



Pondicherry University

R. Venkataraman Nagar

Chinna Kalapet

Kalapet

Puducherry – 605014

www.pondiuni.edu.in

Pondicherry University Policy for SDG 10: Reduced Inequalities



Policy Number: PU/SDG/10/V2.0

Revised: April 2023

1st Version: March 2018





Policy Heading

Pondicherry University Policy for SDG 10: Reduced Inequalities

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 MOUs with several International Institutions, industries, and research-based non-governmental organizations for collaboration and faculty development.

SDG 10: Reduced Inequalities is crucial for Pondicherry University as it envisions creating an inclusive and equitable society. Pondicherry University aims to promote equal opportunities for all its students and employees regardless of their background, race, gender, religion, or any other characteristic. The university seeks to eliminate discrimination and ensure that everyone has access to quality education, employment, and resources to reach their full potential.

Pondicherry University shall uphold SDG 10 because it aligns with the university's core values of inclusivity and diversity. The university strives to ensure that its policies and practices do not perpetuate inequalities but rather create a level playing field for everyone. By upholding SDG 10, Pondicherry University shall promote social justice and contribute to building a more equal and fair society both on campus and in the broader community.

Policy Statement

Pondicherry University is committed to taking every measure in supporting the student and communities through Reduced Inequalities 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 through its main campus, satellite campuses, its off-campus, and affiliated institutions in equitable partnership with government departments, relevant stakeholders, and working groups implementing the SDGs at all levels.



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 and end 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 also to 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 for disabled.**



5. **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.**
6. **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.**



Constitution of Sexual Harassment Prevention Committee

https://www.pondiuni.edu.in/university_news/re-constitution-of-sexual-harassment-prevention-committee-2/

புதுவைப் பல்கலைக்கழகம்
पांडिच्चेरी
PONDICHERRY
(கேரீட விசுவிதாலய)



विश्वविद्यालय
UNIVERSITY
A Central University

பேராசிரியர், அமரேஷ் சமந்தராய
புதிவாசல் (பெ.)
प्रो.अमरेश सामंतराया
कुलसचिव(अ)
PROF. AMARESH SAMANTARAYA
REGISTRAR (a/c)

आर. वैकटरामन नगर/ R.VENKATARAMAN NAGAR
कालापट/KALAPET
पुडुच्चेरी/PUDUCHERRY-605014
भारत/ INDIA

स/No.PU/ESTT/NT15/2022-23/ 19

दिनांक/Date: 25.07.2022

Dear Sir/Madam,

Sub : PU- Re-Constitution of Sexual Harassment Prevention
Committee – Reg.
Ref : Our letter No: PU/Estt./NT15/2021-22/01 dated 18.08.2021.

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In partial modification of the letter cited under reference, the University Authorities are pleased to reconstitute the Sexual Harassment Prevention Committee with the following composition to look into the grievances and related matters in respect of sexual harassment of women (students, staff and their families) :-

Sl.No	Name & Designation of the Member	SHPC Committee	Contacts
1.	Dr.Malabika Deo Dean & Professor Department of Commerce School of Management Pondicherry University Puducherry	Chairperson	0413-2654367 Mobile No: 9442140745 Email ID: malabika.com@pondiuni.edu.in
2.	Ms.Sithara Gerdes No:480/11, Mathur Road Opp.Tsunami Quarters Kalapet, Puducherry	External Member	Mobile No: 9840833106/8300985450 Email :gerdessithara@gmail.com
3.	Dr.S.Victor Anand Kumar Professor Dept. of Management Studies School of Management Pondicherry University Puducherry	Member	+91-0413-2654310 Mobile No: 9488085167 Email ID: victor.dms@pondiuni.edu.in
4.	Shri. Birinder Singh , Assistant Registrar (Academic) , Pondicherry University Puducherry.	Member	Ph : +91-413-2654208 Mobile No: 7710407884 Email : arl.aca@pondiuni.ac.in

5.	Smt.B. Kanchana Section Officer Examination Wing Pondicherry University Puducherry.	Member	Mobile No: 9442396140 Email Id : kesavkanch@gmail.com
6.	Ms.S.Lakshmi Ph.D Scholar Dept. of Biochemistry & Molecular Biology School of Life Sciences Pondicherry University Puducherry	Member	Mobile No: 8148793840 Email id : lakshmisankarnarayan@gmail.com
7.	Shri.M.P.T. Sagayaraja Deputy Registrar (Admn.) Pondicherry University Puducherry	(Ex-Officio) Member Secretary	0413-2654935 Mobile No: 9443240503 dradm@pondiuni.edu.in

The SHPC shall deal with any complaint involving sexual harassment and violence against women employees and students. The complaint if any shall be addressed to Dr.Malabika Deo, Dean & Professor, School of Management, Pondicherry University and Chairperson of Sexual Harassment Prevention Committee.

Yours faithfully,


REGISTRAR (i/c).

To

All the Members of the Committee.

Copy to

1. All Directors/Deans/HODs/
Co-Ordinators/Officers ... for Circulation among Students/Faculty
Members / Staff
2. The Assistant Registrar ... for kind information of VC.
VC's Secretariat, Pondicherry University
3. The Private Secretary , Registrar's Secretariat , Pondicherry University
- ✓ 4. The Systems Manager, Computer Centre --- for hosting in the Website
5. Notice Board
6. File Copy

Tel:0413-2654202 (O) Fax :0413-2655734 Email : registrar@pondiuni.edu.in

Annual Return on cases of Sexual Harassment:

<https://www.pondiuni.edu.in/sexual-harassment-prevