracurricular activities.
- Establish a dedicated Diversity and Inclusion Office to coordinate and monitor the implementation of inclusive policies and practices.
- Provide menstrual health management facilities, including sanitary napkin vending machines and incinerators in hostels to address the menstrual hygiene needs of female residents and promote a more gender-sensitive environment.

Comprehensive Data Collection and Analysis:

- Regularly collect and analyze disaggregated data on gender-related issues such as participation rates, experiences of violence, and access to resources. Use this data to inform evidence-based decision-making and policy formulation.

Strengthening Support Services:

- Expand and improve support services such as counselling, health care, and legal aid, ensuring they are sensitive to the diverse needs of students, faculty, and staff. Provide specialized support for survivors of gender-based violence.
- Arrange a provision of 'resource teacher' to whom the people with disabilities can approach to address the issues they face.
- Strengthen the remedial class system for students diverse needs.
- Initiate steps to create volunteer groups of students who are willing to act as scribes for students with disabilities particularly women, and provide orientation for the volunteers.

Leadership Development and Capacity Building

- Develop mentorship programs and leadership development opportunities to address the perceived "glass ceiling" for women's career progression.
- Conduct regular gender and diversity audits to track progress and identify emerging challenges.

Curriculum Integration and Research:

- Integrate gender and diversity perspectives into the curriculum across disciplines.
- Encourage and support research on gender-related topics, contributing to knowledge creation and informed policy-making.

Promoting a Respectful and Inclusive Culture:

- Develop and implement a comprehensive code of conduct that explicitly addresses gender-based discrimination, harassment, and violence.
- Conduct regular awareness campaigns and workshops to promote a culture of respect and inclusivity.

Enhancements in Physical Infrastructure:

- Allocate resources for ongoing improvements in campus infrastructure, including

accessible facilities, gender-neutral restrooms, and safe spaces, ensuring inclusivity for all members of the university community. Prioritize persons with disabilities and marginalized community members.

- Initiate discussions on alternative teaching methods to be adopted to aid students with disabilities, especially those with vision impairment.
- Take steps to provide essential materials in braille script for students with visual disabilities in libraries.
- Provide ergonomically designed furniture for students with disabilities, designed according to their needs.
- Provide transportation to libraries on holidays with provisions for students with disabilities.

Proposed Action Plan

Policy Development and Implementation:

Objective: Develop and implement policies for flexible work arrangements, childcare support, and other gender and diversity-responsive initiatives.

Tasks: Conduct a comprehensive review of existing policies and identify gaps related to gender equality and work-life balance.

- Consult with stakeholders, including faculty, staff, and student representatives, to gather input on policy priorities and needs. Include remote campuses and the community college in all consultations. The Gender Audit Report could serve as a baseline document.
- Prepare a gender and diversity policy for the university in line with the relevant sustainable development goals.
- Ensure alignment with national and international gender equality standards.

Capacity Building and Training:

Objective: Provide training and capacity-building programs to promote awareness and implementation of gender-responsive policies.

Tasks: Develop training modules on gender sensitivity, work-life balance, and the importance of diversity in leadership.

- Conduct workshops and seminars for faculty, staff, and students to enhance understanding and support for gender equality initiatives.
- Include sessions on effective communication, conflict resolution, and managing workloads to support a balanced work-life environment.
- Evaluate the effectiveness of training programs through feedback surveys and continuous improvement mechanisms.

Support Services and Facilities:

Objective: Enhance support services and facilities to address the specific needs of women employees and students and students with diverse needs.

Tasks: Expand childcare facilities on campus, including daycare centers and after-school programs, to accommodate the needs of parents.

- Improve access to healthcare services, including reproductive health and wellness programs tailored to women's needs.
- Upgrade campus infrastructure to ensure safety, accessibility, and inclusivity for all genders, including gender-neutral restrooms and accessible pathways.

Monitoring and Evaluation:

Objective: Establish a monitoring and evaluation framework to track the progress and

outcomes of gender and diversity-responsive policies.

Tasks:

- Develop key performance indicators (KPIs) related to gender equality, work-life balance, and the utilization of support services.
- Form a Gender and Diversity Task Force to oversee the implementation of the audit recommendations.
- Conduct periodic reviews and assessments to identify areas for improvement and adjust policies and initiatives accordingly.
- Publish annual reports or updates on progress towards gender equality goals, highlighting achievements and areas needing further attention.
- Integrate the gender and diversity agenda into the university's strategic planning and decision-making processes to ensure long-term sustainability and institutionalization of the recommended changes.

Conclusion

The gender and diversity audit at Pondicherry University has provided a comprehensive assessment of the current state of gender and diversity mainstreaming within the institution. The key findings of the audit reveal both progress and persistent challenges in fostering an inclusive campus environment. On the positive side, the audit found a relatively balanced gender ratio among the student population, with female students making up 49% of the total. However, the audit also identified significant gaps in awareness and access, particularly among students, regarding the university's gender-focused initiatives and grievance redressal mechanisms. This points to the need for more targeted outreach and awareness-building efforts.

The audit also highlighted gendered differences in perceptions of campus infrastructure and facilities, with female respondents reporting greater dissatisfaction with aspects like lighting, security, and transportation. Addressing these gendered needs is crucial for ensuring equitable access and safety for all students, faculty, and staff. The audit also uncovered the persistent challenge of the 'glass ceiling' for women's career progression, as recognized by both male and female faculty members. Developing mentorship programs and leadership development opportunities can help address this systemic barrier.

The comprehensive set of short-term and long-term recommendations outlined in this report provides a roadmap for Pondicherry University to enhance gender equality and inclusivity. By implementing these recommendations, the university can lead the way in promoting equity, diversity, and excellence in higher education, aligned with the Sustainable Development Goals. It is hoped that this gender and diversity audit will serve as a baseline for the university's ongoing efforts to foster a more inclusive and

responsive campus environment. Periodic assessments and a sustained commitment to addressing the identified gaps will be crucial for the university to realize its vision of becoming an institution of global eminence, adapting to the ever-changing needs of society and industries while providing access, resources, and opportunities for value-based societal transformation through state-of-the-art higher education and research.

Appendix

Survey Questions - Students

Demographics:

- Please specify your gender identity.
- Please specify your age.
- Please specify your role (student/research scholar).

Challenges and Gaps:

- How comfortably are you able to manage your work/studies and personal life?
 - 1: Extremely uncomfortable
 - 2: Uncomfortable
 - 3: Neutral
 - 4: Comfortable
 - 5: Extremely comfortable
- To what extent have you faced any form of gender-based violence in the University?
 - 1: Never
 - 2: Rarely
 - 3: Sometimes
 - 4: Often
 - 5: Very Often
- To what extent have you faced bullying based on your gender in the University?
 - 1: Never
 - 2: Rarely
 - 3: Sometimes
 - 4: Often
 - 5: Very Often

Policies and Frameworks:

- Are you aware of the women's cell set-up in the University?
 - Yes No
- Are you aware of the ICC (Internal Complaints Committee) in the University?
 - Yes No
- How aware are you of the procedure to approach the ICC with grievances?
 - Fully aware Somewhat aware Not aware
- Have you come across gender sensitization programmes conducted at the University?
 - Yes, and participated
 - Yes, but did not participate
 - No, not aware

Programs and Initiatives:

- Are you aware of any programmes or initiatives related to diversity at the University? (Diversity includes gender identity, disability, geography, ethnicity, caste, religion, marital and other partnership status, and maternal and/or other caring roles)
 - Yes No
- Are there any additional programs or initiatives you believe should be implemented to promote gender equality and make our University a more inclusive space for everyone?

Infrastructure and Access:

- Overall, how satisfied are you with the facilities available in the University?
 - Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied
- Are the amenities available for women in the University adequate? (Amenities include restrooms, sanitation etc)
 - Adequate | Needs Improvement | Not Adequate
- How adequate are the lighting facilities available in the University?
 - Adequate | Needs Improvement | Not Adequate
- Are adequate facilities available inside the toilets keeping in mind the needs of the female students? (Adequate disposal bins are available in the toilet)
 - Adequate | Needs Improvement | Not Adequate
- How would you rate the accessibility of university facilities for students with disability?
 - Adequate | Needs Improvement | Not Adequate
- Are adequate security arrangements have been made in the campus and common areas during the day and night?
 - Adequate | Needs Improvement | Not Adequate
- Are Healthcare Facilities available in the university adequate?
 - Adequate | Needs Improvement | Not Adequate
- Are Transport options available in the university adequate?
 - Adequate | Needs Improvement | Not Adequate
- Is there gender parity in timings when compared to other places?
 - Yes No

Academic Practices:

- Are there equal opportunities for persons of all genders for free and fair expression of ideas?
 - Strongly disagree | Disagree | Neutral | Agree | Strongly agree
- Are class timings and other schedules comfortable for female students and research scholars?
 - Strongly disagree | Disagree | Neutral | Agree | Strongly agree
- The university provides equal opportunities for admission to students from all backgrounds
 - Strongly disagree | Disagree | Neutral | Agree | Strongly agree

Extra Curricular Activities :

- The university offers equal opportunities to all genders in sports
 - Strongly disagree | Disagree | Neutral | Agree | Strongly agree

- There is equal opportunity for all genders to work with various clubs and forums
 - Strongly disagree | Disagree | Neutral | Agree | Strongly agree
- There is equal opportunity for people with disabilities and from different backgrounds to work with various clubs and forums
 - Strongly disagree | Disagree | Neutral | Agree | Strongly agree

Perceptions and Requirements:

- What recommendations do you have for improving gender and diversity inclusion in the University? (Diversity includes gender identity, disability, ethnicity, geography, caste, religion, marital and other partnership status, and maternal and/or other caring roles)
- What measures do you suggest to make the University a safer and better place for female students and research scholars?

Interview/Focus Group Prompts

- Experiences within the University
- Perceptions regarding the acceptance of diversity and special provisions
- Ways to improve the diversity and gender landscape of the university

Survey Questions - Faculty

Demographics:

- Please specify your gender identity.
- Please specify your age.

Challenges and Gaps:

- How comfortably are you able to manage your teaching/research and personal life?
 - 1: Extremely uncomfortable
 - 2: Uncomfortable
 - 3: Neutral
 - 4: Comfortable
 - 5: Extremely comfortable
- To what extent have you faced any form of gender-based violence in the University?
 - 1: Never
 - 2: Rarely
 - 3: Sometimes
 - 4: Often
 - 5: Very Often
- To what extent have you faced bullying based on your gender?
 - 1: Never
 - 2: Rarely
 - 3: Sometimes
 - 4: Often
 - 5: Very Often

Policies and Frameworks:

- Are you aware of the women's cell set-up in the University?
 - Yes No
- Are you aware of the ICC (Internal Complaints Committee) in the University?
 - Yes No
- How aware are you of the procedure to approach the ICC with grievances?
 - Fully aware Somewhat aware Not aware
- Have you come across gender sensitization programmes conducted at the University?
 - Yes, and participated
 - Yes, but did not participate
 - No, not aware

Programs and Initiatives:

- Are you aware of any programmes or initiatives related to diversity at the University? (Diversity includes gender identity, disability, ethnicity, geography, caste, religion, marital and other partnership status, and maternal and/or other caring roles)
 - Yes No

- Do you think there are ‘invisible barriers’ for women in their career progression? (These ‘invisible barriers’ usually include unconscious biases, societal norms, discriminatory practices, lack of representation, and inadequate policies or support systems)
 - Yes No
- Are there any additional programs or initiatives you believe should be implemented to promote gender equality and inclusivity at the University?
 - Open ended question

Infrastructure and Access:

- Overall, how satisfied are you with the facilities (library, reading room, cafeteria, etc.) available in the University?
 - Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied
- Are the amenities available for women in the University adequate? (Amenities include restrooms, sanitation etc)
 - Adequate | Needs Improvement | Not Adequate
- How adequate are the lighting facilities available in the University?
 - Adequate | Needs Improvement | Not Adequate
- How would you rate the accessibility of university facilities for persons with disability?
 - Adequate | Needs Improvement | Not Adequate
- How would you rate the adequacy of security arrangements made in the campus and common areas during day and night?
 - Adequate | Needs Improvement | Not Adequate
- Are Healthcare Facilities available in the university adequate?
 - Adequate | Needs Improvement | Not Adequate
- Are Transport options available in the university adequate?
 - Adequate | Needs Improvement | Not Adequate

Perceptions and Requirements:

- What recommendations do you have for improving gender and diversity inclusion in the University? (Diversity includes gender identity, disability, ethnicity, geography, caste, religion, marital and other partnership status, and maternal and/or other caring roles)
- What measures do you suggest to make the University a safer and better place for female students and research scholars?

Interview/Focus Group Prompts

- Experiences related to harassment or discrimination
- Perceptions regarding the acceptance of diversity and special provisions

- Ways to improve the diversity and gender landscape of the university

Survey Questions - Non Teaching

Demographics:

- Please specify your gender identity.
- Please specify your age.

Challenges and Gaps:

- How comfortably are you able to manage your work and personal life?
 - 1: Extremely uncomfortable
 - 2: Uncomfortable
 - 3: Neutral
 - 4: Comfortable
 - 5: Extremely comfortable
- To what extent have you faced any form of gender-based violence in the University?
 - 1: Never
 - 2: Rarely
 - 3: Sometimes
 - 4: Often
 - 5: Very Often

Policies and Frameworks:

- Are you aware of the women's cell set-up in the University?
 - Yes No
- Are you aware of the ICC (Internal Complaints Committee) in the University?
 - Yes No
- How aware are you of the procedure to approach the ICC with grievances?
 - Fully aware Somewhat aware Not aware
- Have you come across gender sensitization programmes conducted at the University?
 - Yes, and participated
 - Yes, but did not participate
 - No, not aware

Programs and Initiatives:

- Are you aware of any programmes or initiatives related to diversity at the University? (Diversity includes gender identity, disability, geography, ethnicity, caste, religion, marital and other partnership status, and maternal and/or other caring roles)
 - Yes No
- Are there any additional programs or initiatives you believe should be implemented to promote gender equality and inclusivity at the University?

Infrastructure and Access:

- Overall, how satisfied are you with the facilities available in the University?

- Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied
- Are the amenities available for women in the University adequate? (Amenities include rest rooms, sanitation etc)
 - Adequate | Needs Improvement | Not Adequate
- How adequate are the lighting facilities available in the University?
 - Adequate | Needs Improvement | Not Adequate
- How would you rate the accessibility of university facilities for persons with disability?
 - Adequate | Needs Improvement | Not Adequate
- Are Transport options available in the university adequate?
 - Adequate | Needs Improvement | Not Adequate

Perceptions and Requirements:

- What recommendations do you have for improving gender and diversity inclusion in the University?
- What measures do you suggest to make the University a safer and better place for female students and research scholars?

Interview/Focus Group Prompts

- Experiences within the University
- Ways to improve the diversity and gender landscape of the university

ஆசிரியர் அல்லாத பணியாளர்களுக்கான கருத்து வினாத்தாள்

गैर-शिक्षण कर्मचारियों हेतु प्रतिक्रिया प्रश्नावली

Feedback Questionnaire for Non-Teaching Staff

வரி சை எண்	விவரங்கள்	வலுவா க ஒப்புக் கொள்ள த்தக்கது (5)	ஒப்புக் கொள்ள த்தக்கது (4)	நடுநி லை (3)	ஏற்றுக் கொள்ள முடியாதது (2)	வலுவா க ஏற்றுக் கொள்ள முடியா தது (1)
1. பணி மேலாண்மை कार्य प्रबंधन (Work Management)						
1.	பல்கலைக்கழகத்தில் பின்பற்றப்படும் பணி முறை மிகவும் பயனுள்ளதாக உள்ளது विश्वविद्यालय में अपनाई जाने वाली कार्य प्रवाह प्रक्रिया प्रभावी है। (The work flow procedures followed in the University is effective)					
2.	பணி ஒதுக்கீடு நியாயமானது कार्य आबंटन की व्यवस्था उचित रूप से है। (The work allotment is fair)					
3.	பணிச்சுமை ஏற்கத்தக்கது कार्य आबंटन की व्यवस्था उचित रूप से है। (The work allotment is fair)					
4.	பணியாளர்களின் பணி ஒதுக்கீடு பணி தேவைகளுக்கு ஏற்ப உள்ளது कर्मचारियों का कार्य आबंटन कार्य अपेक्षाओं के अनुरूप हैं। (The work allotment of the employees is as per the job requirements)					
5.	ஊழியர்கள் தங்கள் கடமைகள் மற்றும் பொறுப்புகள் பற்றிய தெளிவான புரிதலைக் கொண்டுள்ளனர் कर्मचारियों को अपने कर्तव्यों और जिम्मेदारियों की समझ स्पष्ट रूप से है। (The employees are having clear understanding of their duties and responsibilities)					
2. பயிற்சி மற்றும் பதவி உயர்வு प्रशिक्षण एवं पदोन्नति (Training and Promotion)						
1.	ஊக்குவிப்பு நடவடிக்கைகள் சரியான நேரத்தில் மேற்கொள்ளப்படுகின்றன पदोन्नति गतिविधियाँ समय पर संचालित होती हैं। (Promotion activities carried out in time)					
2.	பல்கலைக்கழகத்தின் பதவி உயர்வு கொள்கைகள் ஊக்கமளிக்கிறது विश्वविद्यालय की पदोन्नति नीतियाँ (कैरियर उन्नति योजना (एमएसीपी) के कार्यान्वयन में तत्परता) उत्साहवर्धक हैं। The promotion policies of the University are encouraging (Promptness in implementing the career advancement scheme (MACP)					
3.	பல்கலைக்கழகம் ஏற்பாடு செய்துள்ள					

	<p>பயிற்சித் திட்டங்கள் (வேலை தொடர்பான திறன் மேம்பாட்டிற்காக) உதவிகரமாக உள்ளன.</p> <p>विश्वविद्यालय द्वारा आयोजित प्रशिक्षण कार्यक्रम (कार्य संबंधी कौशल विकास के लिए) सहायकपूर्ण हैं।</p> <p>The training programmes (For work related Skill Development) organized by the University are helpful.</p>					
4	<p>கூடுதல் கற்றல் வளங்கள் மற்றும் பொழுதுபோக்கு வசதிகள் ஏற்பாடு செய்யப்படுகின்றன</p> <p>अतिरिक्त शिक्षण संसाधनों और मनोरंजक सुविधाओं का प्रावधान किया जा रहा है।</p> <p>Provisioning of additional learning resources and recreational facilities are being organized</p>					
3. வசதிகள் மற்றும் உந்துதல் (ஊக்கம்) সুবিধাएँ एवं प्रेरणा (Facilities and Motivation)						
1	<p>உள்கட்டமைப்பு வசதிகள் பணிச்சூழலை ஊக்குவிக்கின்றன</p> <p>बुनियादी सुविधाएँ कार्य वातावरण के अनुकूल हैं।</p> <p>The infrastructure facilities are supporting the work environment</p>					
2	<p>எந்த வகையிலும் பாகுபாடு இல்லை (வளாகத்தில் பாலின சமத்துவம் உட்பட)</p> <p>किसी भी रूप में (परिसर में लैंगिक समानता सहित)</p> <p>पक्षपात की संभावना लागू नहीं है।</p> <p>No discrimination in any form (Including Gender equality in the campus)</p>					
3	<p>(பல்கலைக்கழக) வளர்ச்சிக்கு பங்களிக்க ஊழியர்களுக்கு வாய்ப்பு உள்ளது</p> <p>कर्मचारियों को (विश्वविद्यालय) विकास प्रक्रिया में योगदान करने का अवसर प्राप्त होता है।</p> <p>The employees have the opportunity to contribute for (University) process development</p>					
4	<p>பல்கலைக்கழகம் ஊழியர்களின் குடும்ப உறுப்பினர்களுக்கு ஆதரவையும் உதவியையும் வழங்குகிறது</p> <p>विश्वविद्यालय कर्मचारियों और उनके परिजनों को अवसर और सहायता प्रदान करता है।</p> <p>The University provides opportunities and support to the Staff and their Family members</p>					
5	<p>ஆட்சேர்ப்பு மற்றும் பதவி உயர்வில் இட ஒதுக்கீடு கொள்கை பின்பற்றப்படுகிறது</p> <p>भर्ती प्रक्रिया में आरक्षण नीति का कार्यान्वयन है।</p> <p>Implementation of reservation policy in the recruitment</p>					
6	<p>ஊழியர்நல சங்க நடவடிக்கைகளில் பங்கேற்க சுதந்திரம்</p> <p>कल्याण संघ की गतिविधियों में भाग लेने की स्वतंत्रता है।</p>					

	Freedom to participate in the welfare association activities					
7	<p>ஊழியர் குடியிருப்புகள், குழந்தைகள் பகல்நேர பராமரிப்பு மையம், சுகாதார மையம், சிற்றுண்டிச்சாலை, உடற்பயிற்சி கூடம் மற்றும் வணிக வளாகம் போன்ற வளாக வசதிகள் நன்கு சென்றடைகின்றன/பராமரிக்கப்படுகின்றன.</p> <p>परिसर में स्टाफ क्वार्टर, डे केयर सेंटर, स्वास्थ्य केंद्र, कैफेटेरिया, व्यायामशाला और शॉपिंग कॉम्प्लेक्स जैसी सुविधाओं की उपलब्धता सुखद है।</p> <p>Campus amenities such as staff quarters, day care centre, health centre, cafeteria, gymnasium and shopping complex are well reached/maintained.</p>					
8	<p>மாற்றுத் திறனாளி ஊழியர்களுக்கான வசதிகள் உள்ளன</p> <p>दिव्यांग कर्मचारियों हेतु सुविधाएँ पूर्णतया उपलब्ध हैं।</p> <p>Facilities for the differently abled employees are well covered.</p>					
4. பணியாளர் உறவுமுறை நியோகா-கர்ம்காரி சம்பந்த (Employer – Employee Relationship)						
1	<p>அதிகாரி-ஊழியர்களின் உறவுகள் நன்கு பராமரிக்கப்படுகின்றன</p> <p>वरिष्ठ-अधीनस्थ कर्मचारियों का संबंध अच्छी तरह से कायम है।</p> <p>The superior – subordinate relationships are well maintained.</p>					
2	<p>அதிகாரிகளால் வழங்கப்படும் உந்துதல் / உதவி / வழிகாட்டுதல் ஊக்கமளிக்கிறது</p> <p>प्राधिकारियों द्वारा प्रदान की गई प्रेरणा/सहायता/मार्गदर्शन उत्साहवर्धक है।</p> <p>Motivation / Assistance / guidance provided by the authorities are encouraging.</p>					
3	<p>ஒதுக்கப்பட்ட பணிகள் / வேலைகளை முறையாக / சீராக செய்யப்படுகிறது</p> <p>सौंपे गए मानक/कार्यों को व्यवस्थित रूप से समानता: पूर्ण किया जाता है।</p> <p>Systematic completion of tasks / works assigned are uniformly done.</p>					
4	<p>சரியான நேரத்தில் வேலையை முடித்தல் (நேர மேலாண்மை)</p> <p>समय पर कार्य (समय प्रबंधन) पूर्ण किया जाता है।</p> <p>Completion of work in time (Time management)</p>					
5	<p>குறைகளை நிவர்த்தி செய்யும் பொறிமுறையானது பல்கலைக்கழகத்தில் திறம்பட பின்பற்றப்படுகிறது</p> <p>विश्वविद्यालय में प्रभावी रूप से शिकायत निवारण तंत्र का पालन किया जाता है।</p> <p>Effective Grievance redressal mechanism followed in the university</p>					
6	<p>ஊழியர்களின் குறைகள் பல்கலைக்கழகத்தால் நியாயமான முறையில் தீர்க்கப்படுகின்றன</p>					

	<p>कर्मचारियों की शिकायतों का निष्पक्ष तरीके से निपटारा किया जाता है। The employee grievances are settled fairly</p>					
5. வேலை திருப்தி नौकरी से संतुष्टि (Job Satisfaction)						
		<p>மிசுந்த திருப்தி (5)</p>	<p>திருப்தி (4)</p>	<p>நடுநிலை (3)</p>	<p>திருப்தி இல்லை (2)</p>	<p>பலமாக திருப்தி அடைய வில்லை (1)</p>
1	<p>பல்கலைக்கழக நிர்வாகத்தின் ஒட்டுமொத்த ஆதரவு विश्वविद्यालय प्रशासन से समग्र रूप से सहयोग प्राप्त होता है। Overall support from the university administration</p>					
2	<p>பணிச்சூழலில் ஒட்டுமொத்த திருப்தி कार्य वातावरण के प्रति समग्र संतुष्टि है। Overall satisfaction about working environment</p>					
3	<p>பல்கலைக்கழக வளாகத்தின் ஒட்டுமொத்த சூழல் विश्वविद्यालय परिसर के समग्र वातावरण पर प्रतिक्रिया। Overall ambience of the University campus</p>					
4	<p>பல்கலைக்கழக நடைமுறைகளில் வெளிப்படைத்தன்மை विश्वविद्यालय की कार्यप्रणाली में पारदर्शिता है। Transparency in University practices</p>					
5	<p>வளாகத்திற்குள் சமூக-கலாச்சார-பிராந்திய பன்முகத்தன்மையை பராமரித்தல் परिसर के भीतर सामाजिक-सांस्कृतिक-क्षेत्रीय विविधता का रखरखाव किया जाता है। Maintenance of Socio-cultural- regional diversity inside the campus.</p>					



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Pondicherry University Goal-Specific Policies for “Sustainable Development Goals”





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Pondicherry University Goal-Specific Policy for “SDG 1: No Poverty”



**Policy Heading**

Pondicherry University Goal-Specific Policy for “SDG 1: No Poverty”

Introduction

Established in 1985, Pondicherry University is a Central University covering the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its primary goals encompass advancing knowledge through teaching and research, offering courses in diverse fields, and fostering interdisciplinary studies. The university's main campus, spanning 780 acres in Kalapet, is supplemented by satellite campuses in Karaikal, Mahe, and Port Blair. Collaborative agreements with international institutions, industries, and research-focused NGOs have been established for faculty development, collaboration, and cooperation.

Pondicherry University recognizes the significance of addressing poverty to harness the potential of its students for driving positive societal changes. The university is dedicated to partnering with relevant stakeholders to implement social protection systems, enhancing the resilience of vulnerable individuals, and contributing to the global objective of eradicating multidimensional poverty.

Aligned with SDG 1: No Poverty, the university is committed to equitable practices by providing financial assistance and aid to students from low-income backgrounds, marginalized groups, and those below the poverty line. Through a range of programs and endeavors, the university aims to support these students in completing their education and improving their access to essential resources like nourishing food and clean water.

Policy Statement

Pondicherry University is dedicated to implementing comprehensive strategies that aid the student population hailing from underprivileged and susceptible backgrounds, aligning with the targets of SDG 1 to eradicate poverty.

Target

The university intends to extend its outreach to students and communities across its main campus, satellite campuses, off-campus centers, and affiliated institutions. This outreach will be conducted through fair collaborations involving government departments, pertinent stakeholders, and collaborative task forces.



SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall as an act of justice uphold SDG 1: No Poverty as the key to unlocking an enormous student's potential to catalyze and evolve ways to feed the undernourished, and hungry, wipe out seasonal and climatic diseases, and give everyone a better chance to prosper and live a productive and rich life.**
2. **Pondicherry University shall provide fellowship/ scholarship/ financial aid to students belonging to low-income groups, weaker sections, those below the poverty line, and marginalized communities through various schemes under the University Grants Commission, Ministry of Education, and other relevant Ministries and Departments.**
3. **Pondicherry University shall in addition to male, emphasize education to female students and transgenders belonging to the mentioned categories and provide support like food, hostel, transportation, psychological support, and sports facilities to enable them to complete their studies.**
4. **Pondicherry University shall in collaboration with its relevant departments, local government, and reputed non-government organizations implement social protection systems substantially covering the poor, marginalized, and vulnerable groups.**



5. **Pondicherry University shall establish a Legal Service Clinic in collaboration with the Legal Services Authority to provide legal services for the students during their study at the university.**
6. **Pondicherry University shall evolve a scheme through Inter-university programs to arrange grants or other wise offer joint grant support for poor students from low or lower-middle-income countries.**
7. **Pondicherry University shall in all its dimensions catalyze and assist the local communities and poor students to commission start-ups, and eco-entrepreneurship to reduce the proportion of all ages living in poverty and to sustain their livelihood and end poverty.**
8. **Pondicherry University shall develop green skill development programs, certificate courses, and training workshops, for a financially and socially sustainable platform irrespective of their study discipline, and provide access to university research and other academic facilities and e-resources during and after completion of their study.**
9. **Pondicherry University shall provide capacity-building or training programs for those belonging to low-income groups, those below the poverty line, and marginalized communities to improve their access to nutritious food, and quality water, for healthy living.**
10. **Pondicherry University shall develop ‘Earn While You Learn’ schemes or programs or initiatives to earn their living during their study and extend support through Placement Cell and Industry-Institute Interface Programs beyond their study.**
11. **Pondicherry University shall establish a separate division or office and secure adequate funds and in-kind services and contributions from alumni and others, to provide, monitor, and help the students to end poverty in all its dimensions and to support pro-poor and gender-sensitive development.**
12. **Pondicherry University shall collaborate with the local and national governments and reputed non-government organizations, charitable trusts, and societies in policy drafting and other services to build the resilience of the poor in vulnerable situations and reduce their exposure to climate-related extreme events, environmental shocks, and disasters.**





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Pondicherry University Goal-Specific Policy for “SDG 2: Zero Hunger”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 2: Zero Hunger”.

Introduction Pondicherry University established in 1985, is a Central University with a jurisdiction spread over the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its objectives include advancing knowledge through teaching and research, offering courses in humanities, sciences, and engineering, and promoting interdisciplinary studies, and research. The University's main campus is located in Kalapet, spanning over 780 acres, and it also has satellite campuses in Karaikal, Mahe, and Port Blair. The University has signed several MOUs for collaboration and faculty development.

SDG 2, known as "Zero Hunger," occupies a pivotal position in the global quest for sustainable development, underlining its paramount importance in fostering and thriving communities worldwide. Through dynamic partnerships with governmental bodies, relevant stakeholders, and collaborative task forces, Pondicherry University is steadfast in its resolve to champion sustainable agricultural practices, bolster the endeavors of small-scale farmers, and ensure equitable access to nourishing and affordable sustenance for all. By enhancing food security and nurturing sustainable agricultural methods, Pondicherry University aspires to forge a society marked by robust well-being and equitable access to nourishment.

In pursuit of SDG 2, Pondicherry University is poised to champion the cause of food security and alleviate malnutrition, with a special emphasis on safeguarding vulnerable groups, including women and children. The university pledges to embark on research endeavors geared towards sustainable agricultural practices, promote the establishment of community gardens, and disseminate knowledge among both students and the wider community concerning wholesome dietary habits. Pondicherry University ardently recognizes that access to nutritious sustenance is an inherent human right, and it is steadfast in its commitment to relentlessly pursue this objective, both within the campus and in the neighboring communities.

Policy Statement Dedicated to its mission, Pondicherry University is resolute in its commitment to providing comprehensive support to students and communities, aligning seamlessly with the tenets of the Zero Hunger goal in every facet of existence both within the campus confines and extending beyond, in harmonious alignment with the defined targets of this vital pursuit.

Target In its earnest endeavor, Pondicherry University will extend its outreach to encompass students and communities across a spectrum of domains. This outreach will be meticulously orchestrated through inclusive and balanced partnerships, fostering synergies with government departments, pertinent stakeholders, and collaborative task forces that are actively engaged in realizing the aspirations of the Zero Hunger goal at all levels of society.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall practice on-campus regenerative agricultural practices that increase productivity and help maintain soil and campus ecosystems, that strengthen capacity for adaptation to climate change, extreme weather events, drought, flooding, and other disasters, while progressively improving land and soil quality.**
2. **Pondicherry University shall in collaboration with farmer and farming associations, agricultural institutions, non-governmental organizations, and related departments, advocate sustainable, regenerative agricultural practices with traditional technologies to improve nutrition and fair distribution systems to achieve food security and end hunger in particular to the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.**
3. **Pondicherry University shall recommend or provide nutritious food in the daycare center and the nutritional needs of hostel-dwelling adolescent girl students, quarters-dwelling pregnant and lactating women, and older persons, and promote the same to all in the region.**
4. **Pondicherry University shall enhance international and national cooperation for agricultural research, technology development, and extension services, to refabricate rural infrastructure, to enhance plant and livestock productive capacity.**



5. **Pondicherry University shall through relevant departments, stakeholders, and incubation centers, offer productive resources, inputs, knowledge, skills, technologies, financial services, markets, and opportunities for value addition and non-farm employment to double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers.**
6. **Pondicherry University shall in collaboration with non-governmental organizations, concerned ministries, Khadi and Village Industries Commission, and government departments campaign climate change adaptation through regenerative agriculture in schools, colleges, and among farmers and neighboring communities to promote square-foot gardens, home gardens, rooftop gardens, herbal gardens, urban animal farming, beekeeping, hydroponics, aquaponics, climate-smart agriculture/farming, etc.**
7. **Pondicherry University shall through resource recycling restore topsoil ecology for soil production and sustenance and also shall extend support to the neighboring communities in soil ecosystem restoration initiatives.**
8. **Pondicherry University shall emphasize more on collaborative programs/ projects/ schemes pertaining to the increase of agricultural knowledge, productivity, livelihood, good food, and nutrition for all.**
9. **Pondicherry University shall during admission track the graduates in agriculture and aquaculture including sustainability aspects and provide additional training to upgrade their skills in this field, in addition, shall constitute a separate department or center or office to support government and farming communities in this regard.**
10. **Pondicherry University shall have a food policy in place to cater to the need of the campus dwellers and service providers for food sustainability, also shall provide sustainable food choices for all on campus, including vegetarian and vegan food.**





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Pondicherry University Goal-Specific Policy for “SDG 3: Good Health and Well Being”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 3: Good Health and Well-Being”.

Introduction Established in 1985, Pondicherry University operates as a Central University, encompassing the jurisdiction of the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its core objectives encompass advancing knowledge through academic and research, offering a diverse range of courses spanning Humanities, Sciences, and Engineering, and fostering interdisciplinary studies and research initiatives. The university's primary campus situated in Kalapet, spanning over 780 acres, is complemented by satellite campuses in Karaikal, Mahe, and Port Blair. Through Memoranda of Understanding, Pondicherry University has established collaborations with numerous international institutions, industries, and non-governmental research organizations, aimed at fostering cooperative ventures and faculty development.

Pondicherry University has undertaken a commitment to uphold SDG 3: Good Health and Well-being. Acknowledging the significance of imparting healthy lifestyles and preventive health measures, the university endeavors to ensure the well-being of its students and communities, both within and beyond the campus. Collaborations with healthcare institutions, non-governmental organizations, and healthcare professionals are sought to enhance post-COVID health outcomes, advocate traditional remedies, and provide education on mental health, and sexual and reproductive healthcare.

Championing SDG 3 holds pivotal importance for Pondicherry University, reflecting its dedication to equitably offering access to health and well-being, irrespective of individuals' backgrounds or circumstances. By advocating healthy practices, averting illnesses, and facilitating affordable natural treatments, the university diligently advances its mission of cultivating a sustainable and health-conscious campus community. Additionally, prioritizing SDG 3 serves as an embodiment of the university's social responsibility, contributing to public health and augmenting the overall welfare of society.

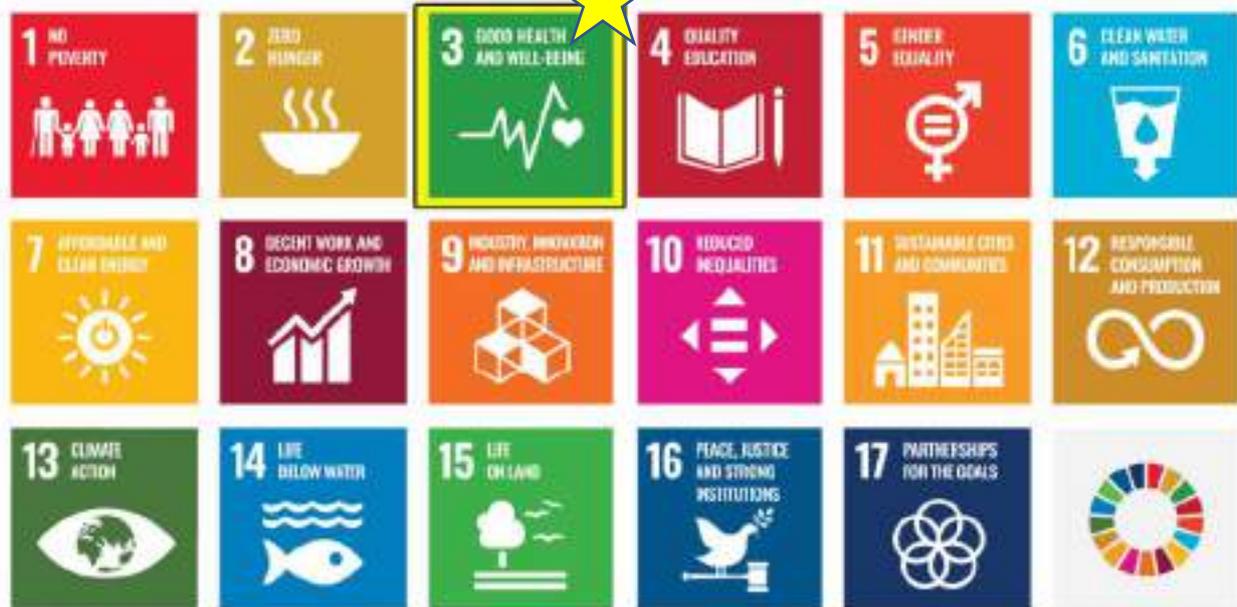
Policy Statement Pondicherry University is devoted to implementing all necessary actions to bolster students and communities, ensuring their holistic well-being across all aspects of life, both within and beyond the campus. This commitment is in alignment with the specific objectives of the overarching goal, emphasizing the attainment of good health and overall well-being.

Target Pondicherry University is poised to extend its engagement with students and communities, encompassing its primary campus, satellite campuses, off-campus centers, and affiliated institutions. This outreach will be conducted through collaborative and fair partnerships involving government departments, pertinent stakeholders, and collaborative working groups.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall uphold SDG 3: Good Health and Well-being to provide healthy lifestyles, disease preventive measures, and efficient natural remedies for everyone on campus and promote the same to all communities.**
2. **Pondicherry University shall promote the AYUSH Ministry's recommendations and traditional culinary remedies as appropriate to the on-campus community and community outreach for overall health and well-being.**
3. **Pondicherry University shall collaborate with health institutions, local municipalities, scientists, and professionals to improve post-COVID health and well-being outcomes.**
4. **Pondicherry University shall in collaboration with reputed non-government organizations and student volunteers deliver outreach programs and implement projects and programs in the neighboring communities on health, hygiene, cleanliness, good nutrition, traditional and herbal foods, and others to end preventable diseases.**
5. **Pondicherry University shall improve adequate facilities for exercise, yoga, and landscape walkways, and encourage the campus community to utilize the same for healthy living, in addition, educate on safe driving and preventing accidents.**





6. **Pondicherry University shall share its sports facilities with the local schools, colleges, and communities, either free of charge, or sponsored, or shall collect charges to meet running costs and incidental expenditures.**
7. **Pondicherry University shall prioritize the campaign: no-smoking, no-drugs, no-ragging, no-discrimination, no-sexual harassment, and to strongly implement the convention and framework laid down by the international and national bodies and take necessary action on those who violate.**
8. **Pondicherry University shall support research and development on affordable tradition-based natural medicines for communicable and non-communicable diseases that primarily affect the pro-poor and vulnerable.**
9. **Pondicherry University shall make every effort to sustainably manage chemicals from research labs and sanitary wing, and all kinds of wastes that are generated from day-to-day campus operations to prevent illnesses and air, water, soil, and ocean pollution and cross-contamination. In addition, shall educate students to comply with Rules and Regulations.**
10. **Pondicherry University shall provide education on the promotion of good mental health and sexual and reproductive healthcare.**
11. **Pondicherry University shall in collaboration with various ministries, line departments, nodal agencies, and reputed non-government organizations, make a coordinated effort to raise sound awareness on climate-related tropical diseases, hepatitis, water-borne diseases, and other communicable diseases and to ensure healthy lives and promote well-being for all at all ages.**





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Pondicherry University Goal-Specific Policy for “SDG 4: Quality Education”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 4: Quality Education”

Introduction Pondicherry University was founded in 1985 as a Central University, encompassing the jurisdiction of the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. The university's primary goals encompass advancing knowledge through teaching and research, providing courses in Humanities, Sciences, and Engineering, and encouraging interdisciplinary studies and research. The primary campus spans 780 acres in Kalapet, with additional satellite campuses in Karaikal, Mahe, and Port Blair. Collaborative agreements have been established with various international institutions, industries, and non-governmental research organizations to facilitate cooperation and faculty growth.

SDG 4, which focuses on Quality Education, stands as a pivotal factor in achieving sustainable development and shaping a better future for both individuals and societies. Recognizing education as a fundamental human right, it assumes a crucial role in fostering economic progress, diminishing poverty, and constructing harmonious, fair, and all-inclusive communities. Education also stands as a central pillar in endorsing gender equality, environmental preservation, cultural diversity, and empowering individuals and communities to drive transformative changes and contribute to global advancement. In essence, education remains the sole indispensable component of sustainable development.

Championing SDG 4 stands as an imperative act in constructing an improved world for current and forthcoming generations. Education emerges as a potent instrument for breaking the cycle of impoverishment, curtailing disparities, and advancing social mobility. Quality education has the potential to equip individuals with the necessary knowledge, competencies, and attitudes to thrive, contribute to society, and chase their ambitions. Moreover, it can foster critical thinking, ingenuity, and originality, while nurturing a sense of civic duty, human rights, and societal accountability. By investing in education and guaranteeing universal access to quality learning, we pave the way for a more comprehensive, equitable, and sustainable world. In this envisioned world, everyone gains the opportunity to unleash their full potential and play a role in creating a more promising tomorrow.

Policy Statement Pondicherry University is resolute in its dedication to providing unwavering support to students and communities by delivering Quality Education across all facets of life, whether within the campus environment or beyond, aligning seamlessly with the objectives of the specified goal.

Target The university will extend its outreach to encompass students and communities through its principal campus, satellite campuses, off-campus facilities, and affiliated institutions. This engagement will be characterized by a commitment to equitable collaboration, involving governmental bodies, pertinent stakeholders, and collaborative working groups.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall uphold SDG 4: Quality Education, and provide sustainability education on the global goals to all both on campus and outreach, thereby opening a world of opportunities regardless of ethnicity, religion, disability, caste, creed, status, immigration status, gender, transgender, and others.**
2. **Pondicherry University shall uphold the National Education Policy in all of its academic activities making the education system more flexible, holistic, and multi-disciplinary which will bring out the student's unique capabilities to sustain communities and cities.**
3. **Pondicherry University shall establish adequate infrastructure and research facilities for academic, environmental, and industrial research and provide service to the public and other researchers on request with a nominal charge.**
4. **Pondicherry University shall ensure that all girls and boys have access to quality early childhood development, care, and pre-primary education at the University Day Care Centre making them ready for primary education.**
5. **Pondicherry University shall frame the curriculum for regular and certificate courses with core essentials covering SDGs and its targets to substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, green skills, life skills, and social skills for employment, decent jobs, and entrepreneurship.**



6. **Pondicherry University shall ensure equal access to all levels of education and vocational training for vulnerable women and men, including persons with disabilities, transgender, indigenous peoples, and youth in vulnerable situations.**
7. **Pondicherry University shall host public lectures, and community educational events that are open to the outside communities.**
8. **Pondicherry University shall provide access to educational e-resources even for those not studying at the university.**
9. **Pondicherry University shall encourage the teaching profession among students, increase the number of teachers, and also effect the supply of well-trained and qualified teachers through international cooperation for faculty exchange and teacher training in developing countries.**
10. **Pondicherry University shall either undertake or encourage voluntary student-run schemes to provide tailored climate education as an outreach activity in local schools, colleges, and communities.**
11. **Pondicherry University shall provide adequate support to the 1st generation of students coming from the poor or marginalized or vulnerable communities with additional support for girl students.**
12. **Pondicherry University shall in collaboration with non-government research organizations develop living labs for lab-to-land environment education to ensure that all learners acquire the knowledge and skills needed to promote sustainable development, lifestyle, and global citizenship.**





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Pondicherry University Goal-Specific Policy for “SDG 5: Gender Equality”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 5: Gender Equality”

Introduction Established in 1985, Pondicherry University functions as a Central University, with its jurisdiction extending over the Union Territory of Puducherry, Lakshadweep, and the Andaman and Nicobar Islands. The university's objectives encompass the advancement of knowledge through instructional and research endeavors, the provision of courses spanning Humanities, Sciences, and Engineering, and the facilitation of interdisciplinary studies and research. Its primary campus, sprawling over 780 acres in Kalapet, is complemented by satellite campuses in Karaikal, Mahe, and Port Blair. Collaborative agreements with international institutions, industries, and research NGOs have been established to foster collaboration and faculty development.

SDG 5, which revolves around ‘Gender Equality’, stands as a pivotal element for establishing a just and impartial society. This goal accentuates the significance of providing equal opportunities and rights for all genders across various spheres of life, encompassing education, employment, and politics. Gender equality holds a paramount role in sustainable development and the mitigation of poverty. By ensuring equal participation and empowerment, societies can harness a variety of perspectives and concepts, resulting in more innovative and comprehensive solutions.

Upholding SDG 5 remains an indispensable pursuit for Pondicherry University in constructing an environment that champions gender equality and diversity. The university aspires to provide parity in educational and occupational prospects, particularly focusing on supporting women in their academic and vocational pursuits. It additionally endeavors to cultivate gender sensitivity and inclusiveness through educational initiatives and awareness-raising endeavors both within and beyond the campus premises. Prioritizing SDG 5 further assists the university in creating a secure and all-encompassing campus atmosphere, devoid of bias, harassment, or any form of gender-based violence. By upholding SDG 5, Pondicherry University commits itself to nurturing an equitable and impartial society that values and champions equal opportunities and rights for all genders.

Policy Statement Pondicherry University is dedicated to implementing comprehensive measures to back students and communities in the pursuit of Gender Equality across all aspects of life, both within and beyond the campus environment, aligning harmoniously with the specified goal's objectives.

Target The university will extend its outreach to encompass students and communities through its principal campus, satellite campuses, off-campus facilities, and affiliated institutions. This engagement will be characterized by a commitment to equitable collaboration, involving governmental bodies, pertinent stakeholders, and collaborative working groups. Through these efforts, Pondicherry University aims to create an environment that promotes Gender Equality and fosters inclusivity and fairness, both within its educational sphere and within the broader societal context.



SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall uphold SDG 5: Gender Equality to overcome gender bias and prejudice achieving gender empowerment and equality among all women, girls, and transgender people thereby ending all forms of discrimination, violence, and exploitation in every walk of life.**
2. **Pondicherry University shall adhere to the national and regional maternity and paternity policies and social protection policies that are in effect.**
3. **Pondicherry University shall have childcare facilities for staff and faculty and also provide accessible childcare facilities for female students with children and shall have women's retiring rooms.**
4. **Pondicherry University shall ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.**
5. **Pondicherry University shall have an 'Access and Participation' plan to systematically track and measure women's applications, acceptance, and participation in the university.**



6. **Pondicherry University shall have women’s safety and security provisions and committees to address and redress complaints on discrimination, gender parity, violence, harassment, and others, and also shall have a dedicated portal for the same.**
7. **Pondicherry University shall encourage and provide special access and support to first-generation female students.**
8. **Pondicherry University shall provide access to all girls and women and encourage participation in information and communications technology.**
9. **Pondicherry University shall encourage applications by women in underrepresented subjects either through university outreach programs or collaboration with other universities and/or community groups and/or government and/or non-government organizations.**
10. **Pondicherry University shall provide women’s access schemes for mentoring, scholarships, and other provisions with tracking, measuring, and closing any gaps that exist.**
11. **Pondicherry University shall in collaboration with the regional governments, national governments, community groups, and non-government organizations, conduct gender sensitization action camps in the local and rural communities emphasizing more on their participation, empowerment, upliftment, and health care.**





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Pondicherry University Goal-Specific Policy for “SDG 6: Clean Water and Sanitation”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 6: Clean Water and Sanitation”.

Introduction Pondicherry University, founded in 1985, is a Central University covering the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its objectives encompass advancing knowledge through education and research, providing courses in Humanities, Sciences, and Engineering, and encouraging interdisciplinary studies, and research. The primary campus, spanning 780 acres, is in Kalapet, complemented by satellite campuses in Karaikal, Mahe, and Port Blair. The University collaborates with international institutions, industries, and non-government research organizations for development.

SDG 6: Clean Water and Sanitation strives to secure access to safe, affordable drinking water and proper sanitation worldwide. This goal is crucial as around 2.2 billion people lack safe drinking water, and 4.2 billion lack proper sanitation. This scarcity leads to diseases, malnutrition, and poverty, notably in developing nations. SDG 6 also targets enhanced water quality and reduced pollution, which are vital for aquatic ecosystems, soil ecosystems, and a sustainable future.

Pondicherry University acknowledges SDG 6's vital importance and pledges commitment towards its protection and conservation. It intends to foster sustainable water and sanitation practices on campus and in the communities it serves. Eco-friendly sanitation methods like composting toilets and wastewater treatment systems are promoted to cut surface, ground, and seawater pollution. Water conservation practices, including rainwater harvesting, water reclamation, and application combat on-campus and regional water scarcity. Upholding SDG 6, Pondicherry University strives for universal access to safe water and sanitation, regardless of geographical location.

Policy Statement Pondicherry University is dedicated to fully supporting students and communities in achieving Clean Water and Sanitation targets, both within and beyond the campus environment. This commitment aligns with the objectives of multiple SDGs.

Target The university will actively engage with its students and communities across its primary campus, satellite campuses, off-campus locations, and affiliated institutions. These efforts will be carried out through collaborative partnerships with government departments, pertinent stakeholders, and collaborative working groups.





SUSTAINABLE DEVELOPMENT GOALS



Policy

- 1. Pondicherry University shall uphold SDG 6: Clean Water and Sanitation, ensure sustainable withdrawals from the aquifers, distribution of freshwater, and substantially increase water-use efficiency and reuse strategies across all sectors, in addition, cooperate with local, national, and global governments, reputed non-government organizations, and industries on water security and support water conservation efforts.**
- 2. Pondicherry University shall measure the total volume of water extracted from the aquifer, quantum distributed, and wastewater generated, treated, reclaimed, and reused, in addition, develop the water footprint of the campus covering all sectors and provide water education for its protection and conservation.**
- 3. Pondicherry University shall have a separate well-maintained plumbing system to source segregated grey, black, research laboratory, canteen, and mess water in addition, to rooftop rainwater for treatment, reclamation, and application as appropriate.**
- 4. Pondicherry University shall have uncrossed or set apart parallel distribution pipelines and waste water diversion pipelines to prevent the entry of polluted water into the potable water system.**





5. **Pondicherry University shall eliminate the dumping of waste, hazardous chemicals, and materials, thereby preventing the release of persistent chemicals into the aquifer and ocean and cross contamination of soil during monsoon.**
6. **Pondicherry University shall provide adequate and equitable sanitation and hygiene for all with a 50% anticipated reduction in the usage of sanitary chemicals by 2025 and 80% by 2030.**
7. **Pondicherry University shall extend support beyond its boundaries and strengthen the participation of local communities in improving water availability and sanitation management preventing water-borne diseases.**
8. **Pondicherry University shall establish a government-approved constructed wetland/ wastewater treatment plant to treat campus wastewater and water reclamation, with a goal to treat 50% by 2023 and 100% by 2025.**
9. **Pondicherry University shall install water purifiers at strategic locations, and provide free drinking water for its students, staff, contract workers, and visitors, and educate them on water saving.**
10. **Pondicherry University shall following the Ministry's mandate and guidelines implement an integrated water resources management for the use of reclaimed water for construction, agricultural purposes, landscape irrigation, toilet flushing, and finally recharging borewells by complying with the Government of India or international standards.**
11. **Pondicherry University shall ensure that the application of reclaimed water should be fit-for-purpose: general uses, agriculture/ horticultural uses, and environmental uses and should not have a 'toxic effect on soil, water, and ocean, thereby harming or damaging the existing ecosystems and associated flora and fauna'.**
12. **Pondicherry University shall in collaboration with government departments and non-governmental organizations provide awareness, capacity building, and conduct educational workshops to the local communities to teach more about good water management, climate issues, and judicial use and to implement projects to protect and restore water-related ecosystems through community participation, in addition to lake adoption and wetland Mitras programs.**





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Pondicherry University Goal-Specific Policy for “SDG 7: Affordable and Clean Energy”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 7: Affordable and Clean Energy”.

Introduction Pondicherry University, established in 1985, functions as a Central University encompassing the jurisdiction of the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its primary goals include advancing knowledge through academic instruction and research, providing a spectrum of courses in Humanities, Sciences, and Engineering, and fostering interdisciplinary studies and research. Situated in Kalapet, the main campus of the University covers an expanse of 780 acres, complemented by satellite campuses in Karaikal, Mahe, and Port Blair. Collaborative agreements, in the form of MOUs, have been established with various global institutions, industries, and non-governmental research organizations to encourage cooperation and faculty enrichment.

The pursuit of dependable and affordable energy is imperative to realize sustainable progress. SDG 7 is dedicated to achieving universal access to economical, reliable, sustainable, and contemporary energy for all. This endeavor is not solely vital for environmental preservation, but also pivotal in propelling economic advancement and alleviating poverty. Energy accessibility amplifies productivity, generates employment, and facilitates fundamental services like healthcare and education. Pondicherry University comprehends these imperatives and is resolute in promoting sustainable energy practices within its premises and extending this ethos beyond its confines.

Pondicherry University acknowledges the significance of SDG 7 and pledges to uphold it through a variety of strategies. The institution endeavors to diminish its carbon footprint while augmenting its utilization of renewable energy sources like solar, and biomass. Additionally, Pondicherry University encourages its students and faculty to adopt eco-friendly energy practices, encompassing the use of energy-efficient appliances, waste reduction, and endorsing public transportation. By prioritizing the integration of SDG 7, Pondicherry University contributes substantively to the global campaign addressing climate change and fostering sustainable advancement.

Policy Statement Pondicherry University is dedicated to implementing comprehensive actions that bolster students and communities in achieving Affordable and Clean Energy across all aspects of life, both within and beyond the campus, aligned with the objectives of the sustainable development goal.

Target The university will actively engage with its student body and communities through its central campus, auxiliary campuses, and associated institutions, fostering a fair and collaborative alliance with government entities, pertinent stakeholders, and collaborative task forces.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall uphold SDG 7: Affordable and Clean Energy to substantially increase the share of renewable energy in the university energy mix and pledge toward achieving 80% renewable energy by 2030 while adhering to the government guidelines/policies.**
2. **Pondicherry University shall ensure that the renovations and new upcoming buildings are following national energy efficiency standards, while on the other hand upgrading existing buildings to higher energy efficiency.**
3. **Pondicherry University shall have an energy efficiency plan to reduce overall energy consumption and to double the improvement in energy efficiency by 2030, in addition to LEED/ GRIHA/ other deemed certifications.**
4. **Pondicherry University shall enhance international cooperation to facilitate access to research, technology, and investments in clean and green energy and energy efficiency.**
5. **Pondicherry University shall collaborate with a non-government research organization to implement a business model integrated bio-methanation plant with slurry management and application addressing the triple planetary crisis: climate change, loss of biodiversity, and waste and pollution before 2024.**



6. **Pondicherry University shall march toward a carbon-neutral campus by conducting a periodical energy audit, to measure direct and indirect carbon emissions of various activities that happen on the campus and maximize renewable energy use while minimizing conventional energy use and identify and arrest energy wastage across all sectors.**
7. **Pondicherry University shall encourage investments from carbon-intensive energy industries to curb greenhouse gas emissions in line with the Kyoto Protocol and Paris Agreement.**
8. **Pondicherry University shall have a dedicated monitoring, recording, and disseminating system to measure energy use density from both energy generated by the university and energy purchased by the university.**
9. **Pondicherry University shall increase its advocacy by providing programs for local schools, colleges, and communities to teach and learn about the importance of energy conservation, efficiency, generation, and energy sustainability.**
10. **Pondicherry University shall extend its service directly to the government departments, industries, and organizations aimed at improving energy efficiency and generating clean energy, in addition, also conduct energy efficiency assessments, workshops, and research on renewable energy options.**
11. **Pondicherry University shall inform and support the government in clean and green energy generation, adopting energy-efficient technologies, and policy development.**
12. **Pondicherry University shall provide training and assistance for start-ups that foster and support a low-carbon or net zero economy/ technology.**





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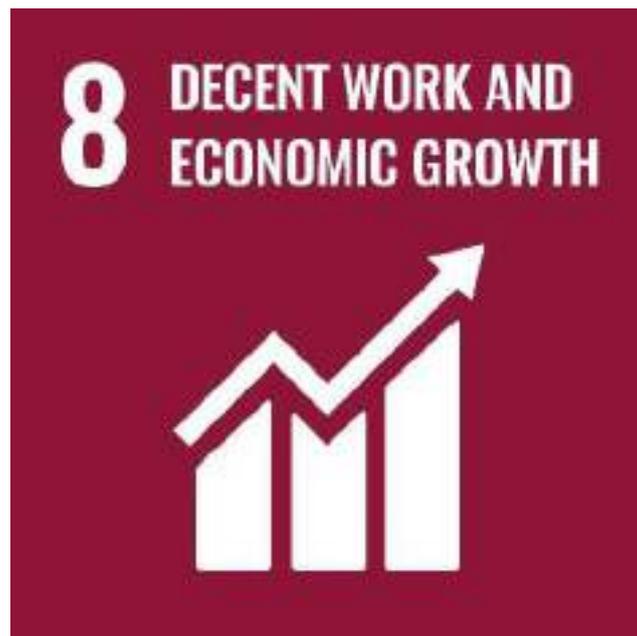
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Pondicherry University Goal-Specific Policy for “SDG 8: Decent Work & Economic Growth”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 8: Decent Work and Economic Growth”.

Introduction Established in 1985, Pondicherry University stands as a Central University with its jurisdiction spanning across the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its core objectives encompass the advancement of knowledge through both teaching and research, offering diverse courses in the domains of Humanities, Sciences, and Engineering, as well as actively fostering interdisciplinary studies and research. The primary campus, situated in Kalapet and sprawling over an expanse of 780 acres, is complemented by satellite campuses in Karaikal, Mahe, and Port Blair. The University has solidified collaborative partnerships through MOU with various international institutions, industries, and research NGOs, thus enriching avenues for collaboration and faculty development.

Pondicherry University places profound significance on SDG 8: Decent Work and Economic Growth, as it aspires to ensure comprehensive and sustainable economic growth, full and productive employment, and dignified work opportunities for all. Recognizing that a robust and expanding economy is pivotal for poverty alleviation, societal integration, and the realization of fundamental human rights, the University acknowledges that dignified work not only underpins individual well-being but also holds a pivotal role in the pursuit of sustainable development.

With unwavering dedication, Pondicherry University takes proactive steps to uphold SDG 8, manifesting in various initiatives. These encompass the promotion of entrepreneurship, the provision of support for skill enhancement, the cultivation of innovation and research endeavors, and the facilitation of job prospects for marginalized and vulnerable populations. The University underscores the importance of reinforcing labor rights, ensuring secure and safe working environments, and establishing parity in opportunities and equitable treatment for all personnel. Furthermore, the University recognizes the intrinsic value of all-encompassing economic growth, particularly directed at uplifting marginalized and vulnerable segments of society. It firmly espouses the conviction that embracing SDG 8 will not only steer economic advancement and job generation but will also significantly contribute to sustainable development and the reduction of poverty.

Policy Statement Pondicherry University is resolutely dedicated to implementing comprehensive measures to bolster students and communities in their pursuit of Decent Work and Economic Growth, spanning all aspects of life both within and beyond the campus, seamlessly aligned with the targets of this goal.

Target The university will actively engage with its student body and communities through its central campus, auxiliary campuses, and associated institutions, fostering an equitable partnership with government departments, pertinent stakeholders, and collaborative task forces that are steadfastly working towards the realization of the SDG across all strata of society.



SUSTAINABLE DEVELOPMENT GOALS



Policy

- 1. Pondicherry University shall uphold SDG 8: Decent Work and Economic Growth to promote sustained, inclusive, full, and productive employment opportunities, fulfilling jobs, and decent work for all while not harming the environment in accordance with the ordinances of the university.**
- 2. Pondicherry University shall educate and encourage the students for development-oriented job creation that supports productive activities, a decent job, entrepreneurship, creativity and innovation, and formalization of micro-small-medium enterprises through incubation and collaborations.**
- 3. Pondicherry University shall not discriminate based on race, color, religion, caste, creed, gender, gender expression, age, ancestry, disability, marital status, sexual orientation, or others, in any of its activities or operations considering decent work for all while recognizing freedom of associations.**
- 4. Pondicherry University shall be committed against forced labor, slavery, and human trafficking, and not employ below 18 years of age while guaranteeing equivalent rights to workers when outsourced through third parties.**



5. **Pondicherry University shall pay all staff and faculty as per the government norms and have a process for employees to bargain and/or appeal for employee rights and/or pay for all, including women.**
6. **Pondicherry University shall provide safe and secure working environments for all workers, including migrants, and those in precarious employment.**
7. **Pondicherry University shall work in tandem with the national and regional governments and reputed non-government organizations in promoting local culture, heritage, and traditional products for sustainable tourism that creates more green jobs and livelihood opportunities.**
8. **Pondicherry University shall provide full and productive employment and decent work for all, including young and persons with disabilities with pay scale equity for work of equal value while measuring and eliminating gender pay gaps.**
9. **Pondicherry University shall substantially promote and increase youth employment, sustainability education, training, and capacity building through various government schemes and collaborations.**
10. **Pondicherry University shall in collaboration with various stakeholders catalyze decent work opportunities for all, and ease the social impact of the global crisis on employment and accelerate recovery in employment, implement the ‘Global Jobs Pact’ by developing and operationalizing strategies for youth employment importantly for females through placement cell and entrepreneurship through incubation center.**
11. **Pondicherry University shall promote outreach activities related to decent work and economic growth in schools, colleges, and local communities by conducting job fairs, and green business ideas platforms, in collaboration with various relevant actors and catalysts at all levels both national and international.**





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Pondicherry University Goal-Specific Policy for “SDG 9: Industry, Innovation, and Infrastructure”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 9: Industry Innovation and Infrastructure”.

Introduction Established in 1985, Pondicherry University stands as a Central University, wielding jurisdiction over the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its core objectives are rooted in the advancement of knowledge through pedagogy and research, offering an eclectic array of courses spanning Humanities, Sciences, and Engineering, while fervently advocating for interdisciplinary studies and research. The sprawling main campus, nestled in Kalapet and spanning over 780 acres, is complemented by satellite campuses in Karaikal, Mahe, and Port Blair. The University has solidified collaborative partnerships through Memorandums of Understanding with various international institutions, industries, and research-based non-governmental organizations, thus amplifying the avenues for collaboration and faculty development.

Pondicherry University acknowledges the pivotal significance of SDG 9: Industry, Innovation, and Infrastructure, which serves as a cornerstone in forging a sustainable and all-encompassing society. By channeling resources into research and development, nurturing an environment of innovation, and propelling the growth of infrastructure, Pondicherry University strides forth to make substantial contributions toward the realization of this goal.

The university's pursuit will ardently focus on propelling inclusive and sustainable industrialization, coupled with the resilient evolution of infrastructure. A collaborative stance with cottage, tiny, micro, and small-scale industries, in conjunction with governmental partners, is pivotal to inspiring the uptake of sustainable technologies and the incubation of ingenious solutions to critical ecological and societal challenges. Moreover, the university will prioritize the education and training of both its students and faculty in these domains, ensuring their equipped empowerment with the requisite knowledge and competencies essential for catalyzing sustainable and all-encompassing growth.

Policy Statement Pondicherry University is strongly committed to implementing extensive measures to support students and communities in their endeavors related to industry, innovation, and infrastructure encompassing all aspects of life, both on and off campus, and in alignment with the targets of the goal.

Target The university will proactively engage with its student body and communities through its central campus, satellite campuses, and affiliated institutions. This engagement will unfold through equitable and collaborative partnerships with government departments, pertinent stakeholders, and collaborative task forces, collectively working toward the advancement of Industry, Innovation, and Infrastructure for the greater good.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall uphold SDG 9: Industry, Innovation, and Infrastructure to incorporate a functioning and climate-resilient infrastructure which is the foundation of every successful campus and community to meet future challenges, and in addition, adopt innovative sustainable technologies to bring prosperity and create green jobs.**
2. **Pondicherry University shall through research, innovation, and transfer of technologies, significantly raise the industry's share of employment and gross domestic product, in line with national circumstances, to make sure that we build stable and prosperous societies.**
3. **Pondicherry University shall through the IPR cell and Incubation Center of the university measure the university spin-offs originating from the concerned departments and the registered companies' set-up respectively.**
4. **Pondicherry University shall increase research income from the industry and commercial bodies under the thematic areas: STEM, Medicine, Arts, Humanities & Social Sciences for on-campus sustainability and outreach.**
5. **Pondicherry University shall periodically review the employees and academic staff under the thematic areas: STEM, Medicine, Arts, Humanities & Social Sciences.**



6. **Pondicherry University shall through the Incubation Center and collaboration, increase the access of cottage industry to small-scale industrial units and other enterprises, to the available financial services, including affordable credit, and their integration into value chains and markets.**
7. **Pondicherry University shall enhance scientific research and innovation to upgrade the technological capabilities of industrial sectors to increase resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, in accordance with their respective capabilities.**
8. **Pondicherry University shall encourage the alumni and other industrialists and capitalists to facilitate sustainable and resilient infrastructure development in developing countries through enhanced financial, technological, and technical support.**
9. **Pondicherry University shall in collaboration with the Khadi and Village Industries Commission/ Boards, concerned Ministry, and reputed non-government organizations establish International Centers in Association with the respective Universities, to catalyze and sustain the village and cottage industries sector, artisans' livelihood, and their eco-friendly products under Soft, Hard, and Thematic Interventions.**





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Pondicherry University Goal-Specific Policy for “SDG 10: Reduced Inequalities”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 10: Reduced Inequalities”

Introduction Pondicherry University, founded in 1985, is a Central University that covers the jurisdiction of the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its goals encompass advancing knowledge through teaching and research, delivering courses in Humanities, Sciences, and Engineering, and encouraging interdisciplinary studies and research. The primary campus of the University is situated in Kalapet, spanning over 780 acres, and it also maintains satellite campuses in Karaikal, Mahe, and Port Blair. Collaborative agreements and faculty development partnerships have been established between the University and numerous international institutions, industries, and research-oriented non-governmental organizations.

SDG 10: Reduced Inequalities holds significant importance for Pondicherry University, as it envisions the establishment of an all-encompassing and just society. The university's objective is to ensure equal prospects for all its students and staff, irrespective of their origins, ethnicity, gender, faith, or any distinguishing trait. The institution is committed to eradicating bias and guaranteeing that everyone has equal access to excellent education, job opportunities, and resources to fulfill their maximum potential.

Pondicherry University is dedicated to upholding SDG 10, in alignment with its fundamental principles of inclusivity and variety. The university is focused on developing policies and practices that do not perpetuate disparities, but rather create an equitable platform for all. By adhering to SDG 10, Pondicherry University will endorse social justice and contribute to the creation of a more impartial and just society, both within its campus and the larger community.

Policy Statement Pondicherry University is dedicated to implementing comprehensive measures to aid students and communities in addressing Reduced Inequalities across all aspects of life, both within and beyond the campus, in alignment with the targets of this goal.

Target The university will actively engage with its students and communities, utilizing its primary campus, satellite campuses, off-campus centers, and affiliated institutions, all while fostering an equitable collaboration with governmental bodies, pertinent stakeholders, and task forces dedicated to the realization of the Sustainable Development Goals (SDGs) at various tiers.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall uphold SDG 10: Reduced Inequalities to end financial and social discrimination and reduce income inequalities by raising the minimum pay level of contract workers regardless of gender, race, religious beliefs, or economic status.**
2. **Pondicherry University shall educate and empower youth on social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic status, and ensure equal opportunities without discrimination.**
3. **Pondicherry University shall encourage and catalyze alumni participation in development assistance and investment in the least developed countries in accordance with both countries' national plans and programs fostering equality and prosperity.**
4. **Pondicherry University shall in line with the general procedure, establish a special corridor to considerably increase the number of first-generation students, international students from developing countries, and students with disabilities to pursue higher studies and provide mentoring, and necessary support in this regard.**
5. **Pondicherry University shall employ persons with disabilities without discrimination and harassment in any manner and provide mentoring, counseling, and peer support as and when required along with special services and accessible facilities.**



6. **Pondicherry University shall track and measure applications & admissions of under-represented groups including ethnic minorities, low-income students, non-traditional students, women, LGBT students, disabled students, and newly settled refugee students, and provide full support for their study without discrimination.**
7. **Pondicherry University shall have a dedicated committee, office, and/or officer to advise on and implement policies, programs, and pieces of training related to diversity, equity, inclusion, and human rights on campus and outreach.**
8. **Pondicherry University shall act on reasonable waiving-off accommodation and other fees for physically challenged and marginalized people.**





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Pondicherry University Goal-Specific Policy for “SDG 11: Sustainable Cities and Communities”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 11: Sustainable Cities and Communities”.

Introduction Pondicherry University, established in 1985, functions as a Central University and holds authority over the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its primary aims encompass advancing knowledge through teaching and research, delivering courses in Humanities, Sciences, and Engineering, and fostering interdisciplinary studies and research. Situated in Kalapet, the main campus sprawls across 780 acres, and it operates additional campuses in Karaikal, Mahe, and Port Blair. Collaborative agreements, in the form of MOUs, have been established with various international institutions, industries, and research-oriented NGOs, with the intent of facilitating cooperation and faculty enrichment.

Recognizing the significance of cultivating sustainable urban environments for the present and forthcoming generations, Pondicherry University is deeply committed to assuming a leadership role in advancing sustainable development and urbanization within the region. By partnering with local authorities, community associations, and non-governmental organizations, the university is actively engaged in ensuring equitable access to fundamental services, cost-effective housing options, environmentally clean and renewable energy sources, sustainable modes of transportation, and readiness for potential disasters.

In alignment with Sustainable Development Goal 11, Pondicherry University is intently focused on enhancing the quality of life for urban inhabitants by championing inclusive and sustainable urban growth. This endeavor encompasses the establishment of secure, accessible, and verdant public spaces, facilitation of affordable and sustainable housing availability, and enhancement of urban infrastructure to support sustainable transportation systems and mitigate environmental deterioration. Additionally, the university is dedicated to cultivating awareness about the significance of sustainable urbanization while fostering expertise in urban planning and management, thereby ensuring the enduring sustainability of our cities and communities.

Policy Statement Pondicherry University is unwavering in its dedication to providing steadfast support to its students and communities in the pursuit of Sustainable Cities and Communities, aligning seamlessly with the specific objectives of this goal.

Target The University's proactive involvement will ensure a comprehensive approach to promoting Sustainable Cities and Communities, fostering a cohesive partnership that spans educational and communal settings. This endeavor resonates with the overarching mission of the SDGs, reflecting Pondicherry University's earnest commitment to effecting positive change in urban and communal environments for the collective well-being of all.



SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall uphold SDG 11: Sustainable Cities and Communities and ensure intelligent eco-campus planning, by implementing safe, affordable, and resilient developmental strategies with green and culturally inspiring living conditions and affordable housing for employees, and students.**
2. **Pondicherry University shall through its relevant departments strengthen efforts to protect and safeguard the world's cultural and natural heritage while developing natural heritage landscapes of cultural significance within the university, and its satellite campuses.**
3. **Pondicherry University shall pay special care and attention to improving air quality, land management, and waste management to reduce the adverse per capita environmental impact of cities.**
4. **Pondicherry University shall as a coastal central university extend support to the regional and national government to significantly reduce the number of deaths and the number of people affected by disasters, including water-related disasters, focusing on protecting the poor and people in vulnerable situations, and also shall support all at all levels in disaster preparedness.**



5. **Pondicherry University shall make every effort to undertake actions to promote the percentage of more sustainable commuting through the provision of free or subsidized buses, preferential parking for carpool or vanpool users, provision of electric vehicle recharging stations, preferred parking for fuel-efficient vehicles and prioritize pedestrian access on campus, cycling, and other non-motorized transport within the university.**
6. **Pondicherry University shall provide free public access to libraries including books and publications, research departments/ facilities, museums, exhibition spaces, scientific galleries, works of art and artifacts, and green spaces in particular for women and children, older persons, and persons with disabilities.**
7. **Pondicherry University shall contribute to public performances and deliver research projects to record and/or preserve intangible cultural heritage such as local folklore, traditions, language, and knowledge.**
8. **Pondicherry University shall work with local authorities to bring about positive economic, social, and environmental links between urban, peri-urban, and rural areas by strengthening national and regional development planning, mitigation and adaptation to climate change, and resilience to disasters in line with national and international frameworks.**
9. **Pondicherry University shall build new buildings on the new layout and on brownfield sites adhering to the sustainable standards recommended by national authorities and/or the World Green Building Council.**
10. **Pondicherry University shall in collaboration with non-governmental organizations, government departments, and relevant stakeholders evolve, practice, and recommend strategies to minimize the ‘urban heat island effect’, ‘soil compaction’, and ‘water pollution’, while complementing Paris Agreement, and Decade on Ecosystem Restoration.**





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Pondicherry University Goal-Specific Policy for “SDG 12: Responsible Consumption and Production”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 12: Responsible Consumption and Production”

Introduction Established in 1985, Pondicherry University is designated as a Central University, exercising its authority over the Union Territory of Puducherry, Lakshadweep, and the Andaman and Nicobar Islands. Its mission encompasses the advancement of knowledge through scholarly instruction and research, offering an array of courses spanning Humanities, Sciences, and Engineering, as well as promoting interdisciplinary exploration and research. The University's primary campus, occupying a substantial 780-acre expanse in Kalapet, serves as its nucleus, complemented by satellite campuses situated in Karaikal, Mahe, and Port Blair. Collaborative agreements, manifesting as MOUs, have been solidified with diverse International Institutions, industries, and research-driven NGOs, with the primary objective of fostering collaboration and enhancing faculty development.

The significance of Goal 12, which centers on establishing sustainable patterns of consumption and production, cannot be overstated in addressing the contemporary environmental and societal challenges we face. The rampant depletion of natural resources and the generation of waste and pollutants present a grave peril to the planet and its inhabitants. Goal 12 aims to counteract this by advocating for sustainable practices in consumption and production, with the ultimate goals of reducing our ecological footprint, conserving vital resources, and safeguarding the environment.

For Pondicherry University, the embrace of Goal 12 is pivotal in ensuring that its operations and conduct are marked by sustainability, responsibility, and alignment with its overarching commitment to sustainable development. This undertaking encompasses multifaceted strategies, including waste and pollution reduction, the promotion of renewable energy sources, the curtailment of greenhouse gas emissions, and the adoption of circular economy principles that prioritize the repurposing, recycling, and reutilization of materials. Moreover, the university diligently formulates Goal 12 specific sub-policies, protocols, and standard operating procedures tailored to address various types of waste, such as solid waste, plastic waste, biomedical waste, sanitary napkins, hazardous waste, chemical waste, food waste, waste generated by event organizers, and e-waste. This meticulous approach underscores Pondicherry University's resolute dedication to operationalizing sustainable consumption and production patterns in its sphere of influence.

Policy Statement Pondicherry University is deeply committed to actively promoting Responsible Consumption and Production, undertaking comprehensive efforts to support its students and communities across all aspects of life, both within and beyond the campus environment.

Target By extending its outreach and partnerships, Pondicherry University endeavors to instill responsible consumption habits and sustainable production methods both within its academic sphere and across the larger community at all levels.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall uphold SDG 12: Responsible Consumption and Production to ensure sustainable consumption and production patterns in all the sectors of the campus that will prevent and reverse the harm that has been inflicted on the earth.
2. Pondicherry University shall implement the sustainable on-campus consumption and production and waste management framework ensuring resource availability, resource conservation, pollution minimization, and prevention.
3. Pondicherry University shall develop an action plan covering the water-air-food-energy-biodiversity-resources nexus to achieve sustainable management and efficient use of natural resources, and substantially reduce waste generation through prevention, reduction, recycling, and reuse.
4. Pondicherry University shall develop separate sub-policies, protocols, and standard operating procedures for solid, plastic, biomedical, sanitary napkins, chemicals, hazardous, food, event organizer, and e-waste for the operation process, waste generation, management, and disposal and have a separate dedicated office/ officer to measure the amount of waste generated, up-cycled, downcycled, reused, or sent to landfill adhering to Rules and Bye-laws.
5. Pondicherry University shall achieve the environmentally sound management of chemicals and all wastes throughout their life cycle within the campus, in accordance with the national and regional Acts, Rules, Bye-laws, and International Frameworks, to significantly reduce their release to air, water, and soil and to minimize their adverse impacts on human, animals, and environmental health.



6. **Pondicherry University shall in accordance with national policies and priorities, identify and select companies providing warranties like: ‘extended producer responsibility’, ‘buy back’, and ‘waste take back’, for all of its procurement practices to ensure sustainability and circular economy.**
7. **Pondicherry University shall educate and ensure that students and staff have the relevant information and awareness on sustainable development and sustainable lifestyles in harmony with nature, and promote the same to local communities in collaboration with diverse actors complementing various missions of the government.**
8. **Pondicherry University shall provide green skills and green capacity promoting local culture and producing local products, creating green jobs and ecopreneurs, for the ecotourism industry, and develop and implement tools to monitor sustainable development impacts for ecotourism.**
9. **Pondicherry University shall strengthen the faculties and students’ scientific and technological knowledge to adopt more sustainable patterns of consumption, production, and management and to encourage the same in schools, colleges, industries, and neighboring communities.**
10. **Pondicherry University shall educate and provide guidance to the outsourced service providers and the supply chain contractors like food caterers (mess, event organizer, and canteens), housekeeping, sanitation/cleaning, security guards, suppliers of equipment, stationary, and building contractors, on ethical sourcing of food and other supplies and to provide service in a responsible manner by generating less and manageable waste.**
11. **Pondicherry University shall develop certificate courses on sustainable waste management and provide training and capacity building for resource recycling and business endeavors.**





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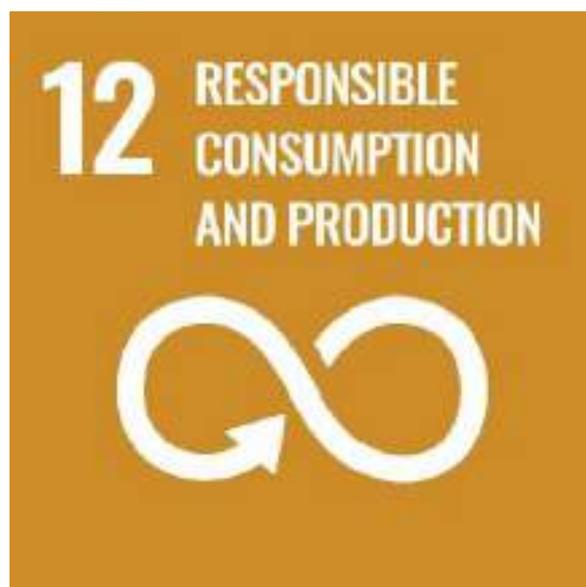
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Pondicherry University Goal-Specific Policy for “SDG 12: Responsible Consumption and Production”





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Introduction Established in 1985, Pondicherry University is designated as a Central University, exercising its authority over the Union Territory of Puducherry, Lakshadweep, and the Andaman and Nicobar Islands. Its mission encompasses the advancement of knowledge through scholarly instruction and research, offering an array of courses spanning Humanities, Sciences, and Engineering, as well as promoting interdisciplinary exploration and research. The University's primary campus, occupying a substantial 780-acre expanse in Kalapet, serves as its nucleus, complemented by satellite campuses situated in Karaikal, Mahe, and Port Blair. Collaborative agreements, manifesting as MOUs, have been solidified with diverse International Institutions, industries, and research-driven NGOs, with the primary objective of fostering collaboration and enhancing faculty development.

The significance of Goal 12, which centers on establishing sustainable patterns of consumption and production, cannot be overstated in addressing the contemporary environmental and societal challenges we face. The rampant depletion of natural resources and the generation of waste and pollutants present a grave peril to the planet and its inhabitants. Goal 12 aims to counteract this by advocating for sustainable practices in consumption and production, with the ultimate goals of reducing our ecological footprint, conserving vital resources, and safeguarding the environment.

For Pondicherry University, the embrace of Goal 12 is pivotal in ensuring that its operations and conduct are marked by sustainability, responsibility, and alignment with its overarching commitment to sustainable development. This undertaking encompasses multifaceted strategies, including waste and pollution reduction, the promotion of renewable energy sources, the curtailment of greenhouse gas emissions, and the adoption of circular economy principles that prioritize the repurposing, recycling, and reutilization of materials. Moreover, the university diligently formulates Goal 12 specific sub-policies, protocols, and standard operating procedures tailored to address various types of waste, such as solid waste, plastic waste, biomedical waste, sanitary napkins, hazardous waste, chemical waste, food waste, waste generated by event organizers, and e-waste. This meticulous approach underscores Pondicherry University's resolute dedication to operationalizing sustainable consumption and production patterns in its sphere of influence.

Policy Statement Pondicherry University is deeply committed to actively promoting Responsible Consumption and Production, undertaking comprehensive efforts to support its students and communities across all aspects of life, both within and beyond the campus environment.

Target By extending its outreach and partnerships, Pondicherry University endeavors to instill responsible consumption habits and sustainable production methods both within its academic sphere and across the larger community at all levels.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall uphold SDG 12: Responsible Consumption and Production to ensure sustainable consumption and production patterns in all the sectors of the campus that will prevent and reverse the harm that has been inflicted on the earth.
2. Pondicherry University shall implement the sustainable on-campus consumption and production and waste management framework ensuring resource availability, resource conservation, pollution minimization, and prevention.
3. Pondicherry University shall develop an action plan covering the water-air-food-energy-biodiversity-resources nexus to achieve sustainable management and efficient use of natural resources, and substantially reduce waste generation through prevention, reduction, recycling, and reuse.
4. Pondicherry University shall develop separate sub-policies, protocols, and standard operating procedures for solid, plastic, biomedical, sanitary napkins, chemicals, hazardous, food, event organizer, and e-waste for the operation process, waste generation, management, and disposal and have a separate dedicated office/ officer to measure the amount of waste generated, up-cycled, downcycled, reused, or sent to landfill adhering to Rules and Bye-laws.
5. Pondicherry University shall achieve the environmentally sound management of chemicals and all wastes throughout their life cycle within the campus, in accordance with the national and regional Acts, Rules, Bye-laws, and International Frameworks, to significantly reduce their release to air, water, and soil and to minimize their adverse impacts on human, animals, and environmental health.



6. **Pondicherry University shall in accordance with national policies and priorities, identify and select companies providing warranties like: ‘extended producer responsibility’, ‘buy back’, and ‘waste take back’, for all of its procurement practices to ensure sustainability and circular economy.**
7. **Pondicherry University shall educate and ensure that students and staff have the relevant information and awareness on sustainable development and sustainable lifestyles in harmony with nature, and promote the same to local communities in collaboration with diverse actors complementing various missions of the government.**
8. **Pondicherry University shall provide green skills and green capacity promoting local culture and producing local products, creating green jobs and ecopreneurs, for the ecotourism industry, and develop and implement tools to monitor sustainable development impacts for ecotourism.**
9. **Pondicherry University shall strengthen the faculties and students’ scientific and technological knowledge to adopt more sustainable patterns of consumption, production, and management and to encourage the same in schools, colleges, industries, and neighboring communities.**
10. **Pondicherry University shall educate and provide guidance to the outsourced service providers and the supply chain contractors like food caterers (mess, event organizer, and canteens), housekeeping, sanitation/cleaning, security guards, suppliers of equipment, stationary, and building contractors, on ethical sourcing of food and other supplies and to provide service in a responsible manner by generating less and manageable waste.**
11. **Pondicherry University shall develop certificate courses on sustainable waste management and provide training and capacity building for resource recycling and business endeavors.**





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Pondicherry University Goal-Specific Policy for “SDG 13: Climate Action”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 13: Climate Action”

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs, all geared towards fostering cooperation and enriching faculty development.

The significance of Goal 13, denoted as Climate Action, cannot be overstated. It is a goal intrinsically linked to the very survival of our planet. The University is acutely aware of the pressing need for immediate and resolute action to combat climate change and its far-reaching consequences for both the environment and communities at large. The impacts of climate change, ranging from agricultural disruption to dwindling water resources and compromised ecosystems, have triggered a cascade of extreme weather events, sea level rise, and biodiversity decline.

Pondicherry University has risen to the occasion, firmly committing itself to proactive measures aimed at mitigating the effects of climate change and promoting sustainable development. To realize the objectives of SDG 13, the university is channeling its efforts into reducing its carbon footprint through multifaceted approaches. These include the advocacy and implementation of renewable energy sources, with a notable emphasis on solar energy and bio methanation. Pondicherry University is resolutely committed to collaborating with local communities, governmental bodies, and international organizations to effect meaningful change in addressing the repercussions of climate change and propelling sustainable development forward. This dedication underscores the university's pivotal role in the collective endeavor to safeguard our planet's future.

Policy Statement Pondicherry University stands unwavering in its commitment to wholeheartedly support students and communities in the pursuit of Climate Action across every facet of life, encompassing both the realms within and beyond the campus, closely aligned with the specific objectives outlined in Goal 13.

Target Pondicherry University’s resolute dedication will reach out to its students and communities in equitable partnership with government departments, relevant stakeholders, and working groups implementing Goal 13 targets at all levels.





SUSTAINABLE DEVELOPMENT GOALS



Policy

- 1. Pondicherry University shall uphold SDG 13: Climate Action and take urgent action to combat climate change and its impacts through environmental education, innovation, and adherence to our nation's climate commitments, by making necessary changes to protect the planet while providing huge opportunities to modernize our infrastructure, create new green jobs, and promote greater prosperity across borders.**
- 2. Pondicherry University shall implement the United Nations Framework Convention on Climate Change, University Grants Commission and various Union Ministries mandate on climate change missions in fast-track mode within the campus, its affiliated institutions, its satellite campuses, and communities in the context of meaningful mitigation actions and transparency on the implementation process, while measuring progress, and reflection.**
- 3. Pondicherry University shall strengthen resilience and adaptive capacity to climate-related inland and coastal disasters by providing education programs or campaigns on climate change risks, impacts, mitigation, adaptation, impact reduction, and early warning to students and local communities.**
- 4. Pondicherry University shall integrate climate change measures into its policies, strategies, and planning for a nature-positive university and provide recommendations to the regional and national governments on climate change mitigation, adaptation, impact reduction, and early warning.**



5. **Pondicherry University shall develop green protocols and standard operating procedures and prioritize on-campus quick launch climate actions, short-term goals, and long-term goals towards reducing waste, footprint(s), and emissions adhering to the Precautionary Principle 15 of the Rio Declaration.**
6. **Pondicherry University shall incorporate and give emphasis to climate change-related subjects in its curricula of various courses/disciplines to build the capacity of students and scholars to understand the entire gamut of issues related to climate change and be ready to combat climate change thereby strengthening human capital towards climate actions.**
7. **Pondicherry University shall in collaboration with relevant stakeholders draft a mitigative plan for climate change disasters and a university climate action plan, and share the same with the local government and local community groups.**
8. **Pondicherry University shall with an intent to catalyze the students' participation and to inculcate climate-conscious behavior collect the Green Climate Fund and use the same for on-campus and outreach programs led and organized by the students.**
9. **Pondicherry University shall enhance the professional capacity of students by developing living labs to provide lab-to-land environment education, awareness-raising, training, capacity building, and green skill development, and to inculcate environment-conscious behavior for attitude change fostering the 'fundamental duties' under the constitution.**
10. **Pondicherry University shall provide required academic inputs to various climate change-related organizations to build their knowledge and capacity to meet climate change mitigation, impact reduction, early warning, and sustainable development.**
11. **Pondicherry University shall strengthen its research programs so that climate-related hazards and natural disasters are managed better in the country.**
12. **Pondicherry University shall follow strict compliance with rules, standard operating procedures, and environmental standards in all its operations and developmental activities for safety, healthy living, and national and international recognitions, awards, and rankings.**
13. **Pondicherry University shall have an interdisciplinary, practical, and applied approach by signing declaration(s), charter(s), and others to have an essential foundation with the regional and national government, international organizations, private sector, institutions, industries, and non-government organizations for climate commitment, campus sustainability, and outreach.**





14. **Pondicherry University shall in collaboration with non-government research organizations host student-centered international and national symposiums, conferences, seminars, workshops, etc., to share best practices and strengthen equitable collaboration and partnerships for momentum.**
15. **Pondicherry University shall individually measure the energy generated and energy purchased and the amount of low-carbon energy used across all the sectors of the university to become a carbon-neutral university adhering to the Greenhouse Gas Protocols.**
16. **Pondicherry University shall in collaboration with non-governmental organizations and industries uphold water sustainability, food sustainability, renewable energy generation, energy recovery, nutrient recovery, and its application in the horticultural landscape for a 50% carbon-neutral campus by 2030.**
17. **Pondicherry University shall promote collaborative research activities to understand its impacts as well as to enhance capacity for effective climate change adaptation planning and management in India, also shall conduct research to understand what approaches are better and more effective and analyze the implementation of SDGs so as that a better policy can be developed at the National level.**
18. **Pondicherry University shall provide the required technical inputs to integrate climate change measures into various national policies, strategies, and planning e.g. National Biodiversity Strategies and Action Plan, National Education Policy, Blue Economy, etc.**





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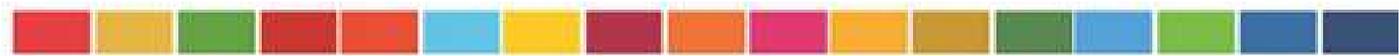
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Pondicherry University Goal-Specific Sub Policy for SDG 13: Climate Action “SDG 13.1 - Policy for Climate Resilient Horticulture and Other Agricultural Activities”





Policy Heading Pondicherry University Goal-Specific Sub Policy for “SDG 13: Climate Action
SDG 13.1 - Policy for Climate Resilient Horticulture and Other Agricultural Activities”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs, all geared towards fostering cooperation and enriching faculty development.

Climate-resilient horticulture and agriculture activities play a pivotal role in advancing the objectives of SDG 13 - Climate Action. By integrating innovative and adaptive practices, these activities contribute to mitigating the impacts of climate change and ensuring food security while safeguarding the environment. In the face of changing climate patterns, climate-resilient horticulture and agriculture focus on enhancing the resilience of crops, plant varieties, and farming systems. Moreover, climate resilient approaches prioritize biodiversity conservation, thereby preserving vital ecosystems and enhancing ecosystem services that are integral to sustainable food production. This synergy with SDG 13 fosters a more harmonious relationship between human activities and the environment and promotes long-term agricultural sustainability.

By embracing innovative technologies, knowledge-sharing networks, and capacity-building initiatives, ensure that farmers and farming lovers are equipped with the tools to make informed decisions and adapt to evolving climatic conditions. These practices exemplify a holistic approach that not only addresses climate challenges but also promotes socio-economic growth, environmental stewardship, and the well-being of present and future generations while ensuring sustainable food production.

Policy Statement Pondicherry University stands as a beacon of unwavering commitment, fervently dedicated to the widespread dissemination and enthusiastic promotion of climate-resilient horticulture and agricultural activities. This noble endeavor aligns harmoniously with the overarching goal of Climate Action.

Target As Pondicherry University stands at the vanguard of this noble cause, its resolute dedication serves as an inspiration, igniting the flames of transformative action at all levels far and wide.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall by upholding SDG 13: Climate Action, create climate-resilient green infrastructure to inspire the students and others to take climate action, to adapt, protect, and preserve the environment while complementing the Missions: Green India, LiFE, and Climate Action.
2. Pondicherry University shall in collaboration with different departments and administrative wings of the university, plan and execute the campus biodiversity conservation measures to maintain the ecological balance and to maintain a campus biodiversity register for the university and promote the same to its affiliated institutions and others.
3. Pondicherry University shall plan and/or remodel the lawns, parks, green spaces, open spaces, berms, gardens, and meadows, for recreation in line with climate-resilient gardening practices to support pollinators, birds, and beneficial insects and soil microorganisms to get rid of non-native invasive pests and plants while withstanding extreme weather conditions.
4. Pondicherry University shall steer a mass movement for an environmentally conscious lifestyle by being mindful and deliberate utilization, instead of mindless and destructive consumption.
5. Pondicherry University shall conduct pollution prevention drives, conservation drives, cleanliness drives, plantation drives, etc. to recognize the importance of the 'horticultural landscape' in conserving our precious natural resources and living in harmony with nature.



6. **Pondicherry University shall demarcate and develop areas with public access for the ‘forest bath’ (shinrin-yoku) a physiological and psychological exercise to reduce tension and stress, while improving mood, concentration, and creativity, in addition to inspiring students and the public to reconnect with and protect the campus to country's forests.**
7. **Pondicherry University shall evolve strategies to reduce and conserve water by soil building, mulching, water-smart practices, catching rainwater, planting drought-tolerant plants, etc.**
8. **Pondicherry University shall lay stepping stones or porous blocks rather than concrete pavement for anchorage root protection and shall provide additional care while trenching or laying pipes.**
9. **Pondicherry University shall create seating zones, and living walls, at strategic locations to symbolically recognize that Indian culture and living traditions are inherently sustainable.**
10. **Pondicherry University shall keep indoor air pollutant removal plants in prime locations to ‘instill’ the importance of conserving our precious natural resources and living in harmony with nature.**
11. **Pondicherry University shall establish an apiary, herbal garden, wildflower garden, succulents to tall grass garden, etc., and a nursery to propagate perennials, annuals, and seasonals focusing on biodiversity conservation and habitat restoration both directly and indirectly.**
12. **Pondicherry University shall categorize the horticulture wastes into mowed grass, leaf litter, twigs & small branches, and tree trunks having timber value and with the help of a horticulture wing shall compost the compostable plant material and apply in the horticultural landscape to restore topsoil ecology and soil ecosystem.**
13. **Pondicherry University shall evolve strategies to minimize/ prevent the entry of pollution on the campus grounds, while simultaneously halting the environmental damage to retaining the existing ecosystem within the campus, in addition, initiate small actions at various locations to restore the damaged or depleted ecosystems during the course of university development.**
14. **Pondicherry University shall strengthen human capital towards climate actions by incorporating and emphasizing climate-resilient agricultural/ horticultural subjects or courses or programs to build the capacity of students, scholars, farmers, farming lovers, and others to better understand the entire gamut of climatic issues related to food security and natural reserve security and to sustainably secure.**





15. **Pondicherry University shall promote collaborative research in climate-resilient horticulture and agricultural activities to understand its impacts as well as to enhance capacity for effective climate change adaptation planning and management in India. Also, shall research to understand what approaches are better and more effective for climate-resilient farming so that better policies can be developed both at regional and national levels.**
16. **Pondicherry University shall provide the required academic inputs to various farming/agriculture-related organizations to build their knowledge and capacity for sustainable development.**
17. **Pondicherry University shall enhance its natural green cover by planting mixed native species to improve the overall biodiversity of the campus.**





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Pondicherry University Goal-Specific Policy for “SDG 14: Life Below Water”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 14: Life Below Water”.

Introduction Founded in the year 1985, Pondicherry University stands as a prestigious Central University, exercising its academic influence across the expansive domains of the Union Territory of Puducherry, Lakshadweep, and the Andaman and Nicobar Islands. Situated amidst the serene expanse of Kalapet, the university's main campus unfurls across an impressive landscape spanning over 780 acres, providing a fertile ground for intellectual growth among its student and faculty community. Complementing this central hub, satellite campuses situated in Karaikal, Mahe, and Port Blair serve as additional bastions of learning, extending the university's reach and fostering academic excellence in diverse locales. The institution has solidified its commitment to international cooperation and faculty development through collaborative initiatives.

SDG 14, often referred to as "Life Below Water," constitutes a crucial endeavor aimed at preserving and responsibly harnessing the wealth of oceans, seas, and marine resources to foster sustainable development. The ocean, a veritable lifeblood of our planet, serves as an indispensable lifeline for human existence and the flourishing of myriad living entities. Yet, the ocean grapples with an array of imminent perils, encompassing pollution, overexploitation through fishing, and the relentless impacts of climate change. With unwavering dedication, the university pledges to be a driving force behind the safeguarding and prudent utilization of oceans, seas, and marine resources. It shall actively partake in the pursuit of curbing marine pollution, endorsing sustainable fishing methodologies, and establishing safeguards for delicate marine habitats. Moreover, Pondicherry University will act as a beacon for research and education, fostering an environment conducive to the study of marine conservation and the tenets of oceanic sustainability. This includes a critical examination of the repercussions of climate change on marine ecosystems.

By embracing the principles enshrined in SDG 14, Pondicherry University not only advocates for the continued availability of essential aquatic resources but also assumes a pivotal role in preserving these invaluable assets for the generations yet to come. Through its concerted efforts, the university catalyzes a harmonious coexistence between humanity and the remarkable tapestry of marine life.

Policy Statement Nestled along the coastal shores, Pondicherry University wholeheartedly dedicates itself to a comprehensive approach to nurturing its student body and communities, aligning seamlessly with the principles of "Life Below Water" in every facet of existence both within and beyond the campus boundaries, in perfect synchronization with the stipulated objectives of this vital goal.

Target In its unwavering pursuit, Pondicherry University will transpire through harmonious and balanced partnerships, uniting forces with government departments, pertinent stakeholders, and collaborative task forces that are actively engaged in the realization of our marine resources as envisioned by Goal 14 at every stratum of society.





SUSTAINABLE DEVELOPMENT GOALS



Policy

- 1. Pondicherry University shall uphold SDG 14: Life Below Water to protect oceans, seas, and marine resources by eliminating on-campus pollution, and by educating the neighboring communities on sustainable fishing, and developing projects to protect and conserve all marine ecosystems and life and working jointly with relevant stakeholders from the government and private to sustain life below water.**
- 2. Pondicherry University shall offer educational programs, training, and capacity building on fresh-water and marine-water ecosystems for local or national communities on sustainable management of fisheries.**
- 3. Pondicherry University shall, through enhanced scientific cooperation, develop and support programs and incentives to encourage and maintain good aquatic stewardship practices to minimize physical, chemical, and biological alterations of aquatic ecosystems that address the impacts of ocean acidification, from land-based activities, including debris and nutrient pollution and to have a dedicated research facility to monitor the health of aquatic ecosystems.**
- 4. Pondicherry University shall conduct community outreach conservation programs, and coastal cleanups, complementing the blue flag program by holding on to the precautionary principle and best available scientific information, consistent with regional, national, and international laws and regulations.**



5. **Pondicherry University shall organize events to raise awareness and enforce relevant laws to promote the conservation and sustainable utilization of the oceans, seas, lakes, rivers, and marine resources and protect any IUCN Red Listed species and National Conservation Listed Species with habitats.**
6. **Pondicherry University shall in collaboration with professionals and non-government organizations evolve strategies to offer educational outreach activities for local or national communities to raise awareness on overfishing, illegal, unreported, and unregulated fishing, and destructive fishing practices.**
7. **Pondicherry University shall jointly evolve and implement science-based/ nature-based/ ecosystem-based management plans for their ecosystem restoration in order to achieve healthy and productive oceans and to restore fish stocks in the shortest time feasible, to avoid significant adverse impacts.**
8. **Pondicherry University shall have water quality standards and guidelines for water treatment, reclamation, and discharges to protect and restore ecosystems, wildlife, and human health and welfare.**
9. **Pondicherry University shall increase scientific knowledge, develop research capacity, and transfer small-scale artisanal fishery technology to improve ocean health and also provide certificate courses and vocational training for inland and coastal aquaculture, fishery products, and sustainable tourism.**
10. **Pondicherry University shall enhance the advocacy for the conservation and sustainable use of oceans and other aquatic resources while eliminating and combating poaching and trafficking of wild and protected species and purchase of illegal wildlife products and trophies, adhering to the Wildlife (Protection) Act and Convention on International Trade in Endangered Species (CITES) of fauna and flora while enforcing regional, national, and international laws.**
11. **Pondicherry University shall develop a watershed management strategy to provide directions in protecting, improving, conserving, and restoring the watershed in partnership with the local communities.**
12. **Pondicherry University shall collaborate with the local fishery department and fishermen communities through partnerships in an effort to maintain shared aquatic ecosystems.**
13. **Pondicherry University shall work directly with research organizations, non-government organizations, and industries to maintain and restore ecosystems and their biodiversity, especially those under threat and to transfer technologies or practices that enable the marine industry to minimize or prevent damage to aquatic ecosystems.**





14. **Pondicherry University shall provide awareness, training, and knowledge and build human capital in achieving the targets related to ‘Life Below Water’ by strengthening the curricula of its various courses or programs (soft/ hard/ certificate) to equip well the knowledge of the students on biodiversity conservation in the aquatic environment, the importance of the functioning aquatic ecosystems, and ecology and its sustainable use.**
15. **Pondicherry University shall analyze knowledge gaps and shall provide evidence-based solutions to build on the lacuna that is necessary for the protection, restoration, and promotion of sustainable use and management of aquatic resources/ ecosystems and to solve the challenges that hinder the achievement of the targets of SDG 14.**
16. **Pondicherry University shall play advocacy roles based on its research findings and assist the government in firming up better policies.**
17. **Pondicherry University shall implement and promote ecosystem-based approaches and nature-based solutions to restore aquatic ecosystems in line with the United Nations Decade on Ecosystem Restoration (2021-30) theme: prevent, halt, and reverse.**
18. **Pondicherry University shall establish a common platform to collaborate with all stakeholders, youth, and young individuals to mitigate and protect the dwindling aquatic resources from climate disasters.**
19. **Pondicherry University shall in collaboration with research organizations establish a species propagation/survival center to increase the decreasing species in the aquatic environment.**





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Pondicherry University Goal-Specific Policy for “SDG 15: Life On Land”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 15: Life on Land”

Introduction Established in 1985, Pondicherry University stands as a distinguished Central University, exercising jurisdiction across the Union Territory of Puducherry, as well as the enchanting domains of Lakshadweep and the Andaman and Nicobar Islands. Rooted in a resolute commitment its academic repertoire spans an array of disciplines, encompassing the realms of Humanities, Sciences, and Engineering. Nestled in the scenic expanse of Kalapet, the university's main campus sprawls over an impressive 780 acres, serving as an intellectual haven for both students and faculty. Beyond this central hub, the university extends its reach through satellite campuses located in Karaikal, Mahe, and Port Blair, each contributing to the dissemination of knowledge and fostering academic excellence. University's dedication to global engagement and cross-cultural enrichment is underscored by its strategic collaborations with a multitude of esteemed international institutions, industries, and research NGOs for collaborative initiatives, faculty development, and the exchange of innovative ideas, amplifying the university's global impact and fostering a vibrant scholarly ecosystem.

SDG15, known as "Life On Land," holds immense significance in safeguarding and preserving terrestrial ecosystems both within and beyond educational campuses. This goal entails shielding biodiversity, countering desertification, and ensuring sustainable forest management. Pondicherry University recognizes the paramount importance of upholding SDG15 as it resonates with the institution's unwavering dedication to nurturing students and communities both within and outside the campus environment. Through collaborative partnerships, the University is committed to catalyzing efforts that safeguard and rejuvenate terrestrial life. This encompasses advocating for sustainable practices in ecosystem use, fostering responsible forest management, combating desertification, and curbing the decline of biodiversity and land quality.

By adopting these initiatives, Pondicherry University not only contributes to the preservation, rehabilitation, and sustainable exploitation of on-campus and off-campus terrestrial and freshwater ecosystems and their associated benefits but also remains aligned with international accords and national policies. Additionally, the university will play a pivotal role in disseminating educational programs that promote the prudent conservation and sustainable utilization of campus land, fostering SDG 15’s targets.

Policy Statement Pondicherry University is committed to taking every measure to support the students and communities through education and research, campus operations, community engagement, sustainable land management, and biodiversity conservation in every sphere of life both on and outside campus in tandem with the targets of the goal.

Target Pondicherry University will reach out to its students and communities in equitable partnership with government departments, relevant stakeholders, and working groups implementing the SDG targets at all levels.





SUSTAINABLE DEVELOPMENT GOALS



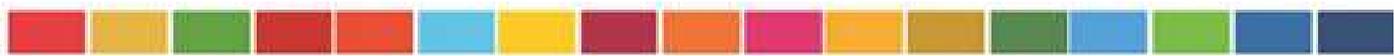
Policy

1. **Pondicherry University shall uphold SDG 15: Life On Land to create action to protect and restore life on land, promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and biodiversity loss complementing Kunming-Montreal Global Biodiversity Framework.**
2. **Pondicherry University shall ensure and advocate the conservation, restoration, and sustainable use of on-campus and other terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains, and drylands, in line with obligations under international agreements and national policies.**
3. **Pondicherry University shall promote and catalyze the implementation of sustainable management of all types of forests of the region and beyond, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation to end further acceleration in the global rate of species extinction.**
4. **Pondicherry University shall work directly with the government and non-government organizations to maintain and extend existing ecosystems and their biodiversity, of both plants and animals, especially ecosystems under threat, and to identify, monitor, and protect any species and habitats that are listed under the Wildlife (Protection) Act, 1972, Conservation of Migratory Species of Wild Animals (CMS) and the International Union for Conservation of Nature (IUCN) Red List, Convention on International Trade in Endangered Species (CITES), National Conservation List, etc.**



5. **Pondicherry University shall in collaboration with relevant stakeholders combat on-campus and regional soil compaction and desertification, restore degraded land and soil, and strive to achieve a land degradation-neutral.**
6. **Pondicherry University shall in collaboration with relevant stakeholders ensure the conservation of mountain ecosystems, their biodiversity, and related knowledge, in the off-campus/ satellite campus areas, to enhance their availability and capacity to provide essential benefits for life and sustainable development.**
7. **Pondicherry University shall offer educational programs on wild flora and fauna and their ecosystem services for students across disciplines, and local or national communities and engage youth to maintain the campus biodiversity register, take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, protect and prevent the extinction of threatened species.**
8. **Pondicherry University shall offer an on-campus educational program for local or national communities and farmers on sustainable management of land for topsoil ecosystem restoration, regenerative agriculture and food production, and sustainable tourism adhering to The United Nations Convention to Combat Desertification (UNCCD).**
9. **Pondicherry University shall consider campus biodiversity, in the planning and development process, practice relocation of trees, sustaining landscapes, creating multiple and diverse thematic gardens for forest bath and recreation purposes, and obtain NOC from the relevant authorities in compliance with the applicable rules and National Green Tribunal directions for the construction of new buildings.**
10. **Pondicherry University shall have a separate digital repository to document, store, track, and disseminate the existing flora and fauna of the campus and to reduce the impact of alien species if any and in addition, take urgent action to eliminate and combat poaching and trafficking of wild and protected species and purchase of illegal wildlife products and trophies, adhering to Wildlife (Protection) Act and Convention on International Trade in Endangered Species (CITES) of fauna and flora while enforcing regional, national, and international laws.**
11. **Pondicherry University shall share its resources with the regional and national governments in framing policies, protocols, and frameworks to integrate ecosystem restoration and biodiversity conservation in governmental planning.**
12. **Pondicherry University shall have water quality standards and guidelines for water discharge, treatment, reclamation, and application to uphold water quality to protect topsoil and terrestrial ecosystems, wildlife, and human health and welfare.**
13. **Pondicherry University shall in collaboration with various stakeholders establish a self-sustaining business model for apiary and other cultures/ farming that have economic and conservation values, and the same could be used exclusively for educational purposes.**





14. Pondicherry University shall have sustainable waste management systems to manage its solid, plastic, biomedical, chemicals, hazardous, and e-wastes and upcycling technologies for resource conservation and pollution prevention, and promote the same to all campuses and communities.
15. Pondicherry University shall make every effort to prevent the occurrence of fire accidents within the campus.
16. Pondicherry University shall collaborate with the local government and communities through partnerships, in efforts to maintain shared land ecosystems.
17. Pondicherry University shall support and organize student and community-centered events aimed at promoting conservation and sustainable utilization of the land, including other wildlands and forests.
18. Pondicherry University shall provide knowledge and build human capital in achieving the targets related to ‘Life on Land’ by strengthening the curricula of its various courses and disciplines so that students are well equipped with the knowledge on biodiversity conservation, the importance of the functioning ecosystem, and ecology and its sustainable use.
19. Pondicherry University shall research to build gaps in knowledge that are necessary for the protection, restoration, and promotion of sustainable use of terrestrial ecosystems, sustainable management of wildlife and forests, and to halt and reverse land degradation, combat desertification, and ultimately halt biodiversity loss in the country. Further, the university shall strengthen its research programs so that biodiversity conservation can be mainstreamed into development sectors.
20. Pondicherry University shall provide evidence-based solutions that can solve the challenges that hinder the realization of SDG 15.
21. Pondicherry University shall play advocacy roles based on its research findings and assist the government in firming up better policies.
22. Pondicherry University shall develop a ‘PU Biodiversity Action Plan’ in line with the ‘National Biodiversity Action Plan’ of India to provide positive contributions to all life forms on the university campuses.
23. Pondicherry University shall implement and promote ecosystem-based approaches and nature-based solutions to restore terrestrial ecosystems in line with the UN Decade on Ecosystem Restoration (2021-30) theme: prevent, halt, and reverse.
24. Pondicherry University shall in collaboration with research organization(s) establish a species propagation/survival center to increase the decreasing species in the terrestrial environment.





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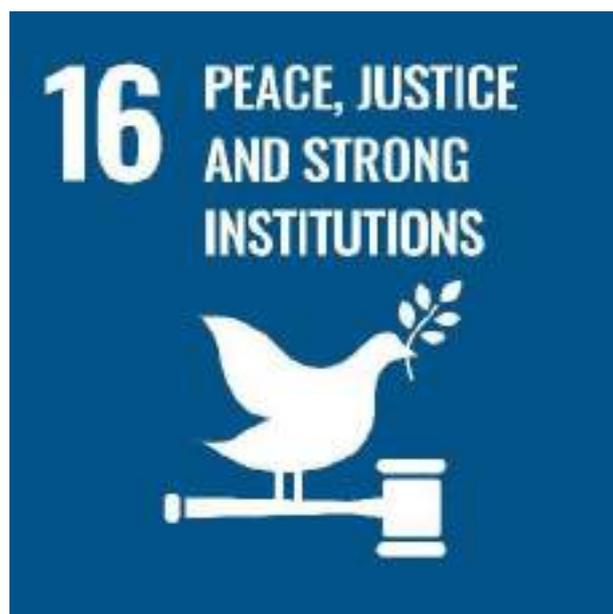
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Pondicherry University Policy for “SDG 16: Peace, Justice, and Strong Institutions”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 16: Peace, Justice, and Strong Institutions”.

Introduction Founded in 1985, Pondicherry University stands as a Central University, casting its educational influence over the expansive Union Territory of Puducherry, Lakshadweep, and the Andaman and Nicobar Islands. Rooted in a commitment to knowledge propagation, the university's core aspirations encompass the advancement of wisdom through instructional endeavors and scholarly exploration. With a resolute dedication to interdisciplinary studies and research, Pondicherry University strives to engender holistic insights and innovative perspectives. Situated in the tranquil expanse of Kalapet, the university's main campus unfolds across an impressive 780 acres, serving as an intellectual sanctuary for students and scholars alike. Complementing this central hub, satellite campuses in Karaikal, Mahe, and Port Blair extend the university's reach, fostering academic excellence in diverse locales. This dedication to global engagement is manifest in Pondicherry University's strategic partnerships.

SDG 16, often referred to as "Peace, Justice, and Strong Institutions," occupies a pivotal role in fostering a just and stable society. Pondicherry University, as a beacon of education, can significantly contribute to SDG 16 by imparting quality instruction that promotes democratic values and human rights, fostering a secure and inclusive campus milieu, and spearheading research and innovation conducive to good governance and justice.

Prioritizing SDG 16 becomes imperative for Pondicherry University, heralding the promise of social cohesion, reduced inequality, and enduring stability. By championing this goal, the university creates an environment where learning, ingenuity, and creativity flourish, ultimately cultivating a more equitable and just society, and affording equal opportunities to all. Collaborating with government bodies, civil society organizations, and other stakeholders, Pondicherry University can wield its influence in building institutions that propagate peace and justice across all echelons. Through this commitment, the university nurtures a future that is sustainable, equitable, and luminous for all who tread its halls and beyond.

Policy Statement Dedicated to its mission, Pondicherry University is resolute in its determination to provide unwavering support to students and communities, championing the Goal 16 principles of "Peace, Justice, and Strong Institutions" in every facet of existence both within the campus precincts and beyond, in perfect harmony with the stipulated targets of this crucial goal.

Target In its earnest pursuit, Pondicherry University will extend its embrace to encompass students and communities across an array of domains, spanning its central campus, satellite campuses, and affiliated institutions. This outreach will be meticulously orchestrated through inclusive and balanced partnerships, fostering synergies with government departments, pertinent stakeholders, and collaborative task forces that are actively involved in the realization of these essential aspirations at all levels of society.



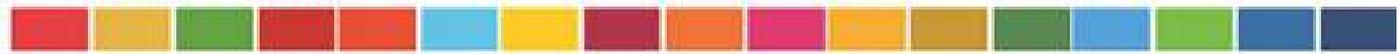


SUSTAINABLE DEVELOPMENT GOALS



Policy

- 1. Pondicherry University shall uphold SDG 16: Peace, Justice, and Strong Institutions to promote peaceful and inclusive societies for sustainable development, to provide access to global standards of justice for all, and build effective, accountable, inclusive institutions, and a commitment to peace everywhere at all levels.**
- 2. Pondicherry University shall significantly advocate through its education systems to end abuse, exploitation, trafficking, and all forms of violence against and torture of children and to reduce all forms of violence within the campus, and promote the same to others.**
- 3. Pondicherry University shall recognize and engage elected representation from students, faculty, non-teaching staff, and local stakeholders, including local residents, local government, local private, and local civil society representatives for participating in the university's highest governing body and in the university decision-making process.**
- 4. Pondicherry University shall broaden and strengthen the collaboration with developing countries and developed countries on the institutions of global governance platform addressing peace and prosperity to all.**
- 5. Pondicherry University shall ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.**



6. **Pondicherry University shall publish an annual report to disclose and disseminate the progress of the university on its vision, mission, principles, commitments, and financial data for effective, accountable, and transparent institutions at all levels.**
7. **Pondicherry University shall by adhering to the existing laws and their amendments have a separate vigilance and security wing to enforce, monitor, and take disciplinary action against organized crime, corruption, bribery, drugs, arms flows, and illicit financials.**
8. **Pondicherry University shall support students' academic freedom to choose areas of research and to speak and teach publicly about the area of their research.**
9. **Pondicherry University shall in collaboration with relevant stakeholders provide objective specific expert advice to the local, regional, or national government through policy guidance, participation in committees, and provision of research-based evidence or technologies.**
10. **Pondicherry University shall provide outreach, general education, upskilling, green skilling, and capacity-building to its students, faculties, communities, policymakers, and lawmakers on relevant topics addressing the targets of SDGs and the triple planetary crisis.**
11. **Pondicherry University shall undertake policy-focused research (self-funded / granted) in collaboration with government departments, international organizations, and research-based non-government organizations.**
12. **Pondicherry University shall through national/ international cooperation increase the proportion of graduates in law and enforcement-related courses (civil and environmental).**
13. **Pondicherry University shall support students' unions/ associations fostering youth engagement at all levels.**
14. **Pondicherry University shall introduce non-discriminatory policies for sustainable development and build capacity at all levels to prevent violence and crime and combat trafficking and terrorism.**





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Pondicherry University Goal-Specific Policy for “SDG 17: Partnerships for the Goals”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 17: Partnerships for the Goals”.

Introduction Established in 1985, Pondicherry University is a Central University encompassing the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its core objectives encompass advancing knowledge through both teaching and research, providing courses spanning Humanities, Sciences, and Engineering, as well as fostering interdisciplinary studies and research. Situated across a sprawling 780-acre expanse in Kalapet, the University's principal campus boasts an additional presence through satellite campuses in Karaikal, Mahe, and Port Blair. A testament to its commitment, Pondicherry University has forged MOUs with numerous international institutions, industries, and research-focused non-governmental organizations, fostering collaboration and faculty development.

SDG 17, or Partnerships for the Goals, underscores the imperative of cultivating robust and efficacious collaborations to realize other Sustainable Development Goals. Pondicherry University recognizes the intrinsic interconnectedness of SDG achievement and values partnerships spanning governmental bodies, non-governmental organizations, commercial enterprises, academia, and civil society. These alliances enable the institution to harness the varied strengths of diverse stakeholders, uniting efforts to address global predicaments.

Pondicherry University ardently upholds the principles of SDG 17 due to its recognition of partnerships as pivotal in realizing sustainable development. The university aspires to cultivate partnerships founded on shared objectives, reciprocal respect, and unwavering trust. Through these alliances, the university endeavors to contribute to SDG attainment by disseminating knowledge, pooling resources, and championing best practices. In this commitment, Pondicherry University earnestly collaborates with partners to champion sustainable development and forge a brighter collective future.

Policy Statement Pondicherry University is dedicated to undertaking comprehensive efforts to bolster students and communities, fostering Partnerships for the Goals across all aspects of life, whether within or beyond the campus confines, aligning seamlessly with the goal's targets.

Target To realize this commitment, Pondicherry University will actively engage with its student body and local communities, encompassing its primary campus, satellite extensions, and affiliated institutions. This engagement will transpire through fair and balanced partnerships, harmonizing the expertise of government entities, pertinent stakeholders, and collaborative working groups.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall uphold SDG 17: Partnerships for the Goals, to ensure supportive, empathetic, inventive, passionate, and cooperative cultures; to revitalize the global partnership for sustainable development and to speed up the post-covid implementation of Agenda 30 and the SDGs at all levels while addressing the triple planetary crisis: climate change, biodiversity loss, waste & pollution.
2. Pondicherry University shall have direct involvement and collaboration with the national government, regional government, and non-government organizations in developing policies, protocols, and standard operating procedures, related to SDGs.
3. Pondicherry University shall develop a water-food-energy-biodiversity-waste nexus on climate change adaptative modeling with interventions, monitoring, documenting, reporting, and disseminating for adaptive management in collaboration with relevant stakeholders.
4. Pondicherry University shall jointly with the national government and regional government and non-government organizations convene and participate in the cross-sectoral dialogue about the SDGs through conferences, symposiums, summits, etc., and also provide a platform for youth participation.
5. Pondicherry University shall develop goal-specific student volunteering programs, research programs, certificate courses, and educational resources in collaboration with non-government research organizations and line departments to implement the SDGs at all levels while complementing the National Government policies and mandates.





6. **Pondicherry University shall participate in national and international collaborations for measuring data, reviewing comparative approaches, and developing international best practices for tackling the SDGs.**
7. **Pondicherry University shall provide mandatory environmental education and awareness to all students, researchers, faculties, and service providers irrespective of disciplines and areas of service/ expertise.**
8. **Pondicherry University shall in collaboration with non-government organizations develop climate action programs and certificate courses to educate, develop skills, and accommodate diverse actors to tackle SDGs.**
9. **Pondicherry University shall in collaboration with non-government organizations have dedicated outreach educational activities for the wider community including alumni, residents, displaced people, service providers, specially challenged, aged, and others through adoption programs, cleanups, etc., and for disaster preparedness.**
10. **Pondicherry University shall encourage students to engage with or to start a non-government organization to provide multi-level services in refabricating the Indian heritage and culture, and to respect and complement the national leadership in implementing policies for sustainable development goals.**
11. **Pondicherry University shall in collaboration with the regional entrepreneur cell, relevant government departments, district industries center, incubation centers, and reputed non-government organizations, identify artisans and provide capacity building and platforms under soft, hard, and thematic interventions to promote indigenous products in local markets and significantly increase exports.**
12. **Pondicherry University shall in collaboration with reputed non-government organizations, promote the development, transfer, dissemination, and diffusion of environmentally sound green business ideas and technologies through the university incubation center.**
13. **Pondicherry University shall in collaboration with government departments and reputed non-government organizations, establish a resource hub/center for data storing, knowledge sharing, and cooperation for access to science, technology, and innovation in tackling the targets of SDGs, ecosystem restoration, and the triple planetary crisis.**
14. **Pondicherry University shall mobilize additional financial resources from multiple sources like alumni, user fees, green campus funds, corporate social responsibility, donations, projects, partnerships, collaborations, in-kind contributions, and others for speedy implementation of Agenda 30 and sustainable development goals at all levels both on-campus and outreach.**





15. **Pondicherry University shall enhance international support by involving various stakeholders in implementing effective and targeted capacity-building to support national action plans to implement all the Sustainable Development Goals at all levels.**
16. **Pondicherry University shall enhance the multi-stakeholder global partnerships that mobilize to increase significantly the availability of high-quality, timely, reliable, and real-time data and share knowledge, expertise, technology, and financial resources to measure the progress of the implementation of Sustainable Development Goals at all levels.**
17. **Pondicherry University shall publish SDG goal-specific progress reports through effective public-private-non-government organizations partnerships while building on the experience and resourcing strategies of partnerships.**
18. **Pondicherry University shall develop an NGO certification system in collaboration with relevant stakeholders to streamline the NGO platforms and participation for effective partnerships and goals implementation.**
19. **Pondicherry University shall publish a digitalized SDG-News Letter to disseminate the actions taken by all relevant stakeholders across the globe.**





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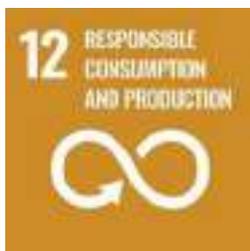
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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production - “SDG 12.1 - Policy for Sustainable Solid Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption & Production - “SDG 12.1 - Policy for Sustainable Solid Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs all geared towards fostering cooperation and enriching faculty development.

The university's dedication to advancing Sustainable Development Goal (SDG) 12: Responsible Consumption and Production entails the incorporation of various supplementary measures. Aligned with the specific objective elucidated in SDG 12, the "Sustainable Solid Waste Management Policy" closely aligns as a sub-policy SDG 12.1. SDG 12.1 seeks to achieve a reduction in solid waste, promote efficient resource utilization, and embrace sustainable management approaches. This is exemplified in how the management of solid waste within the university campus corresponds to SDG 12: the adoption of green campus initiatives aimed at establishing a "nature-positive university" can impact student behaviors and consumption habits, nurturing a generation of environmentally conscious individuals who carry these principles into both their personal and professional spheres. By prioritizing the operational and maintenance aspects of the campus, university grounds play a pivotal role in cultivating awareness, education, and concrete steps that align with SDG 12.

The initiatives focused on creating a green campus encompass a range of benefits. They educate individuals, heighten consciousness, advocate for sustainable methodologies, contribute to research and ingenuity, and potentially bolster the safeguarding of national natural resources by fostering a culture of responsible consumption and production. Given that campuses mirror broader societies in miniature, their endeavors can exert influence on wider attitudes and behaviors concerning environmental sustainability, thereby impacting the well-being of current and upcoming generations.

Policy Statement Pondicherry University is committed to taking proactive measures to ensure that campus operation and maintenance are sustainably done. In addition, also promotes source segregation, sorting, and up/down cycling, to significantly reduce the health impact on the environment, wildlife, and humans.

Target Pondicherry University leads the way in championing this noble effort. Its unwavering commitment to both environmental sustainability and safeguarding the nation's natural resources serves as a motivating force for impactful change across all tiers.



SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall make every endeavor to strictly adhere to the Solid Waste Management Rules, 2016, and its amendment from time to time and streamline the ongoing campus operations for sustainability with regard to the Green Protocol, Rules, and UGC Mandate to protect and conserve the campus soil, water, and biodiversity by embracing the targets of multiple SDG.**
2. **Pondicherry University shall provide awareness education which is pivotal for all stakeholders to deal with the multiple challenges of climate change, resource efficiency, and management of our growing legacy of waste and environmental pollution.**
3. **Pondicherry University shall engage an authorized recycler, empaneled reputed agency, and research-based non-government organization to provide effective waste management services in compliance with the applicable Rules and Bye-Laws: to recover energy (biogas) and nutrients (compost & vermicompost) from dry and organic fraction and similarly, recycling of dry wastes like plastics, glass, papers, boards, tin, etc. through recyclers, to reduce the volume of waste generated and sent to landfill, and to speed up the implementation by a dedicated office and team through fast track mode.**
4. **Pondicherry University shall have separate policies and action plans for sustainable management of plastic waste, biomedical waste, sanitary napkin waste, e-waste, hazardous waste, horticulture waste, event organizers, and food.**



5. **Pondicherry University shall have a sustainable system to source segregate, sort, secondary storage facility, material recovery facility, transportation, etc. by adhering to the Rules and Bye-Laws.**
6. **Pondicherry University shall refabricate the procurement procedures and incorporate an assessment of the environmental impact of purchases throughout their life cycle and encourage the use of producers and suppliers who follow environmentally responsible practices.**
7. **Pondicherry University shall collect a ‘user fee’ and impose a ‘fine’ with regard to the ‘Polluter Pay Principle’ and/ or as applicable under the Rules, Amendments, and Bye-Laws.**
8. **Pondicherry University shall through the Hostel Office monitor the waste generation in the hostels, and the way it is source segregated, sorted, and managed, and shall provide monthly reports to the university.**
9. **Pondicherry University shall through the Hostel Office instruct the students to take away all of their belongings like beds, tables, blankets, books, boards, buckets, etc. Leaving their belongings as waste shall attract the Polluter Pay Principle.**
10. **Pondicherry University shall instruct the Quarters Dwellers to source segregate and hand over to the waste management personnel and shall not mix or litter on the campus ground, if so shall attract the ‘Polluter Pay Principle’.**
11. **Pondicherry University shall instruct the Manager and Supervisors of the Guest Houses and Convention Centers to collect a ‘user fee’ for the provision of appropriate waste collection and management facilities and sign boards at strategic locations.**
12. **Pondicherry University shall instruct the service providers like the canteen, mess, cafeteria, teashop, and event organizers to manage their waste on their own in accordance with applicable Rules and SOP. If the same is to be managed by the university the solid waste shall be source segregated and handed over to the waste management personnel by paying a ‘user fee’ as applicable under the Rules and shall not mix or litter on the campus ground, if so shall attract the ‘Polluter Pay Principle’.**
13. **Pondicherry University shall establish a dedicated office to monitor, track, periodically audit and measure its environmental performance and conduct research on solid waste implications and its upcycling/ down-cycling possibilities by collaborating with research-based non-government organizations, institutions, industries, and government departments.**
14. **Pondicherry University shall periodically conduct multiple inventories related to solid waste and evolve strategies to minimize resource consumption and waste production.**
15. **Pondicherry University shall provide certificate courses and green skill development programs on Sustainable Solid Waste Management.**





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Pondicherry University Goal-Specific Policy for “SDG 12: Responsible Consumption and Production”





Policy Heading Pondicherry University Goal-Specific Policy for “SDG 12: Responsible Consumption and Production”

Introduction Established in 1985, Pondicherry University is designated as a Central University, exercising its authority over the Union Territory of Puducherry, Lakshadweep, and the Andaman and Nicobar Islands. Its mission encompasses the advancement of knowledge through scholarly instruction and research, offering an array of courses spanning Humanities, Sciences, and Engineering, as well as promoting interdisciplinary exploration and research. The University's primary campus, occupying a substantial 780-acre expanse in Kalapet, serves as its nucleus, complemented by satellite campuses situated in Karaikal, Mahe, and Port Blair. Collaborative agreements, manifesting as MOUs, have been solidified with diverse International Institutions, industries, and research-driven NGOs, with the primary objective of fostering collaboration and enhancing faculty development.

The significance of Goal 12, which centers on establishing sustainable patterns of consumption and production, cannot be overstated in addressing the contemporary environmental and societal challenges we face. The rampant depletion of natural resources and the generation of waste and pollutants present a grave peril to the planet and its inhabitants. Goal 12 aims to counteract this by advocating for sustainable practices in consumption and production, with the ultimate goals of reducing our ecological footprint, conserving vital resources, and safeguarding the environment.

For Pondicherry University, the embrace of Goal 12 is pivotal in ensuring that its operations and conduct are marked by sustainability, responsibility, and alignment with its overarching commitment to sustainable development. This undertaking encompasses multifaceted strategies, including waste and pollution reduction, the promotion of renewable energy sources, the curtailment of greenhouse gas emissions, and the adoption of circular economy principles that prioritize the repurposing, recycling, and reutilization of materials. Moreover, the university diligently formulates Goal 12 specific sub-policies, protocols, and standard operating procedures tailored to address various types of waste, such as solid waste, plastic waste, biomedical waste, sanitary napkins, hazardous waste, chemical waste, food waste, waste generated by event organizers, and e-waste. This meticulous approach underscores Pondicherry University's resolute dedication to operationalizing sustainable consumption and production patterns in its sphere of influence.

Policy Statement Pondicherry University is deeply committed to actively promoting Responsible Consumption and Production, undertaking comprehensive efforts to support its students and communities across all aspects of life, both within and beyond the campus environment.

Target By extending its outreach and partnerships, Pondicherry University endeavors to instill responsible consumption habits and sustainable production methods both within its academic sphere and across the larger community at all levels.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall uphold SDG 12: Responsible Consumption and Production to ensure sustainable consumption and production patterns in all the sectors of the campus that will prevent and reverse the harm that has been inflicted on the earth.
2. Pondicherry University shall implement the sustainable on-campus consumption and production and waste management framework ensuring resource availability, resource conservation, pollution minimization, and prevention.
3. Pondicherry University shall develop an action plan covering the water-air-food-energy-biodiversity-resources nexus to achieve sustainable management and efficient use of natural resources, and substantially reduce waste generation through prevention, reduction, recycling, and reuse.
4. Pondicherry University shall develop separate sub-policies, protocols, and standard operating procedures for solid, plastic, biomedical, sanitary napkins, chemicals, hazardous, food, event organizer, and e-waste for the operation process, waste generation, management, and disposal and have a separate dedicated office/ officer to measure the amount of waste generated, up-cycled, downcycled, reused, or sent to landfill adhering to Rules and Bye-laws.
5. Pondicherry University shall achieve the environmentally sound management of chemicals and all wastes throughout their life cycle within the campus, in accordance with the national and regional Acts, Rules, Bye-laws, and International Frameworks, to significantly reduce their release to air, water, and soil and to minimize their adverse impacts on human, animals, and environmental health.



6. **Pondicherry University shall in accordance with national policies and priorities, identify and select companies providing warranties like: ‘extended producer responsibility’, ‘buy back’, and ‘waste take back’, for all of its procurement practices to ensure sustainability and circular economy.**
7. **Pondicherry University shall educate and ensure that students and staff have the relevant information and awareness on sustainable development and sustainable lifestyles in harmony with nature, and promote the same to local communities in collaboration with diverse actors complementing various missions of the government.**
8. **Pondicherry University shall provide green skills and green capacity promoting local culture and producing local products, creating green jobs and ecopreneurs, for the ecotourism industry, and develop and implement tools to monitor sustainable development impacts for ecotourism.**
9. **Pondicherry University shall strengthen the faculties and students’ scientific and technological knowledge to adopt more sustainable patterns of consumption, production, and management and to encourage the same in schools, colleges, industries, and neighboring communities.**
10. **Pondicherry University shall educate and provide guidance to the outsourced service providers and the supply chain contractors like food caterers (mess, event organizer, and canteens), housekeeping, sanitation/cleaning, security guards, suppliers of equipment, stationary, and building contractors, on ethical sourcing of food and other supplies and to provide service in a responsible manner by generating less and manageable waste.**
11. **Pondicherry University shall develop certificate courses on sustainable waste management and provide training and capacity building for resource recycling and business endeavors.**





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Pondicherry University

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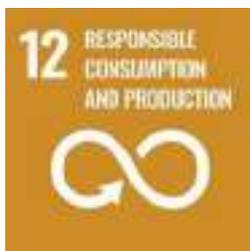
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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production - “SDG 12.1 - Policy for Sustainable Solid Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption & Production - “SDG 12.1 - Policy for Sustainable Solid Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs all geared towards fostering cooperation and enriching faculty development.

The university's dedication to advancing Sustainable Development Goal (SDG) 12: Responsible Consumption and Production entails the incorporation of various supplementary measures. Aligned with the specific objective elucidated in SDG 12, the "Sustainable Solid Waste Management Policy" closely aligns as a sub-policy SDG 12.1. SDG 12.1 seeks to achieve a reduction in solid waste, promote efficient resource utilization, and embrace sustainable management approaches. This is exemplified in how the management of solid waste within the university campus corresponds to SDG 12: the adoption of green campus initiatives aimed at establishing a "nature-positive university" can impact student behaviors and consumption habits, nurturing a generation of environmentally conscious individuals who carry these principles into both their personal and professional spheres. By prioritizing the operational and maintenance aspects of the campus, university grounds play a pivotal role in cultivating awareness, education, and concrete steps that align with SDG 12.

The initiatives focused on creating a green campus encompass a range of benefits. They educate individuals, heighten consciousness, advocate for sustainable methodologies, contribute to research and ingenuity, and potentially bolster the safeguarding of national natural resources by fostering a culture of responsible consumption and production. Given that campuses mirror broader societies in miniature, their endeavors can exert influence on wider attitudes and behaviors concerning environmental sustainability, thereby impacting the well-being of current and upcoming generations.

Policy Statement Pondicherry University is committed to taking proactive measures to ensure that campus operation and maintenance are sustainably done. In addition, also promotes source segregation, sorting, and up/down cycling, to significantly reduce the health impact on the environment, wildlife, and humans.

Target Pondicherry University leads the way in championing this noble effort. Its unwavering commitment to both environmental sustainability and safeguarding the nation's natural resources serves as a motivating force for impactful change across all tiers.



SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall make every endeavor to strictly adhere to the Solid Waste Management Rules, 2016, and its amendment from time to time and streamline the ongoing campus operations for sustainability with regard to the Green Protocol, Rules, and UGC Mandate to protect and conserve the campus soil, water, and biodiversity by embracing the targets of multiple SDG.**
2. **Pondicherry University shall provide awareness education which is pivotal for all stakeholders to deal with the multiple challenges of climate change, resource efficiency, and management of our growing legacy of waste and environmental pollution.**
3. **Pondicherry University shall engage an authorized recycler, empaneled reputed agency, and research-based non-government organization to provide effective waste management services in compliance with the applicable Rules and Bye-Laws: to recover energy (biogas) and nutrients (compost & vermicompost) from dry and organic fraction and similarly, recycling of dry wastes like plastics, glass, papers, boards, tin, etc. through recyclers, to reduce the volume of waste generated and sent to landfill, and to speed up the implementation by a dedicated office and team through fast track mode.**
4. **Pondicherry University shall have separate policies and action plans for sustainable management of plastic waste, biomedical waste, sanitary napkin waste, e-waste, hazardous waste, horticulture waste, event organizers, and food.**



5. **Pondicherry University shall have a sustainable system to source segregate, sort, secondary storage facility, material recovery facility, transportation, etc. by adhering to the Rules and Bye-Laws.**
6. **Pondicherry University shall refabricate the procurement procedures and incorporate an assessment of the environmental impact of purchases throughout their life cycle and encourage the use of producers and suppliers who follow environmentally responsible practices.**
7. **Pondicherry University shall collect a ‘user fee’ and impose a ‘fine’ with regard to the ‘Polluter Pay Principle’ and/ or as applicable under the Rules, Amendments, and Bye-Laws.**
8. **Pondicherry University shall through the Hostel Office monitor the waste generation in the hostels, and the way it is source segregated, sorted, and managed, and shall provide monthly reports to the university.**
9. **Pondicherry University shall through the Hostel Office instruct the students to take away all of their belongings like beds, tables, blankets, books, boards, buckets, etc. Leaving their belongings as waste shall attract the Polluter Pay Principle.**
10. **Pondicherry University shall instruct the Quarters Dwellers to source segregate and hand over to the waste management personnel and shall not mix or litter on the campus ground, if so shall attract the ‘Polluter Pay Principle’.**
11. **Pondicherry University shall instruct the Manager and Supervisors of the Guest Houses and Convention Centers to collect a ‘user fee’ for the provision of appropriate waste collection and management facilities and sign boards at strategic locations.**
12. **Pondicherry University shall instruct the service providers like the canteen, mess, cafeteria, teashop, and event organizers to manage their waste on their own in accordance with applicable Rules and SOP. If the same is to be managed by the university the solid waste shall be source segregated and handed over to the waste management personnel by paying a ‘user fee’ as applicable under the Rules and shall not mix or litter on the campus ground, if so shall attract the ‘Polluter Pay Principle’.**
13. **Pondicherry University shall establish a dedicated office to monitor, track, periodically audit and measure its environmental performance and conduct research on solid waste implications and its upcycling/ down-cycling possibilities by collaborating with research-based non-government organizations, institutions, industries, and government departments.**
14. **Pondicherry University shall periodically conduct multiple inventories related to solid waste and evolve strategies to minimize resource consumption and waste production.**
15. **Pondicherry University shall provide certificate courses and green skill development programs on Sustainable Solid Waste Management.**





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Citation

Pondicherry University Internal Quality Assurance Cell & Office of Green Campus, Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.1 - Policy for Sustainable Solid Waste Management”
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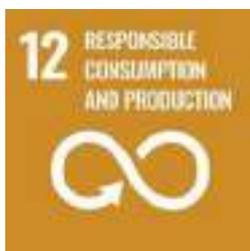




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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production “SDG 12.2 - Policy for Sustainable Plastic Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.2 - Policy for Sustainable Plastic Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs all geared towards fostering cooperation and enriching faculty development.

The university's dedication to advancing Sustainable Development Goal (SDG) 12: Responsible Consumption and Production entails the incorporation of various auxiliary measures. Aligned with the specific objective elucidated in SDG 12, the "sustainable plastic waste management policy" closely aligns with a sub-policy of SDG 12.2. SDG 12.2 seeks to accomplish the reduction of plastic usage, including the prohibition of single-use plastics, while also promoting the sustainable management of generated plastic waste. This is exemplified in how the university manages plastic waste, aligning with SDG 12: initiatives for campus sustainability can shape student behaviors, consumption habits, and waste generation patterns, nurturing individuals who are environmentally conscious and who carry these principles into their personal and professional lives. By emphasizing the elimination of plastic items, university campuses play an indispensable role in fostering awareness, education, and concrete steps that resonate with SDG 12.

The university's campaigns, such as 'say no to plastic' and 'plastic-free campus', have a multifaceted influence. They educate individuals, heighten awareness, champion sustainable methodologies, contribute to research and ingenuity, and potentially cultivate a culture of responsible consumption and production. Since campuses serve as microcosms of broader societies, their endeavors hold the potential to influence broader perspectives and behaviors regarding environmental sustainability, thereby impacting the well-being of both current and future generations.

Policy Statement Pondicherry University shines as a symbol of steadfast dedication, passionately devoted to the extensive promotion of a vibrant, plastic-free campus. This honorable pursuit seamlessly harmonizes with the overarching objective of Goal 12.

Target As a pioneer in this virtuous mission, Pondicherry University's unyielding commitment serves as a motivating example, sparking the initiation of transformative measures across diverse levels and geographical boundaries by involving everyone.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall make every endeavor to strictly adhere to the Plastic Waste Management Rules, 2016, and its amendment from time to time to protect and conserve the on and off-campus soil, water, and biodiversity in addition to embracing the targets of multiple SDGs.**
2. **Pondicherry University shall provide awareness education to all stakeholders and update periodically on the directions from the enforcement authorities and municipalities which is pivotal for the Housekeeping & Sanitary Wing to deal with the growing legacy of plastic waste.**
3. **Pondicherry University shall instruct the research guide, mentors, faculties, and scholars concerned to source segregate the plastic and other dry wastes during the synopsis, viva-voce, birthday parties, etc., and to hand over the same to the housekeeping staff for its sustainable disposal.**
4. **Pondicherry University shall instruct the Departments, Centers, Administrative Wings, and others concerned for purchasing cotton backdrops/ banners over PVC Flex, and to convert them into cotton carry bags by adhering to the Emblem Act or Protocols related to Logo/ Emblem.**
5. **Pondicherry University shall instruct the office bearers of all its Wings, Centers, Departments, and others concerned to avoid purchasing or using the banned and other single-use plastic items from time to time while conducting meetings and events.**





- 6. Pondicherry University shall instruct the service providers (canteen, mess, teashop, eateries, shopping complex, etc.) to avoid the use of banned and other single-use plastic items and regulate the procedures for the ‘Event Organizers’, ‘Contractors/ Service Providers’ as applicable under the Rules, Notifications, and Protocol.**
- 7. Pondicherry University shall engage service providers to source segregate and sort the plastic bottles, packets, packing materials, carry bags, etc. in hostels, canteens, and academic blocks to ensure the reduction in plastic waste volume generated and prevent its entry into the landfill.**
- 8. Pondicherry University shall instruct the Manager and Supervisors of the Guest Houses and Convention Centers to keep sign boards at strategic locations to avoid plastic usage by the guests.**
- 9. Pondicherry University shall collect the ‘user fee’ and impose a ‘spot fine’ for littering and not source segregating in compliance with the Rules or Bye-Laws or Polluter Pay Principle or as applicable.**
- 10. Pondicherry University shall collaborate with relevant stakeholders and research microplastic and nano-plastics pollution, implication, and abatement.**
- 11. Pondicherry University shall through a dedicated office, document, report, and disseminate as deemed fit for compliance, pollution prevention, and environmental protection.**
- 12. Pondicherry University shall provide certificate courses and green skill development programs on Sustainable Plastic Waste Management and incubate volunteers and stakeholders for establishing recovery facilities.**
- 13. Pondicherry University shall provide student-centered awareness raising to the neighboring communities on plastic pollution and its adverse effects on human and animal health.**
- 14. Pondicherry University shall campaign for a student-led and student-centered ‘plastic-free campus’ and shall make every effort to minimize the entry of microplastics and nano-plastics into the soil and water.**
- 15. Pondicherry University shall periodically conduct multiple inventories related to plastic waste and evolve strategies to minimize waste generation.**
- 16. Pondicherry University shall conduct research on plastic waste upcycling/downcycling by collaborating with research-based non-government organizations, institutions, and government departments. and industries.**
- 17. Pondicherry University shall develop a standard operating procedure for sustainable plastic waste minimization, management, and disposal.**





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Pondicherry University SDG 12: Responsible Consumption and Production
Goal-Specific
Standard Operating Procedure (SOP) for Plastic Waste Minimization,
Handling, and Management





Pondicherry University

Standard Operating Procedure (SOP) for Plastic Waste Minimization, Handling, and Management

1. Purpose

Plastic pollution has emerged as a pressing global issue, posing severe threats to the environment, biodiversity, ecosystems, and human well-being. The production of plastic has skyrocketed from 2 million tons annually in 1950 to a staggering 460 million tons in 2020, signifying a nearly 230-fold increase. Today, plastics, including micro and nano plastics, have become omnipresent in our natural surroundings. Shockingly, approximately every minute, an equivalent of one garbage truck full of plastic is dumped into our oceans, a grave concern highlighted by the United Nations Environment Programme, warning about the adverse impacts of plastic pollution on sustainable development in environmental, social, economic, and health dimensions.

In response to this alarming situation, the Ministry of Environment, Forest, and Climate Change (MoEF&CC), Government of India has taken crucial steps to combat plastic pollution and its consequences. In 2016, they introduced the Plastic Waste Management (PWM) Rules, aiming to curtail plastic pollution in the country. Subsequently, in 2021, the Ministry implemented the Plastic Waste Management Amendment Rules, which banned the manufacture, import, stocking, distribution, sale, and use of specific single-use plastic items known for their low utility and high littering potential. These measures came into effect on 1st July 2022.

- i. earbuds with plastic sticks, plastic sticks for balloons, plastic flags, candy sticks, ice-cream sticks, polystyrene [Thermocol] for decoration;
- ii. plastic plates, cups, glasses, cutlery such as forks, spoons, knives, straws, trays, wrapping or packing films around sweet boxes, invitation cards, cigarette packets, plastic or PVC banners, and stirrers.

In addition, the Extended Producer Responsibility for Plastic Packaging vide Plastic Waste Management Amendment Rules, 2022, has been issued to E-commerce companies, leading single-use plastic sellers/users, and plastic raw material manufacturers with respect to phasing out of identified single-use plastic items.



The Rules and Amendments serve as the legal foundation for environmentally sound plastic waste management nationwide. To comply with this, the educational institutions in States and Union Territories, have been approached by the University Grants Commission (UGC) and the All India Council for Technical Education (AICTE). These bodies have issued notifications and orders, introducing frameworks and regulations that enforce a complete ban on single-use plastic items. Additionally, the ban on single-use plastics has been integrated into various initiatives such as 'Swachh Survekshan', 'Star Rating of Garbage Free Cities', and as a prerequisite for participation in the 'Safaimitra Suraksha Challenge' and others.

In light of these developments, Pondicherry University has taken proactive steps in addressing plastic waste management. Jointly, they created the Comprehensive Green Protocol in 2018, the drafted SDG goal-specific policy on Sustainable Plastic Waste Management in 2018, and the Standard Operating Procedure (SOP) in 2023. These documents outline the strategies for minimizing plastic usage within the university campus and affiliated institutions and outreach. The SOP details procedures for the minimization and proper disposal of source-segregated plastic waste fostering a “single-use plastic-free campus”. Moreover, the university has dedicated teams responsible for sustainable waste management, including plastic, and they oversee monitoring, documentation, dissemination, compliance, and enforcement efforts:

- Civil Engineering Wing
- Project Management Consultancy Services
- Sanitary Workers
- House-keeping Staff
- Hostel Office (Boys and Girls)
- Office of Services & Hostels
- Office of Students Welfare
- Office of Green Campus

This comprehensive approach aims to ensure effective and responsible plastic waste management both on-campus and beyond, in line with sustainable practices.

2. Aim Pondicherry University, its satellite campuses, and its affiliated institutions are ‘free from single-use plastics’ and sustainably minimizing the generation and managing the other forms of plastic waste.

3. Scope

- The total ban on the single-use plastic items inside the campus
- Sustainably manage the plastic waste generated and prevent its entry into landfills or oceans.
- Inculcate responsible and environmentally conscious behavior among all stakeholders.



- Promote the recycling of plastic wastes as much as possible by segregation and transferring to the recycling center through an authorized recycler or empaneled reputed agency.

4. Anticipated Outcome The green and clean campus of the University/ Institutions are free from single-use plastics but rich in biodiversity and a clean environment for healthy living.

5. Complements

- University Grants Commission’s and All India Council for Technical Education’s Mandate
- Government of India Missions: LiFE, Climate, Green India, etc.
- Union Ministry of Environment, Forest and Climate Change – Rules, Amendments, and Notifications and Regional Governments Bye-Laws..
- Compliance with Sustainable Development Goals (SDG): Goal 3 (Good Health and Well-Being), Goal 6 (Water and Sanitation), Goal 11 (Sustainable Cities and Communities), Goal 12 (Responsible Consumption and Production), Goal 13 (Climate Action), Goal 14 (Life Below Water), Goal 15 (Life on Land), Goal 17 (Partnerships for the Goals).

6. Definitions as per Rules As per the Plastic Waste Management Rules, 2016.

Rule 3 (l) “institutional waste generator” means and includes *occupier of the institutional buildings* such as buildings occupied by Central Government Departments, State Government Departments, public or private sector companies, hospitals, schools, colleges, universities, or other places of education, organization, academy, hotels, restaurants, malls, and shopping complexes.

Rule 3 (x) “waste generator” means and *includes every person or group of persons or institution, residential and commercial establishments including Indian Railways, Airport, Port and Harbor and Defense establishments which generate plastic waste.*

Rule 3 (y) “waste management” means the *collection, storage, transportation reduction, reuse, recovery, recycling, composting, or disposal of plastic waste in an environmentally safe manner.*

7. Responsibility of the Waste Generator as per Rules As per **Rule 8. Responsibility of waste generator.-**

(1) The *waste generator* shall.-

(a) take steps to minimize the generation of plastic waste and segregate plastic waste at source in accordance with the Solid Waste Management Rules, 2000, or as amended from time to time.





(b) not to litter the plastic waste and ensure segregated storage of waste at the source and hand over segregated waste to the urban local body or gram panchayat or agencies appointed by them or registered waste pickers, registered recyclers, or waste collection agencies.

(2) All institutional generators of plastic waste, shall segregate and store the waste generated by them in accordance with the Municipal Solid Waste (Management and Handling) Rules, 2000 notified vide S.O 908(E) dated the 25th September, 2000 under the Act or Amendment from time to time and handover segregated wastes to authorized waste processing or disposal facilities or deposition centers either on its own or through the authorized waste collection agency.

8. Fees as per the Rules

As per **Rule 8. Responsibility of Waste Generator**:-

(3) All waste generators shall pay such ‘*user fee or charge*’ for plastic waste management (waste collection, storing, transportation, or operation of the facility thereof, etc.)

9. Fine as per the Rules

As per The Solid Waste Management Rules, 2016: ‘Waste generator’ is each and every individual, and a ‘fine’ shall be imposed for littering.

Rule 3(56): “waste generator” means and includes every person or group of persons, every residential premise, and non-residential establishment including Indian Railways and defense establishments, which generate solid waste.

Rule 4(2): No waste generator shall throw, burn, or bury the solid waste generated by him/her on streets, or open public spaces outside his/her premises or in the drain.

Rule 3(23): "fine" means a penalty imposed on the waste generator.

10. Standard Operating Procedure (SOP)

Pondicherry University places significant emphasis on providing its students with a Green and Clean Campus. The university is dedicated to conserving campus biodiversity and promoting environment-conscious behavior, with the overarching goal of addressing the triple planetary crisis: climate change, biodiversity loss, and pollution. To achieve this, the university has formulated a comprehensive Standard Operating Procedure (SOP) that aligns with the Plastic Waste Management Rules and the Comprehensive Green Protocol. The SOP serves as a guideline for managing plastic waste effectively and responsibly within the university premises. It outlines various procedures and protocols under different categories for easy comprehension and adherence by the university community. The document will be subject to periodic updates and revisions to stay in line with the evolving guidelines from the Government of India and the University Grants Commission. This commitment





ensures that the university stays up-to-date with the latest environmental regulations and best practices. The following are the identified ‘single-use plastic items’, which have low utility and high littering potential with effect from the 1st July 2022 under the direction of the Ministry of Environment, Forest and Climate Change:

- i. earbuds with plastic sticks, plastic sticks for balloons, plastic flags, candy sticks, ice-cream sticks, polystyrene [Thermocol] for decoration;
- ii. plastic plates, cups, glasses, cutlery such as forks, spoons, knives, straws, trays, wrapping or packing films around sweet boxes, invitation cards, cigarette packets, plastic or PVC banners less than 100 microns, and stirrers.

This Standard Operating Procedure (SOP) applies not only to the above-mentioned ‘single-use plastic items’ but also to all the other kinds of plastic waste generated inside the campus.

A. General

1. All waste generators (i.e., any individual including the Student/ Research Scholar/ Faculty/ Staff/ Contractor/ Worker/ Others) shall source segregate the plastic waste from other wastes wherever it may be inside the campus.
2. Source-segregated plastics shall be placed in the color-coded bin or otherwise handed over to the housekeeping staff of that building/ floor/ lab.
3. No waste generator (i.e., any individual including the Student/ Research Scholar/ Faculty/ Staff/ Contractor/ Worker/ Others) shall throw/ litter any form of plastic waste in any manner on soil/ drain/ water.
4. If littered by the waste generator (i.e., any individuals inside the campus), a ‘**fine**’ shall be imposed in accordance with the Rules as prescribed by the Administration Authority of the University from time to time.
5. Such ‘**imposed fine**’ shall be paid within 3 working days to the HoD concerned or Hostel Office or Authorized Office or Bank and a receipt shall be given for the same to the Competent Authority. **Failing it will be doubled every 7 days (i.e., weekly).**
6. All waste generators (i.e., any individual or service-providing organization inside the campus) shall pay ‘**user fee or charge**’ as may be specified by the University Authority for plastic waste management covering: providing color-coded bins for source segregation, collection, sorting (primary storage), lifting, transportation, storing (secondary storage), handing over to the authorized recycler or empaneled agency or operator of such facility or recovery of materials in any manner.



7. Such ‘**user fee or charge**’ shall be collected at the time of admission from the students and on a monthly/ yearly basis for others.
8. A ‘**Strict Compliance Declaration**’ shall be made by each and every student at the time of admission for strict adherence to the Plastic Waste Management Rules, Green Protocol, and Standard Operating Procedure that are in force and amended from time to time
9. All kinds of plastic waste associated with the purchase(s) done by the Purchase Wing and paid by the University shall look into Extended Producer Responsibility and comply with the procedure associated with it, or otherwise collect and hand over to the housekeeping staff.

All kinds of plastic wastes associated with the project, and research-related purchases done by the Faculty or Department or University shall look into Extended Producer Responsibility and comply with the procedure associated with it, or otherwise collected and handed over to the housekeeping staff.

B. For Administrative Buildings

All Administrative Sections, Wings, and Offices:

1. Shall avoid the use of banned single-use plastics
2. Shall source-segregate the plastic waste from other wastes.
3. Shall either place the segregated plastic waste in the color-coded bin or hand it over to the housekeeping staff separately.
4. Shall make sure the use of biodegradable or recyclable items in the meetings as much as possible and source segregate and manage the unavoidable plastic wastes generated during such meetings alongside refreshments and others.
5. Shall collect the plastic water bottles and associated packing materials separately on a day-to-day basis, and also shall make an effort to minimize or eliminate the purchase of bottled water except for protocols related to VIP and others.
6. Recommend a glass/ steel/ ceramic tumbler with a water dispenser/ purifier/ personal flask as an alternative to bottled water.
7. Shall not purchase or use any banned decorative items for Pooja Celebrations or others.
8. Shall use cloth banners or posters for advertisement or promotion.





C. For Academic Buildings

All Academic Departments, Research Labs, and Associated Offices:

1. Shall not purchase or use any of the banned single-use plastic items as laid down by the Ministry or Regional Competent Authority.
2. Shall have the color-coded bins (blue and green) in its strategic locations as provided by the Service Provider/ Sanitary Workers.
3. Shall instruct the students not to dislocate and/ or damage the respective bins and shall inform the housekeeping staff immediately in this regard.
4. Shall educate the students on environmentally conscious behavior.
5. Shall advise the organizer of the viva-voce, synopsis, birthday parties, and similar functions/ events/ festivals to follow the procedure laid down for the 'Event Organizers' under the Rules.
6. Shall advise all the attendees during the viva-voce, synopsis, birthday parties, and similar functions/ events/ festivals to unfold the cake or sweet boxes and arrange other refreshment packs and hand them over separately in the dedicated location for safe and sound management.
7. Shall hand over the plastic and glass chemical/ reagent bottles separately to the housekeeping staff (for its management and disposal will be in accordance with the Chemical/ Biomedical/ Hazardous Waste Management).
8. Shall use cotton banners instead of PVC flex banners.
9. Post-event the cotton banners shall be converted into designer or utility bags (by not violating the Notified Emblem/ Logo Act and Rules).

D. For Hostels (Boys & Girls)

All the Hostellers:

1. Shall without compromising or violating any of the University Hostel Policies, Rules, or Regulations take every opportunity to comply with the University Grants Commission and All India Council for Technical Education Mandates, Solid and Plastic Waste Management Rules notified by the concerned Ministry for Environment Forest and Climate Change, and Green Protocol and shall strictly follow this SOP for the compliance and for sustaining the campus life support system: soil, water and air and other forms of wildlife.
2. Shall with enlightened self-interest, edify each other for pollution minimization and sound waste management as 'prevention is better than cure'.





3. Shall neither entertain nor purchase or use any of the banned single-use plastic items inside the campus including hostels.
4. Shall source segregate water bottles, beverage bottles, plastic covers, tins, and cans in any manner and drop them in the respective color-coded bins or hand them over to the housekeeping staff.
5. Shall hand over any broken or used plastic materials or chairs or any kind to the housekeeping staff for compliance.
6. Shall not dislocate the color-coded bins thereby causing inconvenience to other hostellers. Repetition shall attract disciplinary action.
7. Shall not damage any color-coded bin or the educational posters or any other facilities provided by the University for compliance with the Plastic & Solid Waste Management Rules.
8. Shall take responsibility for collecting, segregating, and handing over the wastes to housekeeping staff that arise as an outcome of any gathering/ party/ event permitted under the Hostel Rules of the University.
9. Shall hand over the packing materials waste that arises as an outcome of shopping in any manner to the respective house-keeping staff or drop it in the color-coded bin
10. Shall not throw the plastic waste through the windows/ balcony/ rooftop/ veranda/ any free space
11. Shall not litter the adjacent landscape
12. Shall not play sports with plastic waste materials
13. Shall not pet or feed the dog with plastic materials
14. Shall inform their respective Wardens about such conduct and the Warden shall impose a 'fine' for littering.
15. Shall vigilantly watch for littering or hiding or dropping or draining or otherwise and inform the respective Warden





All Girl Students:

All girl students in addition:

16. Shall strictly follow the procedure laid down for the sanitary napkin waste disposal and dispose of the associated plastic packing material separately in the 'color-coded bin' and the used napkins separately in the 'feminine hygiene bin'.

All Concerned Wardens:

17. Shall on a daily basis inspect the respective hostels and instruct the students and housekeeping staff to use the color-coded bins as deemed fit.
18. Shall impose 'fine' for littering as per the Notified Rules.
19. Shall advise/ educate the hostellers periodically.
20. Shall encourage volunteers to audit, document, and report drafting.

The Chief Wardens (Boys and Girls)

21. Shall provide environmental education for the hostellers at least once every semester.
22. Shall periodically visit all Hostels and check for compliance with this SOP.
23. Shall address any issue related to the adherence to Plastic Waste Management Rules (2016) and Solid Waste Management Rules (2016), as notified from time to time.
24. Shall daily verify the related log book or register in the Hostel Office.

Service Providers (House Keeping Staff and Sanitary Workers)

25. Shall discharge their duties in a time-bound manner in all the hostel buildings/ floors/ wings (minimum twice - collecting, sorting, and disposing).
26. Shall source segregate the sanitary chemical bottles, cans, and containers and dispose separately.
27. Shall collect separately the broken, used and damaged parts of the sanitation and cleaning tools and dispose separately.
28. Shall inform the Warden or Hostel Office for any non-compliance act of the hostellers.





Hostel Office (Boys and Girls)

29. Shall not purchase any banned plastic items and shall dispose of any old stock that exists.
30. Shall maintain a separate log book and register to monitor and record all acts in this regard and shall produce on demand by the concerned Officers or Authorities

For Hostel Mess (Boys and Girls) and Canteen Contractors

All hostel mess & canteen contractors/ managers/ supervisors:

1. Shall source segregate the culinary-related plastic sachets, tins, cans, and bottles and dispose of them as per the contract agreement or as per the instructions from the administration or otherwise hand over the same to the university waste collecting team.
2. Shall **‘avoid the purchase’** of banned single-use plastic items.
3. Shall pay **‘user fee’** for utilizing the waste management facilities of the university (i.e., handing over the hostel mess contractor's plastic waste to the university waste collecting team/ system).
4. Shall pay **‘fine’** for not complying with the SOP in accordance with the Plastic & Solid Waste Management Rules and Green Protocol.

E. For Shop Keepers in the Shopping Complex

All shopkeepers in the Shopping Complex:

1. Shall source segregate their waste and hand over plastic waste separately to the University waste collectors
2. . Shall not use or sell any banned plastic items.
3. Shall use food-grade papers, covers, and plates as an alternative to plastic.
4. Shall make sure that the plastic wastes are not soiled and disposed of.
5. Shall use glass/ stainless steel tea tumblers and glass/ stainless steel juice tumblers instead of paper cups and shall have adequate manpower and resources to collect and clean such tumblers before next use.
6. Shall avoid single-use plastic juice containers for takeaway irrespective of thickness.
7. Shall avoid any kind of plastic bags irrespective of thickness.





8. Shall not recommend or use paper carry bags as a substitute for plastic carry bags.
9. Shall sell cotton bags or another kind as a substitute for plastic.
10. Shall provide a cotton carry bag (value added with the purchase).

F. For Quarters Dwellers

All quarters dwellers:

1. Shall source segregate the plastic wastes from other solid wastes and hand over the same to the door-to-door waste collectors or otherwise drop it separately at the waste collection spot.
2. Shall not mix diaper and sanitary napkin waste along with plastic and other household waste or otherwise soil the plastic waste.
3. Shall educate and instruct the household servant to source segregate and drop the plastic waste separately for safe management in accordance to the Rules and By-laws.
4. Shall not burn or bury plastic waste.
5. Shall not burn any waste in any manner including horticulture waste.
6. Shall pay 'user fee' for proper management and 'fine' for littering in accordance with Plastic & Solid Waste Management Rules.

G. For Guest House

All guest house In-charge(s), Manager(s), Supervisor(s):

1. Shall restrict the entry of plastics inside the building/ premises.
2. Shall instruct the service provider and caretaker to avoid the use of banned plastics while providing service to the guests.
3. Shall avoid plastic plates and cutleries while serving food.
4. Shall provide a water jug or flask for the guest instead of water bottles.
5. Shall source segregate the plastic of any kind used by the guests during their stay and dispose of it through the waste management team.
6. Shall collect 'user fee' or 'green fee' for waste management in addition to rent and others.
7. Shall impose and collect a 'fine' for littering.





H. For Event Organizers (Cultural cum Convention Center, Seminar Hall, etc.)

All event organizers like students, faculties, administrators, and others:

1. Shall strictly avoid the banned plastic decoration items while organizing the event.
2. Shall try every means not to use single-use plastic disposable boxes or containers for food distribution. Under unavoidable circumstances, shall make sure such containers are collected separately and disposed of sustainably.
3. Shall make every opportunity to instruct the participants not to litter the plastics associated with the event.
4. Shall keep sign boards at all strategic locations to instruct the participants
5. Shall have adequate manpower and resources to source segregate, collect, sort, and manage the plastic and other generated wastes
6. Shall strictly ensure segregation of plastic and other kinds of waste at source and manage on their own without harming the campus environment or violating the Rules.
7. Shall otherwise, hand over the same to the waste collector or agency employed by the university in a source-segregated manner.
8. Shall pay 'user fee' for waste management
9. Shall pay 'climate/carbon fee' for the event
10. Shall impose and collect 'fine' for littering
11. Shall also in addition comply with the Policy, Protocol, and SOP laid for Event Organizers from time to time.

I. Solid Waste Management Contractors

The solid waste management contractors

1. Shall instruct the housekeeping staff to sort the source-segregated plastic waste and hand it over separately to the waste collection and transportation team.





2. Shall instruct the supervisors to strictly monitor the sorting and handing over process on a daily basis
3. Shall guide the supervisors to fill out the prescribed data collection template provided by the Office of Green Campus and enter it digitally on a daily basis.
4. Shall instruct the housekeeping staff and supervisors to inform the Hostel Office, Wardens, and HoDs of unethical or noncompliance behavior of the students and others immediately and the same shall be recorded in the log book of the supervisor.
5. Shall strictly follow the instructions provided for the ‘event organizers’.
6. Shall monitor the condition of color-coded bins and their locations. If any change in the condition or location shall inform the concerned Hostel Office, Warden, and HoD
7. Shall register any accident or others in the portal of the Civil Engineering Wing.
8. Shall impose a ‘fine’ on any of their staff for not adhering to the plastic waste management as instructed.
9. Shall pay a ‘fine’ for nonperformance of their duty with regard to Plastic Waste Management Rules and Solid Waste Management Rules.

J. Civil Engineering Wing (PU)

1. Shall coordinate and implement this SOP in the campuses of Pondicherry University
2. Shall instruct its staff to monitor and implement plastic waste management-related activities continuously and shall take appropriate actions against violators of this SOP.
3. Shall ensure timely collection of ‘user fee’ and ‘fine’ through a dedicated officer in the Wing
4. Shall make sure that all the facilities are provided without any delay for the compliance of this SOP inside the campuses of Pondicherry University.





K. Office of Green Campus (PU)

1. Shall oversee all the activities related to Solid and Plastic Waste Management for compliance.
2. Shall appraise the University administration, and Civil Engineering Wing on all the amendments and mandates by the Central Government, State Government, and UGC in his regard. If required, appropriate amendments may be adopted in this SOP in consultation with the Department of Ecology and Environmental Sciences, PU, and others as deemed fit.
3. Shall provide guidance and technical support to the Health Centre, Engineering Wing, Cultural cum Convention Centre, Sanitary Wing, Wardens, Hostel Office, Mess and Canteens, Shopping Complex, Garbage Collectors, and Contractors by streamlining and introducing strategies for sustainability.
4. Shall develop educational awareness materials to inculcate environment-conscious behavior among all stakeholders.
5. Shall develop educational documentaries on ‘Know-how’, ‘What is What’, and ‘How to Manage’ Plastic and Solid Waste
6. Shall develop project(s) for plastic waste reusing/ recycling in collaboration with relevant faculty and experts.
7. Shall catalyze collaborations and equitable partnerships with empaneled reputed agencies, authorized recyclers, industries, NGOs, and Institutions both National and International for sustainable plastic waste management.

11. Conclusion

SOP is expected to make Pondicherry University a role model for the best practice ‘plastic waste minimization and management’. Further, the SOP will be revised and updated as deemed fit for effective minimization and management of plastic wastes, in compliance with the Amended Rules, Notifications, Protocols, and Mandates, periodically.



Note

- Fine is proposed not to punish the violator but to make him/her realize the responsibility towards the nature.
- The SOP will be updated and revised periodically

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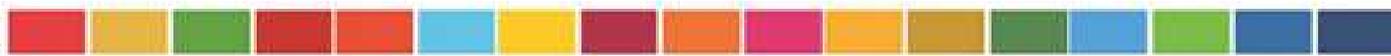
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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production “SDG 12.3 - Policy for Sustainable Biomedical Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.3 - Policy for Sustainable Biomedical Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs, all geared towards fostering cooperation and enriching faculty development.

Aligned with the specific objective outlined in Sustainable Development Goal (SDG) 12, the "sustainable biomedical waste management policy" closely corresponds to a sub-policy SDG 12.3. SDG 12.3 focuses on the sustainable management of generated biomedical waste. This commitment is demonstrated in how the university handles biomedical waste originating from research laboratories, animal facilities, and health centers. In alignment with SDG 12, providing sufficient resources and appropriate facilities and MoU with Common Biomedical Waste Treatment Facility can influence student behaviors, promoting adherence to Biomedical Waste Management regulations. This nurturing approach cultivates individuals who are environmentally conscious and who carry these principles into their personal and professional lives.

The university's efforts to ensure compliance with biomedical waste management have a multifaceted impact. They educate individuals, heighten awareness, champion sustainable methodologies, contribute to research and innovation, and potentially foster a culture of sustainable disposal. This approach eliminates the risk of spreading infectious diseases, given that biomedical waste can contain harmful bacteria, viruses, and other microorganisms that pose severe health risks. By managing biomedical waste sustainably, the university's initiatives extend to broader societies, influencing widespread perspectives and ultimately impacting the well-being of both animals and humans. This comprehensive approach aligns with the principles of responsible consumption and production, contributing to a healthier and more sustainable future.

Policy Statement Pondicherry University stands as a radiant emblem of unwavering commitment, wholeheartedly dedicated to the widespread advancement of sustainable biomedical waste management. This profound dedication aims to prevent both environmental contamination and the potential illnesses of both humans and animals. This noble undertaking seamlessly aligns with the overarching aspiration of Goal 12.

Target As a trailblazer in this virtuous endeavor, Pondicherry University's resolute devotion stands as a motivating beacon, igniting the commencement of transformative actions across varied strata and geographical frontiers, encompassing the involvement of all.



SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall as a research and educational institution strive to diligently follow the Biomedical Waste Management Rules, 2016, and any subsequent revisions, to safeguard and preserve the campus soil, water, and biodiversity while embracing the targets of Sustainable Development Goals.**
2. **Pondicherry University shall provide adequate and appropriate facilities and manpower for the safe management and disposal of biomedical wastes if any generated as given in Schedule I of the Biomedical Waste Management Rules, 2016.**
3. **Pondicherry University shall obtain Authorization from the Regional Enforcing Authority and necessary clearances/ certificates from the National Authority for running research facilities, and for handling and managing biomedical wastes.**
4. **Pondicherry University shall enter into a Memorandum of Understanding/ Agreement with the Authorized Recycler/ Common Bio-medical Waste Treatment Facility for the collection, reception, storage, transport, treatment, disposal, or any other form of handling of biomedical waste.**
5. **Pondicherry University shall speed up the compliance through a dedicated office or team and shall implement biomedical waste management strategies in the concerned Departments, Labs, Health Centre, and Animal House for safe storage and disposal.**



6. **Pondicherry University shall provide color-coded bins and non-chlorinated color-coded plastic bags with educational posters and instruct the concerned biomedical waste generators to maintain different registers and log books related to the research laboratory, sanitary workers, and lab personnel and to have a reporting system to ensure compliance.**
7. **Pondicherry University shall immunize all its healthcare workers and others, involved in handling biomedical waste for protection against diseases including Hepatitis B and Tetanus that are likely to be transmitted by handling bio-medical waste, in the manner as prescribed in the National Immunization Policy or the guidelines of the Ministry of Health and Family Welfare or any other relevant guidelines issued from time to time.**
8. **Pondicherry University shall establish a system to track, review and monitor the activities related to biomedical waste management, either through an existing committee or by forming a new committee to meet once every three months and the minutes of the meetings of this committee shall be submitted along with the annual report to the prescribed authority by June every year.**
9. **Pondicherry University shall educate residents of campus dwellings (quarters and hostels) about the importance of segregating residential biomedical waste. This includes expired or discarded medicines, items contaminated with blood or body fluids (such as dressings, plaster casts, cotton swabs), discarded linen, mattresses, beddings contaminated with blood or body fluids, and other contaminated waste from disposable items like tubing, bottles, intravenous tubes and sets, catheters, urine bags, syringes, gloves, and more. Residents will be encouraged to hand over these segregated wastes separately to the sanitary worker or waste collecting team.**
10. **Pondicherry University shall provide periodical awareness of Biomedical Waste Management Rules, its periodical amendments, its biohazard and highly infectious nature, and health implications to all research scholars, lab assistants, key personnel, and sanitary workers and also shall promote the same to the neighboring communities.**
11. **Pondicherry University shall develop standard operating procedures for sustainable biomedical waste management and disposal.**
12. **Pondicherry University shall through the departments concerned, principal investigator(s), and head of the research facility ensure workplace safety for all.**
13. **Pondicherry University shall establish a bar-code system for bags or containers containing bio-medical waste to be sent out of the premises or carried by the operator of the Common Bio-medical Waste Treatment Facility.**
14. **Pondicherry University shall ensure the treatment and disposal of liquid waste from the research labs, animal house, and health center in accordance with the Water (Prevention and Control of Pollution) Act, 1974 (6 of 1974).**





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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production “SDG 12.4 - Policy for Sustainable Sanitary Napkin Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.4 - Policy for Sustainable Sanitary Napkin Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs, all geared towards fostering cooperation and enriching faculty development.

In harmony with the specific objectives outlined in Sustainable Development Goal (SDG) 12, the "sustainable sanitary napkin waste management policy" closely corresponds to sub-policy SDG 12.4. SDG 12.4 centers on the sustainable handling of generated sanitary napkin waste. This commitment is manifest in the university's approach to managing sanitary napkin waste stemming from girls' hostels, quarters, and accommodations. Aligned with SDG 12, the provision of adequate resources, suitable facilities, and collaborative agreements with pertinent stakeholders can shape student behaviors, fostering compliance with regulations set forth by the Central Pollution Control Board. This nurturing approach cultivates environmental awareness and ingrains these principles into the personal and professional lives of students.

The university's endeavors aimed at ensuring proper sanitary napkin waste management yield multifaceted results. They educate individuals, amplify awareness, and potentially foster a culture of responsible disposal. By adopting this approach, the potential risks of disease transmission and drainage pipeline blockages, inherent in sanitary napkin waste containing harmful microorganisms, are mitigated. Through sustainable management practices, the university's impact extends to broader societies, influencing collective perspectives and ultimately enhancing the well-being of both animals and humans.

Policy Statement Pondicherry University shines as an emblem of unwavering dedication, fervently committed to the extensive progress of sustainable sanitary napkin waste management. This profound commitment seeks to avert environmental pollution and potential health risks to both humans and animals. This noble pursuit seamlessly aligns with the overarching ambition of Goal 12.

Target As a pioneer in this virtuous undertaking, Pondicherry University's steadfast devotion serves as an inspiring beacon, igniting the initiation of transformative initiatives among those responsible for generating such waste.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall make every endeavor to strictly adhere to the Sustainable Sanitary Napkin Waste Management and Disposal as suggested in the Guidelines for Management of Sanitary Waste by the Central Pollution Control Board as per Solid Waste Management Rules, 2016, and its amendments from time to time.
2. Pondicherry University shall enter into a Memorandum of Understanding with the related stakeholders for the safe disposal of sanitary napkins as per guidelines and execute through the Hostel Office with support from the dedicated team of housekeeping staff and sanitary workers.
3. Pondicherry University shall provide awareness education which is pivotal to all sanitary napkin waste generators (girls' hostels and staff quarters) and to the relevant stakeholders from the hostel office, housekeeping, and sanitary wing to deal with the sanitary napkin waste.
4. Pondicherry University shall provide a dedicated 'Feminine Hygiene Bin' (yellow color) with 'Dos and Don'ts' educational posters in all the restroom locations for primary collection and pooling all the sanitary napkin wastes to the secondary collection point for safe disposal as applicable under the Rules and Central Pollution Control Board Guidelines.





5. **Pondicherry University shall provide electric incinerators for the student to use and dispose of sanitary napkins as applicable under the Rules and Central Pollution Control Board Guidelines.**
6. **Pondicherry University shall have a safe burial facility, to dispose of sanitary napkins as applicable under the Rules and Central Pollution Control Board Guidelines, with no access to dogs and wild animals.**
7. **Pondicherry University shall from the girl students, quarters dwellers, and guests/ visitors staying in the guest house and convention center, collect a ‘User Fee’ for the provision of appropriate additional facilities, manpower, collection, transporting, and safe disposal and shall impose a ‘Spot Fine’ for littering and non-compliance in accordance with relevant Solid Waste Management Rules.**
8. **Pondicherry University shall ensure additional resources and facilities to prevent the dogs and rodent’s menace.**





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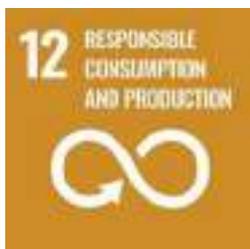
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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production “SDG 12.5 - Policy for E-Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.5 - Policy for E-Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs, all geared towards fostering cooperation and enriching faculty development.

The university's dedication to advancing SDG 12: Responsible Consumption and Production entails the incorporation of various auxiliary measures. Aligned with the specific objective elucidated in SDG 12, the "sustainable e-waste management policy" closely aligns with a sub-policy of SDG 12.5. SDG 12.5 seeks to accomplish the sustainable management of generated e-waste. Such initiatives for campus sustainability can shape student behaviors, consumption habits, and waste generation patterns, nurturing individuals who are environmentally conscious and who carry these principles into their personal and professional lives. By emphasizing the sustainable management of e-waste, university campuses play an indispensable role in fostering awareness, education, and concrete steps that resonate with SDG 12.

The university's campaign for sustainable e-waste management has a multifaceted influence. They educate individuals, heighten awareness, champion sustainable methodologies, contribute to research and ingenuity, and potentially cultivate a culture of responsible consumption, production, and management. Since campuses serve as microcosms of broader societies, their endeavors hold the potential to influence broader perspectives and behaviors regarding environmental sustainability, thereby impacting the well-being of both current and future generations.

Policy Statement Pondicherry University shines as a symbol of steadfast dedication, passionately devoted to the extensive promotion of sustainable management of campus e-waste. This pursuit seamlessly harmonizes with the overarching objective of Goal 12.

Target As a pioneer in this virtuous mission, Pondicherry University's unyielding commitment serves as a motivating example, sparking the initiation of transformative measures across diverse levels and geographical boundaries by involving everyone.



SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall as a bulk consumer of electrical and electronic equipment, make every endeavor to strictly adhere to the E-Waste Management Rules, 2016, and its amendment from time to time to protect and conserve the campus soil, water, and biodiversity by embracing the targets of the multiple SDGs.**
2. **Pondicherry University shall execute through a dedicated office and team through fast tract mode for 'environmentally sound management of e-waste' by taking all steps required to ensure that e-waste is managed in a manner that protects the health and the environment against any adverse effects from such e-waste.**
3. **Pondicherry University shall ensure that the e-waste generated is channelized through the collection center or dealer of the authorized producer or through the designated take-back service provider of the producer or any authorized dismantler or recycler in accordance with the Rules.**
4. **Pondicherry University shall enter into a Memorandum of Understanding/ Agreement with the related stakeholders for 'extended producer responsibility' and 'recycling' as applicable under the Rules.**
5. **Pondicherry University shall regulate the purchase of electrical and electronic equipment and provide awareness education to all stakeholders on the adverse effects of e-wastes.**



6. **Pondicherry University shall provide a 'facility' for the collection, segregation, reception, storage, and to divert to the authorized refurbisher, dismantler, and recycler, for safe disposal of e-waste.**
7. **Pondicherry University shall provide awareness and capacity building to collect e-waste of any electrical and electronic equipment and channel it to the authorized dismantler for recycling or for disposal through the nodal office.**
8. **Pondicherry University shall as a bulk consumer of electrical and electronic equipment listed in Schedule I ensure that such end-of-life electrical and electronic equipment are not admixed with e-waste containing radioactive material as covered under the provisions of the Atomic Energy Act, 1962 (33 of 1962) and rules made there under.**
9. **Pondicherry University shall as a bulk consumer of electrical and electronic equipment listed in Schedule I, file annual returns in Form-3, to the concerned State Pollution Control Board/ Committee on or before the 30th day of June following the financial year to which that return relates.**
10. **Pondicherry University shall as a bulk consumer of electrical and electronic equipment listed in Schedule I maintain records of e-waste generated in Form-2 and make such records available for scrutiny by the concerned Enforcement Authority.**
11. **Pondicherry University shall apply to the Central Pollution Control Board and other bodies to obtain relevant certificate(s) for the import of research/ analytical equipment as amended under the Rules in 2022.**





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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production - “SDG 12.6 - Policy for Sustainable Chemical & Hazardous Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production - “SDG 12.6 - Policy for Sustainable Chemical & Hazardous Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair.

The university's dedication to advancing Sustainable Development Goal (SDG) 12: Responsible Consumption and Production entails the incorporation of various auxiliary measures. One such measure, aligned with the specific target elucidated in SDG 12, is the "Sustainable Chemical & Hazardous Waste Management Policy" which closely aligns as sub-policy SDG 12.6. Gross chemical contamination, with grave damage to animal and human health, genetic structures, reproductive outcomes, and the environment, has been continuing globally. Hence, substantial use and maintenance of associated chemicals and hazardous waste are essential to meet the social and economic goals of the world community, and these can be used with a high degree of safety when best practices are followed. In this regard, through SDG 12.6 the university seeks to accomplish the reduction of chemicals and hazardous waste generated from science laboratories, maintenance departments, grounds maintenance, housekeeping wing, horticulture wing, sanitary wing, art department, healthcare facilities, special research programs, and others.

Policy Statement Pondicherry University stands as a beacon of unwavering commitment, fervently dedicated to categorizing the ‘hazardous nature of the waste’ by reason of characteristics such as physical, chemical, biological, reactive, toxic, flammable, explosive or corrosive, causes danger or is likely to cause danger to health or environment, whether alone or in contact with other wastes or substances, and shall ensure segregation, handling, collection, reception, treatment, storage, preprocessing, co-processing, and proper disposal as deemed fit for compliance.

Target As Pondicherry University stands at the vanguard of this noble cause, its resolute dedication serves as an inspiration, igniting the flames of transformative action at all levels far and wide.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall uphold the cause of Chemicals and Hazardous Waste Management in accordance with the respective Rules, Protocols, and Standard Operating Procedures for safe and sustainable disposal, by source segregating and storing the waste generated as hazardous chemicals, biohazardous substances, radioactive materials, and animal and human infectious waste.
2. Pondicherry University shall in accordance with the Battery Waste Management Rules, 2022 educate the consumer (student, researcher, faculties, residents, staff, and others) on absolute liability to categorize and discard the waste batteries separately by not mixing with the waste stream, and to ensure that waste batteries are disposed off in an environment-friendly manner by giving it to an authorized entity engaged in collection or refurbishment or recycling.
3. Pondicherry University shall establish 'waste deposition centers' for domestic hazardous waste like discarded paints, solvents, fossil fuels, pesticides, CFL bulbs, tube lights, flasks, expired medicines, broken mercury thermometers, used batteries, used needles and syringes, drain openers, household cleaners, contaminated gauge, etc. generated at the quarters and hostels and give directions to waste generators to deposit domestic hazardous wastes at this center for its safe disposal.

- 
4. **Pondicherry University shall demarcate areas where chemicals and hazardous waste is generated: science laboratories, maintenance department, fleet management, grounds maintenance, housekeeping wing, horticulture wing, sanitary wing, art department, healthcare facilities, special research programs, and others, and categorize the ‘hazardous nature of the waste’ by reason of characteristics such as physical, chemical, biological, reactive, toxic, flammable, explosive or corrosive, causes danger or is likely to cause danger to health or environment, whether alone or in contact with other wastes or substances, and shall ensure segregation, handling, collection, reception, treatment, storage, preprocessing, co-processing, and disposal as deemed fit for compliance.**
 5. **Pondicherry University shall classify the Chemical/ hazardous waste into (i) waste from research activities, (ii) waste from non-research activities i.e. from administrative buildings (iii) waste from residential areas such as quarters and hostels, (iv) waste from medical facilities, and (v) any other for safe and environmentally sound management of chemicals and hazardous wastes.**
 6. **Pondicherry University shall through a dedicated team source segregate, collect, store, and transport the ‘domestic hazardous waste’, ‘research laboratory waste’, ‘health care facility waste’ and wastes from ‘sanitary, housekeeping, and horticulture wings’, and handover the segregated wastes to authorized waste pickers or waste collectors or refurbishers or empaneled agencies as per the direction or notification by the authorities from time to time and ensure safe storage and transportation of the domestic hazardous waste to the hazardous waste disposal facility or as may be directed by the State Pollution Control Board or the Pollution Control Committee or Competent Authority of the University.**
 7. **Pondicherry University shall in accordance with the radiation, hazardous substance, and biosafety protocols from time to time, educate the Principal Investigator(s) and Research Supervisor(s) on absolute liability to discard radioactive and biohazard wastes from the research labs/ facilities separately by not mixing with other waste streams, and to ensure that such wastes are disposed off in an environment-friendly manner by giving it to an authorized entity engaged in collection and disposal.**
 8. **Pondicherry University shall ensure ‘extended producer responsibility, and/ or ‘buyback’ on all of its purchases related to hazardous wastes.**
 9. **Pondicherry University shall instruct the waste generators to ensure and monitor the hazardous waste holding containers are closed, sealed, and stored in ventilated areas before transportation. In addition, the waste must be compatible with the container and not corrosive, protecting human health and the environment against the adverse effects which may result from such waste.**



- 10. Pondicherry University shall draft Hazardous Waste Disposal Guidelines/ Protocol and Standard Operating Procedure for identifying, storing, or transporting and shall make sure that it is done by the personnel who is familiar with this document and understand exactly what it says for compliance. In addition, all laboratory rooms, chemical storage areas, and areas where hazardous equipment or materials are used or stored need to be monitored, maintained, and cleared by well-trained or knowledgeable staff.**
- 11. Pondicherry University shall instruct all the Principal Investigators, Research Supervisors, and Research Scholars for the safe operation of the laboratory and to improve the overall safety and compliance of the university. This includes the transfer/removal of chemical and hazardous material or hazardous waste from the laboratory and leaving these facilities in a safe condition.**
- 12. Pondicherry University shall as the liability of the occupier enforce ‘emergency preparedness and prevention measures’ and ‘accident reporting system’ to assure safety in the workplace by adhering to the Central Government Rules, Notifications, and Amendments from time to time.**
- 13. Pondicherry University shall involve student volunteers to inventory the chemical and hazardous waste generated within the campus.**
- 14. Pondicherry University shall reintroduce the concept of pooling of chemicals and related resources to curtail the repetition or purchase of the same items and shall also enhance the available storekeeping facility to prevent spillage of chemicals by the key personnel, housekeeping personnel, and research assistants.**





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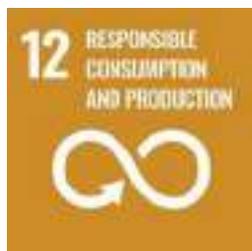
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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production “SDG 12.7 - Policy for Event Organizer”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.7 - Policy for Event Organizer”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs, all geared towards fostering cooperation and enriching faculty development.

The university's commitment to advancing SDG 12: Responsible Consumption and Production involves the integration of various subsidiary measures. In conjunction with the specific objective outlined in SDG 12, the "Event Organizer Policy" closely corresponds as a sub-policy SDG 12.7, emphasizing responsible consumption and production. SDG 12.7 aims to ensure reducing food waste, promoting efficient resource use, and adopting sustainable practices. The university's event organizer policy that ties into SDG 12: campus sustainability initiatives can influence student behavior and consumption patterns, fostering a generation of environmentally conscious individuals who carry these values into their personal and professional lives.

University event organizer initiatives have a multifaceted impact. They educate individuals, raise awareness, promote sustainable practices, and potentially enhance national food and other resource security by fostering a culture of responsible consumption and production. As campuses serve as microcosms of larger societies, their efforts can influence broader attitudes and practices toward environmental sustainability, and the well-being of present and future generations.

Policy Statement Pondicherry University stands as a beacon of unwavering commitment, fervently dedicated to the widespread dissemination and enthusiastic promotion of resource efficiency and security while organizing events. This noble endeavor aligns harmoniously with the overarching Goal 12.

Target As Pondicherry University stands at the vanguard of this noble cause, its resolute dedication serves as an inspiration, igniting the flames of transformative action at all levels far and wide.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall in accordance with the Solid Waste Management Rules, 2016 advocate to all organizers of the event like students, faculties, administrators, and others to ensure compliance by not causing any harm to the environment, humans, and animals.
2. Pondicherry University shall as a bulk waste generator, advise the organizer of the viva-voce, synopsis, birthday parties, and similar student/ staff functions/ events/ festivals to follow the procedure laid down for the 'event organizers' and the organizer of such event shall provide good quality food and related items and shall ensure segregation of waste at source and handing over the segregated waste to housekeeping staff or sanitary workers or left in the designated place as approved by the university.
3. Pondicherry University shall strictly instruct the engaged event organizer and the service provider to provide good quality food and other edible items. In addition, the engaged event organizer shall not use single-use plastic disposable boxes or containers or laminated papers/ boards/ sheets for food distribution. However, under certain circumstances, if used, the event organizer shall take additional measures to engage additional manpower and ensure the segregation of plastic and other kinds of waste at the source and manage them on their own by taking them back without harming the campus environment or violating the Rules.
4. Pondicherry University shall ensure that the engaged event organizer strictly avoids the banned plastic or artificial decoration items, foam sprays, etc. while organizing the event rather use eco-friendly materials/ products.





5. Pondicherry University shall ensure that the event organizer makes every opportunity to instruct the participants not to litter the plastics and other items during the event through authorized personnel, signage, boards, videos, etc. for compliance.
6. Pondicherry University shall ensure that the event organizer has adequate manpower and resources to source segregate, collect, sort, and manage the generated wastes on their own, or otherwise hand over the same to the waste collector or agency employed by the university in a source-segregated manner by paying the ‘waste management fee’ prescribed from time to time.
7. Pondicherry University shall collect from the event organizer ‘user fee’, ‘climate/carbon fee’ for the event, and ‘fine’ for littering in accordance with the Rules.
8. Pondicherry University shall instruct the event organizer not to use noisy sound systems that will affect other’s studies or routines or privacy, in addition, shall obtain clearance from the Security/ Electrical Wing.
9. Pondicherry University shall instruct the event organizer to provide portable wash basins for outdoor events while ensuring the hand wash water directly flows to the adjacent trees, in consultation with the Civil Engineering Wing. In addition, the event organizer shall say ‘no’ to hand wash soap or otherwise shall use ‘nontoxic/ ayurvedic’ soap.
10. Pondicherry University shall instruct the event organizer to develop a balanced meal plan and to source from the local supplies to reduce food miles and greenhouse gas emissions and also to divert the excess food to orphanages or poor people ensuring quality as an act of justice.
11. Pondicherry University shall upload on the website an ‘event organizer form’ and ensure all events are organized and registered for compliance and the same shall be shown to the Environment Officers or Municipal Authorities or Enforcement Authorities on demand.
12. Pondicherry University shall encourage sustainable transportation options for attendees, such as promoting public transportation, carpooling, and providing bicycle parking facilities and also shall consider offsetting event-related travel emissions through carbon offset programs.
13. Pondicherry University shall have a measuring and reporting system to monitor and measure the environmental impacts of Pondicherry University’s events, such as carbon emissions, waste generation, energy usage, and water usage, and use this data to set improvement targets and report on University’s sustainability performance.
14. Pondicherry University shall ensure through an Authorized Officer, that the event organizer has fulfilled the requirements made by the university and handed over the event site in a sound manner as provided.





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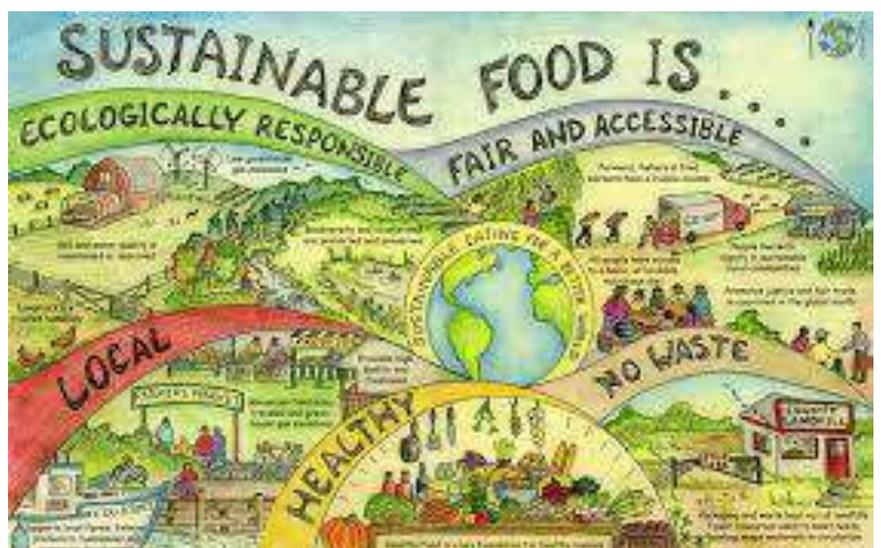
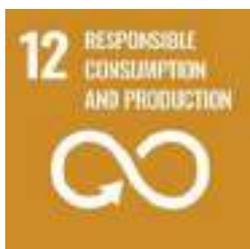
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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production - “SDG 12.8 - Policy for Campus Food Sustainability”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.8 - Policy for Campus Food Sustainability”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs.

The university's commitment to advancing SDG 12: Responsible Consumption and Production involves the integration of various subsidiary measures. In conjunction with the specific objective outlined in SDG 12, the "Campus Food Sustainability Policy" closely corresponds to a sub-policy SDG 12.8. SDG 12.8 aims to ensure the reduction of food waste, promote efficient resource use, and adopt sustainable practices. Here's how university campus food sustainability ties into SDG 12: campus sustainability initiatives can influence student behavior and consumption patterns, fostering a generation of environmentally conscious individuals who carry these values into their personal and professional lives. By focusing on the campus food systems, university campuses play a vital role in driving awareness, education, and tangible actions aligned with SDG 12.

University campus food sustainability initiatives have a multifaceted impact. They educate individuals, raise awareness, promote sustainable practices, contribute to research and innovation, and potentially enhance national food security by fostering a culture of responsible food production and consumption. As campuses serve as microcosms of larger societies, their efforts can influence broader attitudes and practices toward food sustainability, and the well-being of present and future generations while ensuring sustainable food production.

Policy Statement Pondicherry University is committed to taking proactive measures to ensure that the food served on campus is sustainably farmed and sourced. In addition, also promotes sustainable on-campus farming practices and recognizes the way it is produced and consumed to significantly reduce the impact on the environment.

Target As Pondicherry University stands at the vanguard of this noble cause, its resolute dedication to food sustainability and national food security serves as an inspiration, igniting the flames of transformative action at all levels far and wide.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall uphold the United Nations definition of food sustainability as the idea that something (e.g., agriculture and preparation of food) is done in a way that is not wasteful of our natural resources and can be continued without being detrimental to our environment or health and contributing to the food security.**
2. **Pondicherry University shall provide healthy and affordable food choices both vegetarian and non-vegetarian for all on-campus students and others emphasizing local produce.**
3. **Pondicherry University shall promote plant-based food options, and encourage the consumption of plant-based foods to reduce the environmental impact of animal farming and also shall have a vegan day of the week to highlight the importance of nutrition, traditional practices, and agricultural produce.**
4. **Pondicherry University shall have a food committee and sub-committee to decide on the meal plan for the students.**
5. **Pondicherry University shall instruct the food committee to inspect the kitchen and dining area periodically for cleanliness and quality of food produced and provide monthly reports to the administration.**



- 6. Pondicherry University shall have multiple catering services in strategic locations for hostellers, day scholars, and others covering the hostel mess, canteen, snacks bar, tea shop, and others.**
- 7. Pondicherry University shall have monitoring and educating systems in place to provide affordable, nutritious, and quality food in sufficient quantity to the students from poor and vulnerable communities to prevent students' food insecurity and hunger.**
- 8. Pondicherry University shall prioritize the purchase of products from local farmers, local food producers, and other sustainable and perennial sources to minimize food miles, wastage, and carbon emissions.**
- 9. Pondicherry University shall instruct the mess, canteen, and cafeterias and monitor vigilantly that, no food waste should enter the drainage pipeline or the campus ground, in any manner, rather it must be upcycled as appropriate.**
- 10. Pondicherry University shall ensure that the service providers (canteens, students' mess, snack bar, event organizer, and others) manage their food waste in accordance with the relevant policies, protocols, and standard operating procedure of the Government and Pondicherry University to curb the greenhouse gas emission and pathogens from the food waste.**
- 11. Pondicherry University shall instruct the mess and canteen contractors to strategically evolve meal plans to minimize food wastage, to divert the excess food to orphanages or poor people by ensuring its quality, and also ensure that the foods are consumed within the recommended time limit before its quality compromised.**
- 12. Pondicherry University shall in collaboration with relevant stakeholders, celebrate student-centered and student-led 'campus food sustainability week' annually complementing World Bread Day.**
- 13. Pondicherry University shall encourage students, scholars, faculties, staff, and quarters dwellers to be involved in on-campus agricultural activities and to showcase their produce during the 'campus food sustainability week'.**
- 14. Pondicherry University shall through the students collaborate with local non-governmental organizations to promote food sustainability activities among the affiliated institutions, schools, and communities fostering climate change adaptation and national food security.**
- 15. Pondicherry University shall have a dedicated team/ office to educate on cooking nutrition-rich food, minimize food waste generation, and measure, track, and control the amount of food waste generated from food produced within the university and for the food outsourced.**





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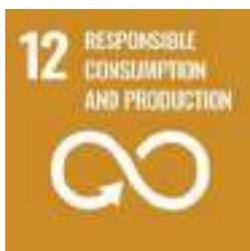




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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production “SDG 12.2 - Policy for Sustainable Plastic Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.2 - Policy for Sustainable Plastic Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs all geared towards fostering cooperation and enriching faculty development.

The university's dedication to advancing Sustainable Development Goal (SDG) 12: Responsible Consumption and Production entails the incorporation of various auxiliary measures. Aligned with the specific objective elucidated in SDG 12, the "sustainable plastic waste management policy" closely aligns with a sub-policy of SDG 12.2. SDG 12.2 seeks to accomplish the reduction of plastic usage, including the prohibition of single-use plastics, while also promoting the sustainable management of generated plastic waste. This is exemplified in how the university manages plastic waste, aligning with SDG 12: initiatives for campus sustainability can shape student behaviors, consumption habits, and waste generation patterns, nurturing individuals who are environmentally conscious and who carry these principles into their personal and professional lives. By emphasizing the elimination of plastic items, university campuses play an indispensable role in fostering awareness, education, and concrete steps that resonate with SDG 12.

The university's campaigns, such as 'say no to plastic' and 'plastic-free campus', have a multifaceted influence. They educate individuals, heighten awareness, champion sustainable methodologies, contribute to research and ingenuity, and potentially cultivate a culture of responsible consumption and production. Since campuses serve as microcosms of broader societies, their endeavors hold the potential to influence broader perspectives and behaviors regarding environmental sustainability, thereby impacting the well-being of both current and future generations.

Policy Statement Pondicherry University shines as a symbol of steadfast dedication, passionately devoted to the extensive promotion of a vibrant, plastic-free campus. This honorable pursuit seamlessly harmonizes with the overarching objective of Goal 12.

Target As a pioneer in this virtuous mission, Pondicherry University's unyielding commitment serves as a motivating example, sparking the initiation of transformative measures across diverse levels and geographical boundaries by involving everyone.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall make every endeavor to strictly adhere to the Plastic Waste Management Rules, 2016, and its amendment from time to time to protect and conserve the on and off-campus soil, water, and biodiversity in addition to embracing the targets of multiple SDGs.
2. Pondicherry University shall provide awareness education to all stakeholders and update periodically on the directions from the enforcement authorities and municipalities which is pivotal for the Housekeeping & Sanitary Wing to deal with the growing legacy of plastic waste.
3. Pondicherry University shall instruct the research guide, mentors, faculties, and scholars concerned to source segregate the plastic and other dry wastes during the synopsis, viva-voce, birthday parties, etc., and to hand over the same to the housekeeping staff for its sustainable disposal.
4. Pondicherry University shall instruct the Departments, Centers, Administrative Wings, and others concerned for purchasing cotton backdrops/ banners over PVC Flex, and to convert them into cotton carry bags by adhering to the Emblem Act or Protocols related to Logo/ Emblem.
5. Pondicherry University shall instruct the office bearers of all its Wings, Centers, Departments, and others concerned to avoid purchasing or using the banned and other single-use plastic items from time to time while conducting meetings and events.





- 6. Pondicherry University shall instruct the service providers (canteen, mess, teashop, eateries, shopping complex, etc.) to avoid the use of banned and other single-use plastic items and regulate the procedures for the ‘Event Organizers’, ‘Contractors/ Service Providers’ as applicable under the Rules, Notifications, and Protocol.**
- 7. Pondicherry University shall engage service providers to source segregate and sort the plastic bottles, packets, packing materials, carry bags, etc. in hostels, canteens, and academic blocks to ensure the reduction in plastic waste volume generated and prevent its entry into the landfill.**
- 8. Pondicherry University shall instruct the Manager and Supervisors of the Guest Houses and Convention Centers to keep sign boards at strategic locations to avoid plastic usage by the guests.**
- 9. Pondicherry University shall collect the ‘user fee’ and impose a ‘spot fine’ for littering and not source segregating in compliance with the Rules or Bye-Laws or Polluter Pay Principle or as applicable.**
- 10. Pondicherry University shall collaborate with relevant stakeholders and research microplastic and nano-plastics pollution, implication, and abatement.**
- 11. Pondicherry University shall through a dedicated office, document, report, and disseminate as deemed fit for compliance, pollution prevention, and environmental protection.**
- 12. Pondicherry University shall provide certificate courses and green skill development programs on Sustainable Plastic Waste Management and incubate volunteers and stakeholders for establishing recovery facilities.**
- 13. Pondicherry University shall provide student-centered awareness raising to the neighboring communities on plastic pollution and its adverse effects on human and animal health.**
- 14. Pondicherry University shall campaign for a student-led and student-centered ‘plastic-free campus’ and shall make every effort to minimize the entry of microplastics and nano-plastics into the soil and water.**
- 15. Pondicherry University shall periodically conduct multiple inventories related to plastic waste and evolve strategies to minimize waste generation.**
- 16. Pondicherry University shall conduct research on plastic waste upcycling/downcycling by collaborating with research-based non-government organizations, institutions, and government departments. and industries.**
- 17. Pondicherry University shall develop a standard operating procedure for sustainable plastic waste minimization, management, and disposal.**





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Pondicherry University SDG 12: Responsible Consumption and Production
Goal-Specific
Standard Operating Procedure (SOP) for Plastic Waste Minimization,
Handling, and Management





Pondicherry University

Standard Operating Procedure (SOP) for Plastic Waste Minimization, Handling, and Management

1. Purpose

Plastic pollution has emerged as a pressing global issue, posing severe threats to the environment, biodiversity, ecosystems, and human well-being. The production of plastic has skyrocketed from 2 million tons annually in 1950 to a staggering 460 million tons in 2020, signifying a nearly 230-fold increase. Today, plastics, including micro and nano plastics, have become omnipresent in our natural surroundings. Shockingly, approximately every minute, an equivalent of one garbage truck full of plastic is dumped into our oceans, a grave concern highlighted by the United Nations Environment Programme, warning about the adverse impacts of plastic pollution on sustainable development in environmental, social, economic, and health dimensions.

In response to this alarming situation, the Ministry of Environment, Forest, and Climate Change (MoEF&CC), Government of India has taken crucial steps to combat plastic pollution and its consequences. In 2016, they introduced the Plastic Waste Management (PWM) Rules, aiming to curtail plastic pollution in the country. Subsequently, in 2021, the Ministry implemented the Plastic Waste Management Amendment Rules, which banned the manufacture, import, stocking, distribution, sale, and use of specific single-use plastic items known for their low utility and high littering potential. These measures came into effect on 1st July 2022.

- i. earbuds with plastic sticks, plastic sticks for balloons, plastic flags, candy sticks, ice-cream sticks, polystyrene [Thermocol] for decoration;
- ii. plastic plates, cups, glasses, cutlery such as forks, spoons, knives, straws, trays, wrapping or packing films around sweet boxes, invitation cards, cigarette packets, plastic or PVC banners, and stirrers.

In addition, the Extended Producer Responsibility for Plastic Packaging vide Plastic Waste Management Amendment Rules, 2022, has been issued to E-commerce companies, leading single-use plastic sellers/users, and plastic raw material manufacturers with respect to phasing out of identified single-use plastic items.



The Rules and Amendments serve as the legal foundation for environmentally sound plastic waste management nationwide. To comply with this, the educational institutions in States and Union Territories, have been approached by the University Grants Commission (UGC) and the All India Council for Technical Education (AICTE). These bodies have issued notifications and orders, introducing frameworks and regulations that enforce a complete ban on single-use plastic items. Additionally, the ban on single-use plastics has been integrated into various initiatives such as 'Swachh Survekshan', 'Star Rating of Garbage Free Cities', and as a prerequisite for participation in the 'Safaimitra Suraksha Challenge' and others.

In light of these developments, Pondicherry University has taken proactive steps in addressing plastic waste management. Jointly, they created the Comprehensive Green Protocol in 2018, the drafted SDG goal-specific policy on Sustainable Plastic Waste Management in 2018, and the Standard Operating Procedure (SOP) in 2023. These documents outline the strategies for minimizing plastic usage within the university campus and affiliated institutions and outreach. The SOP details procedures for the minimization and proper disposal of source-segregated plastic waste fostering a “single-use plastic-free campus”. Moreover, the university has dedicated teams responsible for sustainable waste management, including plastic, and they oversee monitoring, documentation, dissemination, compliance, and enforcement efforts:

- Civil Engineering Wing
- Project Management Consultancy Services
- Sanitary Workers
- House-keeping Staff
- Hostel Office (Boys and Girls)
- Office of Services & Hostels
- Office of Students Welfare
- Office of Green Campus

This comprehensive approach aims to ensure effective and responsible plastic waste management both on-campus and beyond, in line with sustainable practices.

2. Aim Pondicherry University, its satellite campuses, and its affiliated institutions are ‘free from single-use plastics’ and sustainably minimizing the generation and managing the other forms of plastic waste.

3. Scope

- The total ban on the single-use plastic items inside the campus
- Sustainably manage the plastic waste generated and prevent its entry into landfills or oceans.
- Inculcate responsible and environmentally conscious behavior among all stakeholders.



- Promote the recycling of plastic wastes as much as possible by segregation and transferring to the recycling center through an authorized recycler or empaneled reputed agency.

4. Anticipated Outcome The green and clean campus of the University/ Institutions are free from single-use plastics but rich in biodiversity and a clean environment for healthy living.

5. Complements

- University Grants Commission's and All India Council for Technical Education's Mandate
- Government of India Missions: LiFE, Climate, Green India, etc.
- Union Ministry of Environment, Forest and Climate Change – Rules, Amendments, and Notifications and Regional Governments Bye-Laws..
- Compliance with Sustainable Development Goals (SDG): Goal 3 (Good Health and Well-Being), Goal 6 (Water and Sanitation), Goal 11 (Sustainable Cities and Communities), Goal 12 (Responsible Consumption and Production), Goal 13 (Climate Action), Goal 14 (Life Below Water), Goal 15 (Life on Land), Goal 17 (Partnerships for the Goals).

6. Definitions as per Rules As per the Plastic Waste Management Rules, 2016.

Rule 3 (l) “institutional waste generator” means and includes *occupier of the institutional buildings* such as buildings occupied by Central Government Departments, State Government Departments, public or private sector companies, hospitals, schools, colleges, universities, or other places of education, organization, academy, hotels, restaurants, malls, and shopping complexes.

Rule 3 (x) “waste generator” means and *includes every person or group of persons or institution, residential and commercial establishments including Indian Railways, Airport, Port and Harbor and Defense establishments which generate plastic waste.*

Rule 3 (y) “waste management” means the *collection, storage, transportation reduction, reuse, recovery, recycling, composting, or disposal of plastic waste in an environmentally safe manner.*

7. Responsibility of the Waste Generator as per Rules As per **Rule 8. Responsibility of waste generator.-**

(1) The *waste generator* shall.-

(a) take steps to minimize the generation of plastic waste and segregate plastic waste at source in accordance with the Solid Waste Management Rules, 2000, or as amended from time to time.





(b) not to litter the plastic waste and ensure segregated storage of waste at the source and hand over segregated waste to the urban local body or gram panchayat or agencies appointed by them or registered waste pickers, registered recyclers, or waste collection agencies.

(2) All institutional generators of plastic waste, shall segregate and store the waste generated by them in accordance with the Municipal Solid Waste (Management and Handling) Rules, 2000 notified vide S.O 908(E) dated the 25th September, 2000 under the Act or Amendment from time to time and handover segregated wastes to authorized waste processing or disposal facilities or deposition centers either on its own or through the authorized waste collection agency.

8. Fees as per the Rules

As per **Rule 8. Responsibility of Waste Generator**:-

(3) All waste generators shall pay such ‘*user fee or charge*’ for plastic waste management (waste collection, storing, transportation, or operation of the facility thereof, etc.)

9. Fine as per the Rules

As per The Solid Waste Management Rules, 2016: ‘Waste generator’ is each and every individual, and a ‘fine’ shall be imposed for littering.

Rule 3(56): “waste generator” means and includes every person or group of persons, every residential premise, and non-residential establishment including Indian Railways and defense establishments, which generate solid waste.

Rule 4(2): No waste generator shall throw, burn, or bury the solid waste generated by him/her on streets, or open public spaces outside his/her premises or in the drain.

Rule 3(23): "fine" means a penalty imposed on the waste generator.

10. Standard Operating Procedure (SOP)

Pondicherry University places significant emphasis on providing its students with a Green and Clean Campus. The university is dedicated to conserving campus biodiversity and promoting environment-conscious behavior, with the overarching goal of addressing the triple planetary crisis: climate change, biodiversity loss, and pollution. To achieve this, the university has formulated a comprehensive Standard Operating Procedure (SOP) that aligns with the Plastic Waste Management Rules and the Comprehensive Green Protocol. The SOP serves as a guideline for managing plastic waste effectively and responsibly within the university premises. It outlines various procedures and protocols under different categories for easy comprehension and adherence by the university community. The document will be subject to periodic updates and revisions to stay in line with the evolving guidelines from the Government of India and the University Grants Commission. This commitment





ensures that the university stays up-to-date with the latest environmental regulations and best practices. The following are the identified ‘single-use plastic items’, which have low utility and high littering potential with effect from the 1st July 2022 under the direction of the Ministry of Environment, Forest and Climate Change:

- i. earbuds with plastic sticks, plastic sticks for balloons, plastic flags, candy sticks, ice-cream sticks, polystyrene [Thermocol] for decoration;
- ii. plastic plates, cups, glasses, cutlery such as forks, spoons, knives, straws, trays, wrapping or packing films around sweet boxes, invitation cards, cigarette packets, plastic or PVC banners less than 100 microns, and stirrers.

This Standard Operating Procedure (SOP) applies not only to the above-mentioned ‘single-use plastic items’ but also to all the other kinds of plastic waste generated inside the campus.

A. General

1. All waste generators (i.e., any individual including the Student/ Research Scholar/ Faculty/ Staff/ Contractor/ Worker/ Others) shall source segregate the plastic waste from other wastes wherever it may be inside the campus.
2. Source-segregated plastics shall be placed in the color-coded bin or otherwise handed over to the housekeeping staff of that building/ floor/ lab.
3. No waste generator (i.e., any individual including the Student/ Research Scholar/ Faculty/ Staff/ Contractor/ Worker/ Others) shall throw/ litter any form of plastic waste in any manner on soil/ drain/ water.
4. If littered by the waste generator (i.e., any individuals inside the campus), a ‘**fine**’ shall be imposed in accordance with the Rules as prescribed by the Administration Authority of the University from time to time.
5. Such ‘**imposed fine**’ shall be paid within 3 working days to the HoD concerned or Hostel Office or Authorized Office or Bank and a receipt shall be given for the same to the Competent Authority. **Failing it will be doubled every 7 days (i.e., weekly).**
6. All waste generators (i.e., any individual or service-providing organization inside the campus) shall pay ‘**user fee or charge**’ as may be specified by the University Authority for plastic waste management covering: providing color-coded bins for source segregation, collection, sorting (primary storage), lifting, transportation, storing (secondary storage), handing over to the authorized recycler or empaneled agency or operator of such facility or recovery of materials in any manner.



7. Such ‘**user fee or charge**’ shall be collected at the time of admission from the students and on a monthly/ yearly basis for others.
8. A ‘**Strict Compliance Declaration**’ shall be made by each and every student at the time of admission for strict adherence to the Plastic Waste Management Rules, Green Protocol, and Standard Operating Procedure that are in force and amended from time to time
9. All kinds of plastic waste associated with the purchase(s) done by the Purchase Wing and paid by the University shall look into Extended Producer Responsibility and comply with the procedure associated with it, or otherwise collect and hand over to the housekeeping staff.

All kinds of plastic wastes associated with the project, and research-related purchases done by the Faculty or Department or University shall look into Extended Producer Responsibility and comply with the procedure associated with it, or otherwise collected and handed over to the housekeeping staff.

B. For Administrative Buildings

All Administrative Sections, Wings, and Offices:

1. Shall avoid the use of banned single-use plastics
2. Shall source-segregate the plastic waste from other wastes.
3. Shall either place the segregated plastic waste in the color-coded bin or hand it over to the housekeeping staff separately.
4. Shall make sure the use of biodegradable or recyclable items in the meetings as much as possible and source segregate and manage the unavoidable plastic wastes generated during such meetings alongside refreshments and others.
5. Shall collect the plastic water bottles and associated packing materials separately on a day-to-day basis, and also shall make an effort to minimize or eliminate the purchase of bottled water except for protocols related to VIP and others.
6. Recommend a glass/ steel/ ceramic tumbler with a water dispenser/ purifier/ personal flask as an alternative to bottled water.
7. Shall not purchase or use any banned decorative items for Pooja Celebrations or others.
8. Shall use cloth banners or posters for advertisement or promotion.





C. For Academic Buildings

All Academic Departments, Research Labs, and Associated Offices:

1. Shall not purchase or use any of the banned single-use plastic items as laid down by the Ministry or Regional Competent Authority.
2. Shall have the color-coded bins (blue and green) in its strategic locations as provided by the Service Provider/ Sanitary Workers.
3. Shall instruct the students not to dislocate and/ or damage the respective bins and shall inform the housekeeping staff immediately in this regard.
4. Shall educate the students on environmentally conscious behavior.
5. Shall advise the organizer of the viva-voce, synopsis, birthday parties, and similar functions/ events/ festivals to follow the procedure laid down for the 'Event Organizers' under the Rules.
6. Shall advise all the attendees during the viva-voce, synopsis, birthday parties, and similar functions/ events/ festivals to unfold the cake or sweet boxes and arrange other refreshment packs and hand them over separately in the dedicated location for safe and sound management.
7. Shall hand over the plastic and glass chemical/ reagent bottles separately to the housekeeping staff (for its management and disposal will be in accordance with the Chemical/ Biomedical/ Hazardous Waste Management).
8. Shall use cotton banners instead of PVC flex banners.
9. Post-event the cotton banners shall be converted into designer or utility bags (by not violating the Notified Emblem/ Logo Act and Rules).

D. For Hostels (Boys & Girls)

All the Hostellers:

1. Shall without compromising or violating any of the University Hostel Policies, Rules, or Regulations take every opportunity to comply with the University Grants Commission and All India Council for Technical Education Mandates, Solid and Plastic Waste Management Rules notified by the concerned Ministry for Environment Forest and Climate Change, and Green Protocol and shall strictly follow this SOP for the compliance and for sustaining the campus life support system: soil, water and air and other forms of wildlife.
2. Shall with enlightened self-interest, edify each other for pollution minimization and sound waste management as 'prevention is better than cure'.





3. Shall neither entertain nor purchase or use any of the banned single-use plastic items inside the campus including hostels.
4. Shall source segregate water bottles, beverage bottles, plastic covers, tins, and cans in any manner and drop them in the respective color-coded bins or hand them over to the housekeeping staff.
5. Shall hand over any broken or used plastic materials or chairs or any kind to the housekeeping staff for compliance.
6. Shall not dislocate the color-coded bins thereby causing inconvenience to other hostellers. Repetition shall attract disciplinary action.
7. Shall not damage any color-coded bin or the educational posters or any other facilities provided by the University for compliance with the Plastic & Solid Waste Management Rules.
8. Shall take responsibility for collecting, segregating, and handing over the wastes to housekeeping staff that arise as an outcome of any gathering/ party/ event permitted under the Hostel Rules of the University.
9. Shall hand over the packing materials waste that arises as an outcome of shopping in any manner to the respective house-keeping staff or drop it in the color-coded bin
10. Shall not throw the plastic waste through the windows/ balcony/ rooftop/ veranda/ any free space
11. Shall not litter the adjacent landscape
12. Shall not play sports with plastic waste materials
13. Shall not pet or feed the dog with plastic materials
14. Shall inform their respective Wardens about such conduct and the Warden shall impose a 'fine' for littering.
15. Shall vigilantly watch for littering or hiding or dropping or draining or otherwise and inform the respective Warden





All Girl Students:

All girl students in addition:

16. Shall strictly follow the procedure laid down for the sanitary napkin waste disposal and dispose of the associated plastic packing material separately in the 'color-coded bin' and the used napkins separately in the 'feminine hygiene bin'.

All Concerned Wardens:

17. Shall on a daily basis inspect the respective hostels and instruct the students and housekeeping staff to use the color-coded bins as deemed fit.
18. Shall impose 'fine' for littering as per the Notified Rules.
19. Shall advise/ educate the hostellers periodically.
20. Shall encourage volunteers to audit, document, and report drafting.

The Chief Wardens (Boys and Girls)

21. Shall provide environmental education for the hostellers at least once every semester.
22. Shall periodically visit all Hostels and check for compliance with this SOP.
23. Shall address any issue related to the adherence to Plastic Waste Management Rules (2016) and Solid Waste Management Rules (2016), as notified from time to time.
24. Shall daily verify the related log book or register in the Hostel Office.

Service Providers (House Keeping Staff and Sanitary Workers)

25. Shall discharge their duties in a time-bound manner in all the hostel buildings/ floors/ wings (minimum twice - collecting, sorting, and disposing).
26. Shall source segregate the sanitary chemical bottles, cans, and containers and dispose separately.
27. Shall collect separately the broken, used and damaged parts of the sanitation and cleaning tools and dispose separately.
28. Shall inform the Warden or Hostel Office for any non-compliance act of the hostellers.





Hostel Office (Boys and Girls)

29. Shall not purchase any banned plastic items and shall dispose of any old stock that exists.
30. Shall maintain a separate log book and register to monitor and record all acts in this regard and shall produce on demand by the concerned Officers or Authorities

For Hostel Mess (Boys and Girls) and Canteen Contractors

All hostel mess & canteen contractors/ managers/ supervisors:

1. Shall source segregate the culinary-related plastic sachets, tins, cans, and bottles and dispose of them as per the contract agreement or as per the instructions from the administration or otherwise hand over the same to the university waste collecting team.
2. Shall **‘avoid the purchase’** of banned single-use plastic items.
3. Shall pay **‘user fee’** for utilizing the waste management facilities of the university (i.e., handing over the hostel mess contractor's plastic waste to the university waste collecting team/ system).
4. Shall pay **‘fine’** for not complying with the SOP in accordance with the Plastic & Solid Waste Management Rules and Green Protocol.

E. For Shop Keepers in the Shopping Complex

All shopkeepers in the Shopping Complex:

1. Shall source segregate their waste and hand over plastic waste separately to the University waste collectors
2. . Shall not use or sell any banned plastic items.
3. Shall use food-grade papers, covers, and plates as an alternative to plastic.
4. Shall make sure that the plastic wastes are not soiled and disposed of.
5. Shall use glass/ stainless steel tea tumblers and glass/ stainless steel juice tumblers instead of paper cups and shall have adequate manpower and resources to collect and clean such tumblers before next use.
6. Shall avoid single-use plastic juice containers for takeaway irrespective of thickness.
7. Shall avoid any kind of plastic bags irrespective of thickness.





8. Shall not recommend or use paper carry bags as a substitute for plastic carry bags.
9. Shall sell cotton bags or another kind as a substitute for plastic.
10. Shall provide a cotton carry bag (value added with the purchase).

F. For Quarters Dwellers

All quarters dwellers:

1. Shall source segregate the plastic wastes from other solid wastes and hand over the same to the door-to-door waste collectors or otherwise drop it separately at the waste collection spot.
2. Shall not mix diaper and sanitary napkin waste along with plastic and other household waste or otherwise soil the plastic waste.
3. Shall educate and instruct the household servant to source segregate and drop the plastic waste separately for safe management in accordance to the Rules and By-laws.
4. Shall not burn or bury plastic waste.
5. Shall not burn any waste in any manner including horticulture waste.
6. Shall pay 'user fee' for proper management and 'fine' for littering in accordance with Plastic & Solid Waste Management Rules.

G. For Guest House

All guest house In-charge(s), Manager(s), Supervisor(s):

1. Shall restrict the entry of plastics inside the building/ premises.
2. Shall instruct the service provider and caretaker to avoid the use of banned plastics while providing service to the guests.
3. Shall avoid plastic plates and cutleries while serving food.
4. Shall provide a water jug or flask for the guest instead of water bottles.
5. Shall source segregate the plastic of any kind used by the guests during their stay and dispose of it through the waste management team.
6. Shall collect 'user fee' or 'green fee' for waste management in addition to rent and others.
7. Shall impose and collect a 'fine' for littering.





H. For Event Organizers (Cultural cum Convention Center, Seminar Hall, etc.)

All event organizers like students, faculties, administrators, and others:

1. Shall strictly avoid the banned plastic decoration items while organizing the event.
2. Shall try every means not to use single-use plastic disposable boxes or containers for food distribution. Under unavoidable circumstances, shall make sure such containers are collected separately and disposed of sustainably.
3. Shall make every opportunity to instruct the participants not to litter the plastics associated with the event.
4. Shall keep sign boards at all strategic locations to instruct the participants
5. Shall have adequate manpower and resources to source segregate, collect, sort, and manage the plastic and other generated wastes
6. Shall strictly ensure segregation of plastic and other kinds of waste at source and manage on their own without harming the campus environment or violating the Rules.
7. Shall otherwise, hand over the same to the waste collector or agency employed by the university in a source-segregated manner.
8. Shall pay 'user fee' for waste management
9. Shall pay 'climate/carbon fee' for the event
10. Shall impose and collect 'fine' for littering
11. Shall also in addition comply with the Policy, Protocol, and SOP laid for Event Organizers from time to time.

I. Solid Waste Management Contractors

The solid waste management contractors

1. Shall instruct the housekeeping staff to sort the source-segregated plastic waste and hand it over separately to the waste collection and transportation team.





2. Shall instruct the supervisors to strictly monitor the sorting and handing over process on a daily basis
3. Shall guide the supervisors to fill out the prescribed data collection template provided by the Office of Green Campus and enter it digitally on a daily basis.
4. Shall instruct the housekeeping staff and supervisors to inform the Hostel Office, Wardens, and HoDs of unethical or noncompliance behavior of the students and others immediately and the same shall be recorded in the log book of the supervisor.
5. Shall strictly follow the instructions provided for the ‘event organizers’.
6. Shall monitor the condition of color-coded bins and their locations. If any change in the condition or location shall inform the concerned Hostel Office, Warden, and HoD
7. Shall register any accident or others in the portal of the Civil Engineering Wing.
8. Shall impose a ‘fine’ on any of their staff for not adhering to the plastic waste management as instructed.
9. Shall pay a ‘fine’ for nonperformance of their duty with regard to Plastic Waste Management Rules and Solid Waste Management Rules.

J. Civil Engineering Wing (PU)

1. Shall coordinate and implement this SOP in the campuses of Pondicherry University
2. Shall instruct its staff to monitor and implement plastic waste management-related activities continuously and shall take appropriate actions against violators of this SOP.
3. Shall ensure timely collection of ‘user fee’ and ‘fine’ through a dedicated officer in the Wing
4. Shall make sure that all the facilities are provided without any delay for the compliance of this SOP inside the campuses of Pondicherry University.





K. Office of Green Campus (PU)

1. Shall oversee all the activities related to Solid and Plastic Waste Management for compliance.
2. Shall appraise the University administration, and Civil Engineering Wing on all the amendments and mandates by the Central Government, State Government, and UGC in his regard. If required, appropriate amendments may be adopted in this SOP in consultation with the Department of Ecology and Environmental Sciences, PU, and others as deemed fit.
3. Shall provide guidance and technical support to the Health Centre, Engineering Wing, Cultural cum Convention Centre, Sanitary Wing, Wardens, Hostel Office, Mess and Canteens, Shopping Complex, Garbage Collectors, and Contractors by streamlining and introducing strategies for sustainability.
4. Shall develop educational awareness materials to inculcate environment-conscious behavior among all stakeholders.
5. Shall develop educational documentaries on ‘Know-how’, ‘What is What’, and ‘How to Manage’ Plastic and Solid Waste
6. Shall develop project(s) for plastic waste reusing/ recycling in collaboration with relevant faculty and experts.
7. Shall catalyze collaborations and equitable partnerships with empaneled reputed agencies, authorized recyclers, industries, NGOs, and Institutions both National and International for sustainable plastic waste management.

11. Conclusion

SOP is expected to make Pondicherry University a role model for the best practice ‘plastic waste minimization and management’. Further, the SOP will be revised and updated as deemed fit for effective minimization and management of plastic wastes, in compliance with the Amended Rules, Notifications, Protocols, and Mandates, periodically.



Note

- Fine is proposed not to punish the violator but to make him/her realize the responsibility towards the nature.
- The SOP will be updated and revised periodically

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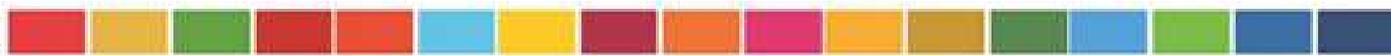
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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production “SDG 12.3 - Policy for Sustainable Biomedical Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.3 - Policy for Sustainable Biomedical Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs, all geared towards fostering cooperation and enriching faculty development.

Aligned with the specific objective outlined in Sustainable Development Goal (SDG) 12, the "sustainable biomedical waste management policy" closely corresponds to a sub-policy SDG 12.3. SDG 12.3 focuses on the sustainable management of generated biomedical waste. This commitment is demonstrated in how the university handles biomedical waste originating from research laboratories, animal facilities, and health centers. In alignment with SDG 12, providing sufficient resources and appropriate facilities and MoU with Common Biomedical Waste Treatment Facility can influence student behaviors, promoting adherence to Biomedical Waste Management regulations. This nurturing approach cultivates individuals who are environmentally conscious and who carry these principles into their personal and professional lives.

The university's efforts to ensure compliance with biomedical waste management have a multifaceted impact. They educate individuals, heighten awareness, champion sustainable methodologies, contribute to research and innovation, and potentially foster a culture of sustainable disposal. This approach eliminates the risk of spreading infectious diseases, given that biomedical waste can contain harmful bacteria, viruses, and other microorganisms that pose severe health risks. By managing biomedical waste sustainably, the university's initiatives extend to broader societies, influencing widespread perspectives and ultimately impacting the well-being of both animals and humans. This comprehensive approach aligns with the principles of responsible consumption and production, contributing to a healthier and more sustainable future.

Policy Statement Pondicherry University stands as a radiant emblem of unwavering commitment, wholeheartedly dedicated to the widespread advancement of sustainable biomedical waste management. This profound dedication aims to prevent both environmental contamination and the potential illnesses of both humans and animals. This noble undertaking seamlessly aligns with the overarching aspiration of Goal 12.

Target As a trailblazer in this virtuous endeavor, Pondicherry University's resolute devotion stands as a motivating beacon, igniting the commencement of transformative actions across varied strata and geographical frontiers, encompassing the involvement of all.



SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall as a research and educational institution strive to diligently follow the Biomedical Waste Management Rules, 2016, and any subsequent revisions, to safeguard and preserve the campus soil, water, and biodiversity while embracing the targets of Sustainable Development Goals.**
2. **Pondicherry University shall provide adequate and appropriate facilities and manpower for the safe management and disposal of biomedical wastes if any generated as given in Schedule I of the Biomedical Waste Management Rules, 2016.**
3. **Pondicherry University shall obtain Authorization from the Regional Enforcing Authority and necessary clearances/ certificates from the National Authority for running research facilities, and for handling and managing biomedical wastes.**
4. **Pondicherry University shall enter into a Memorandum of Understanding/ Agreement with the Authorized Recycler/ Common Bio-medical Waste Treatment Facility for the collection, reception, storage, transport, treatment, disposal, or any other form of handling of biomedical waste.**
5. **Pondicherry University shall speed up the compliance through a dedicated office or team and shall implement biomedical waste management strategies in the concerned Departments, Labs, Health Centre, and Animal House for safe storage and disposal.**



6. **Pondicherry University shall provide color-coded bins and non-chlorinated color-coded plastic bags with educational posters and instruct the concerned biomedical waste generators to maintain different registers and log books related to the research laboratory, sanitary workers, and lab personnel and to have a reporting system to ensure compliance.**
7. **Pondicherry University shall immunize all its healthcare workers and others, involved in handling biomedical waste for protection against diseases including Hepatitis B and Tetanus that are likely to be transmitted by handling bio-medical waste, in the manner as prescribed in the National Immunization Policy or the guidelines of the Ministry of Health and Family Welfare or any other relevant guidelines issued from time to time.**
8. **Pondicherry University shall establish a system to track, review and monitor the activities related to biomedical waste management, either through an existing committee or by forming a new committee to meet once every three months and the minutes of the meetings of this committee shall be submitted along with the annual report to the prescribed authority by June every year.**
9. **Pondicherry University shall educate residents of campus dwellings (quarters and hostels) about the importance of segregating residential biomedical waste. This includes expired or discarded medicines, items contaminated with blood or body fluids (such as dressings, plaster casts, cotton swabs), discarded linen, mattresses, beddings contaminated with blood or body fluids, and other contaminated waste from disposable items like tubing, bottles, intravenous tubes and sets, catheters, urine bags, syringes, gloves, and more. Residents will be encouraged to hand over these segregated wastes separately to the sanitary worker or waste collecting team.**
10. **Pondicherry University shall provide periodical awareness of Biomedical Waste Management Rules, its periodical amendments, its biohazard and highly infectious nature, and health implications to all research scholars, lab assistants, key personnel, and sanitary workers and also shall promote the same to the neighboring communities.**
11. **Pondicherry University shall develop standard operating procedures for sustainable biomedical waste management and disposal.**
12. **Pondicherry University shall through the departments concerned, principal investigator(s), and head of the research facility ensure workplace safety for all.**
13. **Pondicherry University shall establish a bar-code system for bags or containers containing bio-medical waste to be sent out of the premises or carried by the operator of the Common Bio-medical Waste Treatment Facility.**
14. **Pondicherry University shall ensure the treatment and disposal of liquid waste from the research labs, animal house, and health center in accordance with the Water (Prevention and Control of Pollution) Act, 1974 (6 of 1974).**





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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production “SDG 12.4 - Policy for Sustainable Sanitary Napkin Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.4 - Policy for Sustainable Sanitary Napkin Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs, all geared towards fostering cooperation and enriching faculty development.

In harmony with the specific objectives outlined in Sustainable Development Goal (SDG) 12, the "sustainable sanitary napkin waste management policy" closely corresponds to sub-policy SDG 12.4. SDG 12.4 centers on the sustainable handling of generated sanitary napkin waste. This commitment is manifest in the university's approach to managing sanitary napkin waste stemming from girls' hostels, quarters, and accommodations. Aligned with SDG 12, the provision of adequate resources, suitable facilities, and collaborative agreements with pertinent stakeholders can shape student behaviors, fostering compliance with regulations set forth by the Central Pollution Control Board. This nurturing approach cultivates environmental awareness and ingrains these principles into the personal and professional lives of students.

The university's endeavors aimed at ensuring proper sanitary napkin waste management yield multifaceted results. They educate individuals, amplify awareness, and potentially foster a culture of responsible disposal. By adopting this approach, the potential risks of disease transmission and drainage pipeline blockages, inherent in sanitary napkin waste containing harmful microorganisms, are mitigated. Through sustainable management practices, the university's impact extends to broader societies, influencing collective perspectives and ultimately enhancing the well-being of both animals and humans.

Policy Statement Pondicherry University shines as an emblem of unwavering dedication, fervently committed to the extensive progress of sustainable sanitary napkin waste management. This profound commitment seeks to avert environmental pollution and potential health risks to both humans and animals. This noble pursuit seamlessly aligns with the overarching ambition of Goal 12.

Target As a pioneer in this virtuous undertaking, Pondicherry University's steadfast devotion serves as an inspiring beacon, igniting the initiation of transformative initiatives among those responsible for generating such waste.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall make every endeavor to strictly adhere to the Sustainable Sanitary Napkin Waste Management and Disposal as suggested in the Guidelines for Management of Sanitary Waste by the Central Pollution Control Board as per Solid Waste Management Rules, 2016, and its amendments from time to time.
2. Pondicherry University shall enter into a Memorandum of Understanding with the related stakeholders for the safe disposal of sanitary napkins as per guidelines and execute through the Hostel Office with support from the dedicated team of housekeeping staff and sanitary workers.
3. Pondicherry University shall provide awareness education which is pivotal to all sanitary napkin waste generators (girls' hostels and staff quarters) and to the relevant stakeholders from the hostel office, housekeeping, and sanitary wing to deal with the sanitary napkin waste.
4. Pondicherry University shall provide a dedicated 'Feminine Hygiene Bin' (yellow color) with 'Dos and Don'ts' educational posters in all the restroom locations for primary collection and pooling all the sanitary napkin wastes to the secondary collection point for safe disposal as applicable under the Rules and Central Pollution Control Board Guidelines.





5. **Pondicherry University shall provide electric incinerators for the student to use and dispose of sanitary napkins as applicable under the Rules and Central Pollution Control Board Guidelines.**
6. **Pondicherry University shall have a safe burial facility, to dispose of sanitary napkins as applicable under the Rules and Central Pollution Control Board Guidelines, with no access to dogs and wild animals.**
7. **Pondicherry University shall from the girl students, quarters dwellers, and guests/ visitors staying in the guest house and convention center, collect a ‘User Fee’ for the provision of appropriate additional facilities, manpower, collection, transporting, and safe disposal and shall impose a ‘Spot Fine’ for littering and non-compliance in accordance with relevant Solid Waste Management Rules.**
8. **Pondicherry University shall ensure additional resources and facilities to prevent the dogs and rodent’s menace.**





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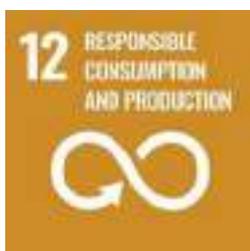
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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production “SDG 12.5 - Policy for E-Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.5 - Policy for E-Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs, all geared towards fostering cooperation and enriching faculty development.

The university's dedication to advancing SDG 12: Responsible Consumption and Production entails the incorporation of various auxiliary measures. Aligned with the specific objective elucidated in SDG 12, the "sustainable e-waste management policy" closely aligns with a sub-policy of SDG 12.5. SDG 12.5 seeks to accomplish the sustainable management of generated e-waste. Such initiatives for campus sustainability can shape student behaviors, consumption habits, and waste generation patterns, nurturing individuals who are environmentally conscious and who carry these principles into their personal and professional lives. By emphasizing the sustainable management of e-waste, university campuses play an indispensable role in fostering awareness, education, and concrete steps that resonate with SDG 12.

The university's campaign for sustainable e-waste management has a multifaceted influence. They educate individuals, heighten awareness, champion sustainable methodologies, contribute to research and ingenuity, and potentially cultivate a culture of responsible consumption, production, and management. Since campuses serve as microcosms of broader societies, their endeavors hold the potential to influence broader perspectives and behaviors regarding environmental sustainability, thereby impacting the well-being of both current and future generations.

Policy Statement Pondicherry University shines as a symbol of steadfast dedication, passionately devoted to the extensive promotion of sustainable management of campus e-waste. This pursuit seamlessly harmonizes with the overarching objective of Goal 12.

Target As a pioneer in this virtuous mission, Pondicherry University's unyielding commitment serves as a motivating example, sparking the initiation of transformative measures across diverse levels and geographical boundaries by involving everyone.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall as a bulk consumer of electrical and electronic equipment, make every endeavor to strictly adhere to the E-Waste Management Rules, 2016, and its amendment from time to time to protect and conserve the campus soil, water, and biodiversity by embracing the targets of the multiple SDGs.
2. Pondicherry University shall execute through a dedicated office and team through fast tract mode for 'environmentally sound management of e-waste' by taking all steps required to ensure that e-waste is managed in a manner that protects the health and the environment against any adverse effects from such e-waste.
3. Pondicherry University shall ensure that the e-waste generated is channelized through the collection center or dealer of the authorized producer or through the designated take-back service provider of the producer or any authorized dismantler or recycler in accordance with the Rules.
4. Pondicherry University shall enter into a Memorandum of Understanding/ Agreement with the related stakeholders for 'extended producer responsibility' and 'recycling' as applicable under the Rules.
5. Pondicherry University shall regulate the purchase of electrical and electronic equipment and provide awareness education to all stakeholders on the adverse effects of e-wastes.



6. **Pondicherry University shall provide a 'facility' for the collection, segregation, reception, storage, and to divert to the authorized refurbisher, dismantler, and recycler, for safe disposal of e-waste.**
7. **Pondicherry University shall provide awareness and capacity building to collect e-waste of any electrical and electronic equipment and channel it to the authorized dismantler for recycling or for disposal through the nodal office.**
8. **Pondicherry University shall as a bulk consumer of electrical and electronic equipment listed in Schedule I ensure that such end-of-life electrical and electronic equipment are not admixed with e-waste containing radioactive material as covered under the provisions of the Atomic Energy Act, 1962 (33 of 1962) and rules made there under.**
9. **Pondicherry University shall as a bulk consumer of electrical and electronic equipment listed in Schedule I, file annual returns in Form-3, to the concerned State Pollution Control Board/ Committee on or before the 30th day of June following the financial year to which that return relates.**
10. **Pondicherry University shall as a bulk consumer of electrical and electronic equipment listed in Schedule I maintain records of e-waste generated in Form-2 and make such records available for scrutiny by the concerned Enforcement Authority.**
11. **Pondicherry University shall apply to the Central Pollution Control Board and other bodies to obtain relevant certificate(s) for the import of research/ analytical equipment as amended under the Rules in 2022.**





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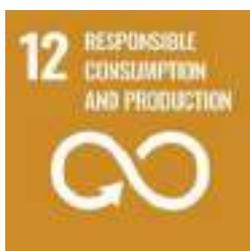
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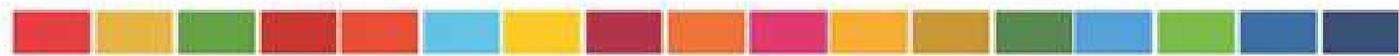
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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production - “SDG 12.6 - Policy for Sustainable Chemical & Hazardous Waste Management”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production - “SDG 12.6 - Policy for Sustainable Chemical & Hazardous Waste Management”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair.

The university's dedication to advancing Sustainable Development Goal (SDG) 12: Responsible Consumption and Production entails the incorporation of various auxiliary measures. One such measure, aligned with the specific target elucidated in SDG 12, is the "Sustainable Chemical & Hazardous Waste Management Policy" which closely aligns as sub-policy SDG 12.6. Gross chemical contamination, with grave damage to animal and human health, genetic structures, reproductive outcomes, and the environment, has been continuing globally. Hence, substantial use and maintenance of associated chemicals and hazardous waste are essential to meet the social and economic goals of the world community, and these can be used with a high degree of safety when best practices are followed. In this regard, through SDG 12.6 the university seeks to accomplish the reduction of chemicals and hazardous waste generated from science laboratories, maintenance departments, grounds maintenance, housekeeping wing, horticulture wing, sanitary wing, art department, healthcare facilities, special research programs, and others.

Policy Statement Pondicherry University stands as a beacon of unwavering commitment, fervently dedicated to categorizing the ‘hazardous nature of the waste’ by reason of characteristics such as physical, chemical, biological, reactive, toxic, flammable, explosive or corrosive, causes danger or is likely to cause danger to health or environment, whether alone or in contact with other wastes or substances, and shall ensure segregation, handling, collection, reception, treatment, storage, preprocessing, co-processing, and proper disposal as deemed fit for compliance.

Target As Pondicherry University stands at the vanguard of this noble cause, its resolute dedication serves as an inspiration, igniting the flames of transformative action at all levels far and wide.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall uphold the cause of Chemicals and Hazardous Waste Management in accordance with the respective Rules, Protocols, and Standard Operating Procedures for safe and sustainable disposal, by source segregating and storing the waste generated as hazardous chemicals, biohazardous substances, radioactive materials, and animal and human infectious waste.
2. Pondicherry University shall in accordance with the Battery Waste Management Rules, 2022 educate the consumer (student, researcher, faculties, residents, staff, and others) on absolute liability to categorize and discard the waste batteries separately by not mixing with the waste stream, and to ensure that waste batteries are disposed off in an environment-friendly manner by giving it to an authorized entity engaged in collection or refurbishment or recycling.
3. Pondicherry University shall establish 'waste deposition centers' for domestic hazardous waste like discarded paints, solvents, fossil fuels, pesticides, CFL bulbs, tube lights, flasks, expired medicines, broken mercury thermometers, used batteries, used needles and syringes, drain openers, household cleaners, contaminated gauge, etc. generated at the quarters and hostels and give directions to waste generators to deposit domestic hazardous wastes at this center for its safe disposal.

- 
4. **Pondicherry University shall demarcate areas where chemicals and hazardous waste is generated: science laboratories, maintenance department, fleet management, grounds maintenance, housekeeping wing, horticulture wing, sanitary wing, art department, healthcare facilities, special research programs, and others, and categorize the ‘hazardous nature of the waste’ by reason of characteristics such as physical, chemical, biological, reactive, toxic, flammable, explosive or corrosive, causes danger or is likely to cause danger to health or environment, whether alone or in contact with other wastes or substances, and shall ensure segregation, handling, collection, reception, treatment, storage, preprocessing, co-processing, and disposal as deemed fit for compliance.**
 5. **Pondicherry University shall classify the Chemical/ hazardous waste into (i) waste from research activities, (ii) waste from non-research activities i.e. from administrative buildings (iii) waste from residential areas such as quarters and hostels, (iv) waste from medical facilities, and (v) any other for safe and environmentally sound management of chemicals and hazardous wastes.**
 6. **Pondicherry University shall through a dedicated team source segregate, collect, store, and transport the ‘domestic hazardous waste’, ‘research laboratory waste’, ‘health care facility waste’ and wastes from ‘sanitary, housekeeping, and horticulture wings’, and handover the segregated wastes to authorized waste pickers or waste collectors or refurbishers or empaneled agencies as per the direction or notification by the authorities from time to time and ensure safe storage and transportation of the domestic hazardous waste to the hazardous waste disposal facility or as may be directed by the State Pollution Control Board or the Pollution Control Committee or Competent Authority of the University.**
 7. **Pondicherry University shall in accordance with the radiation, hazardous substance, and biosafety protocols from time to time, educate the Principal Investigator(s) and Research Supervisor(s) on absolute liability to discard radioactive and biohazard wastes from the research labs/ facilities separately by not mixing with other waste streams, and to ensure that such wastes are disposed off in an environment-friendly manner by giving it to an authorized entity engaged in collection and disposal.**
 8. **Pondicherry University shall ensure ‘extended producer responsibility, and/ or ‘buyback’ on all of its purchases related to hazardous wastes.**
 9. **Pondicherry University shall instruct the waste generators to ensure and monitor the hazardous waste holding containers are closed, sealed, and stored in ventilated areas before transportation. In addition, the waste must be compatible with the container and not corrosive, protecting human health and the environment against the adverse effects which may result from such waste.**



- 10. Pondicherry University shall draft Hazardous Waste Disposal Guidelines/ Protocol and Standard Operating Procedure for identifying, storing, or transporting and shall make sure that it is done by the personnel who is familiar with this document and understand exactly what it says for compliance. In addition, all laboratory rooms, chemical storage areas, and areas where hazardous equipment or materials are used or stored need to be monitored, maintained, and cleared by well-trained or knowledgeable staff.**
- 11. Pondicherry University shall instruct all the Principal Investigators, Research Supervisors, and Research Scholars for the safe operation of the laboratory and to improve the overall safety and compliance of the university. This includes the transfer/removal of chemical and hazardous material or hazardous waste from the laboratory and leaving these facilities in a safe condition.**
- 12. Pondicherry University shall as the liability of the occupier enforce ‘emergency preparedness and prevention measures’ and ‘accident reporting system’ to assure safety in the workplace by adhering to the Central Government Rules, Notifications, and Amendments from time to time.**
- 13. Pondicherry University shall involve student volunteers to inventory the chemical and hazardous waste generated within the campus.**
- 14. Pondicherry University shall reintroduce the concept of pooling of chemicals and related resources to curtail the repetition or purchase of the same items and shall also enhance the available storekeeping facility to prevent spillage of chemicals by the key personnel, housekeeping personnel, and research assistants.**





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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production “SDG 12.7 - Policy for Event Organizer”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.7 - Policy for Event Organizer”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. Additionally, the university is dedicated to nurturing interdisciplinary studies and research. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs, all geared towards fostering cooperation and enriching faculty development.

The university's commitment to advancing SDG 12: Responsible Consumption and Production involves the integration of various subsidiary measures. In conjunction with the specific objective outlined in SDG 12, the "Event Organizer Policy" closely corresponds as a sub-policy SDG 12.7, emphasizing responsible consumption and production. SDG 12.7 aims to ensure reducing food waste, promoting efficient resource use, and adopting sustainable practices. The university's event organizer policy that ties into SDG 12: campus sustainability initiatives can influence student behavior and consumption patterns, fostering a generation of environmentally conscious individuals who carry these values into their personal and professional lives.

University event organizer initiatives have a multifaceted impact. They educate individuals, raise awareness, promote sustainable practices, and potentially enhance national food and other resource security by fostering a culture of responsible consumption and production. As campuses serve as microcosms of larger societies, their efforts can influence broader attitudes and practices toward environmental sustainability, and the well-being of present and future generations.

Policy Statement Pondicherry University stands as a beacon of unwavering commitment, fervently dedicated to the widespread dissemination and enthusiastic promotion of resource efficiency and security while organizing events. This noble endeavor aligns harmoniously with the overarching Goal 12.

Target As Pondicherry University stands at the vanguard of this noble cause, its resolute dedication serves as an inspiration, igniting the flames of transformative action at all levels far and wide.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. Pondicherry University shall in accordance with the Solid Waste Management Rules, 2016 advocate to all organizers of the event like students, faculties, administrators, and others to ensure compliance by not causing any harm to the environment, humans, and animals.
2. Pondicherry University shall as a bulk waste generator, advise the organizer of the viva-voce, synopsis, birthday parties, and similar student/ staff functions/ events/ festivals to follow the procedure laid down for the 'event organizers' and the organizer of such event shall provide good quality food and related items and shall ensure segregation of waste at source and handing over the segregated waste to housekeeping staff or sanitary workers or left in the designated place as approved by the university.
3. Pondicherry University shall strictly instruct the engaged event organizer and the service provider to provide good quality food and other edible items. In addition, the engaged event organizer shall not use single-use plastic disposable boxes or containers or laminated papers/ boards/ sheets for food distribution. However, under certain circumstances, if used, the event organizer shall take additional measures to engage additional manpower and ensure the segregation of plastic and other kinds of waste at the source and manage them on their own by taking them back without harming the campus environment or violating the Rules.
4. Pondicherry University shall ensure that the engaged event organizer strictly avoids the banned plastic or artificial decoration items, foam sprays, etc. while organizing the event rather use eco-friendly materials/ products.





5. Pondicherry University shall ensure that the event organizer makes every opportunity to instruct the participants not to litter the plastics and other items during the event through authorized personnel, signage, boards, videos, etc. for compliance.
6. Pondicherry University shall ensure that the event organizer has adequate manpower and resources to source segregate, collect, sort, and manage the generated wastes on their own, or otherwise hand over the same to the waste collector or agency employed by the university in a source-segregated manner by paying the ‘waste management fee’ prescribed from time to time.
7. Pondicherry University shall collect from the event organizer ‘user fee’, ‘climate/carbon fee’ for the event, and ‘fine’ for littering in accordance with the Rules.
8. Pondicherry University shall instruct the event organizer not to use noisy sound systems that will affect other’s studies or routines or privacy, in addition, shall obtain clearance from the Security/ Electrical Wing.
9. Pondicherry University shall instruct the event organizer to provide portable wash basins for outdoor events while ensuring the hand wash water directly flows to the adjacent trees, in consultation with the Civil Engineering Wing. In addition, the event organizer shall say ‘no’ to hand wash soap or otherwise shall use ‘nontoxic/ ayurvedic’ soap.
10. Pondicherry University shall instruct the event organizer to develop a balanced meal plan and to source from the local supplies to reduce food miles and greenhouse gas emissions and also to divert the excess food to orphanages or poor people ensuring quality as an act of justice.
11. Pondicherry University shall upload on the website an ‘event organizer form’ and ensure all events are organized and registered for compliance and the same shall be shown to the Environment Officers or Municipal Authorities or Enforcement Authorities on demand.
12. Pondicherry University shall encourage sustainable transportation options for attendees, such as promoting public transportation, carpooling, and providing bicycle parking facilities and also shall consider offsetting event-related travel emissions through carbon offset programs.
13. Pondicherry University shall have a measuring and reporting system to monitor and measure the environmental impacts of Pondicherry University’s events, such as carbon emissions, waste generation, energy usage, and water usage, and use this data to set improvement targets and report on University’s sustainability performance.
14. Pondicherry University shall ensure through an Authorized Officer, that the event organizer has fulfilled the requirements made by the university and handed over the event site in a sound manner as provided.





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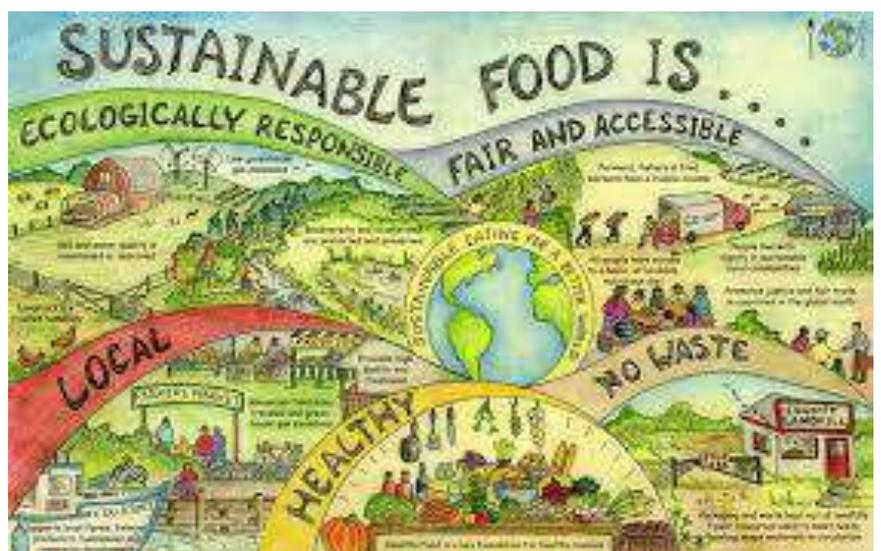
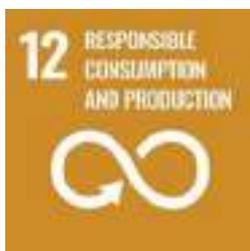
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Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production - “SDG 12.8 - Policy for Campus Food Sustainability”





Policy Heading Pondicherry University Goal-Specific Sub Policy for SDG 12: Responsible Consumption and Production – “SDG 12.8 - Policy for Campus Food Sustainability”.

Introduction Established in 1985, Pondicherry University holds the status of a Central University and possesses jurisdiction that extends over the Union Territory of Puducherry, as well as the territories of Lakshadweep and the Andaman and Nicobar Islands. The university's core objectives revolve around the advancement of knowledge through the realms of teaching and research. This is exemplified by the diverse array of courses it offers, spanning the fields of Humanities, Sciences, and Engineering. The heart of its operations resides in its expansive main campus situated in Kalapet, spanning an impressive 780 acres, while its influence extends further through satellite campuses strategically located in Karaikal, Mahe, and Port Blair. A testament to its global outlook, the university has forged collaborative MOUs with various international institutions, industries, and research-focused NGOs.

The university's commitment to advancing SDG 12: Responsible Consumption and Production involves the integration of various subsidiary measures. In conjunction with the specific objective outlined in SDG 12, the "Campus Food Sustainability Policy" closely corresponds to a sub-policy SDG 12.8. SDG 12.8 aims to ensure the reduction of food waste, promote efficient resource use, and adopt sustainable practices. Here's how university campus food sustainability ties into SDG 12: campus sustainability initiatives can influence student behavior and consumption patterns, fostering a generation of environmentally conscious individuals who carry these values into their personal and professional lives. By focusing on the campus food systems, university campuses play a vital role in driving awareness, education, and tangible actions aligned with SDG 12.

University campus food sustainability initiatives have a multifaceted impact. They educate individuals, raise awareness, promote sustainable practices, contribute to research and innovation, and potentially enhance national food security by fostering a culture of responsible food production and consumption. As campuses serve as microcosms of larger societies, their efforts can influence broader attitudes and practices toward food sustainability, and the well-being of present and future generations while ensuring sustainable food production.

Policy Statement Pondicherry University is committed to taking proactive measures to ensure that the food served on campus is sustainably farmed and sourced. In addition, also promotes sustainable on-campus farming practices and recognizes the way it is produced and consumed to significantly reduce the impact on the environment.

Target As Pondicherry University stands at the vanguard of this noble cause, its resolute dedication to food sustainability and national food security serves as an inspiration, igniting the flames of transformative action at all levels far and wide.





SUSTAINABLE DEVELOPMENT GOALS



Policy

1. **Pondicherry University shall uphold the United Nations definition of food sustainability as the idea that something (e.g., agriculture and preparation of food) is done in a way that is not wasteful of our natural resources and can be continued without being detrimental to our environment or health and contributing to the food security.**
2. **Pondicherry University shall provide healthy and affordable food choices both vegetarian and non-vegetarian for all on-campus students and others emphasizing local produce.**
3. **Pondicherry University shall promote plant-based food options, and encourage the consumption of plant-based foods to reduce the environmental impact of animal farming and also shall have a vegan day of the week to highlight the importance of nutrition, traditional practices, and agricultural produce.**
4. **Pondicherry University shall have a food committee and sub-committee to decide on the meal plan for the students.**
5. **Pondicherry University shall instruct the food committee to inspect the kitchen and dining area periodically for cleanliness and quality of food produced and provide monthly reports to the administration.**



- 6. Pondicherry University shall have multiple catering services in strategic locations for hostellers, day scholars, and others covering the hostel mess, canteen, snacks bar, tea shop, and others.**
- 7. Pondicherry University shall have monitoring and educating systems in place to provide affordable, nutritious, and quality food in sufficient quantity to the students from poor and vulnerable communities to prevent students' food insecurity and hunger.**
- 8. Pondicherry University shall prioritize the purchase of products from local farmers, local food producers, and other sustainable and perennial sources to minimize food miles, wastage, and carbon emissions.**
- 9. Pondicherry University shall instruct the mess, canteen, and cafeterias and monitor vigilantly that, no food waste should enter the drainage pipeline or the campus ground, in any manner, rather it must be upcycled as appropriate.**
- 10. Pondicherry University shall ensure that the service providers (canteens, students' mess, snack bar, event organizer, and others) manage their food waste in accordance with the relevant policies, protocols, and standard operating procedure of the Government and Pondicherry University to curb the greenhouse gas emission and pathogens from the food waste.**
- 11. Pondicherry University shall instruct the mess and canteen contractors to strategically evolve meal plans to minimize food wastage, to divert the excess food to orphanages or poor people by ensuring its quality, and also ensure that the foods are consumed within the recommended time limit before its quality compromised.**
- 12. Pondicherry University shall in collaboration with relevant stakeholders, celebrate student-centered and student-led 'campus food sustainability week' annually complementing World Bread Day.**
- 13. Pondicherry University shall encourage students, scholars, faculties, staff, and quarters dwellers to be involved in on-campus agricultural activities and to showcase their produce during the 'campus food sustainability week'.**
- 14. Pondicherry University shall through the students collaborate with local non-governmental organizations to promote food sustainability activities among the affiliated institutions, schools, and communities fostering climate change adaptation and national food security.**
- 15. Pondicherry University shall have a dedicated team/ office to educate on cooking nutrition-rich food, minimize food waste generation, and measure, track, and control the amount of food waste generated from food produced within the university and for the food outsourced.**





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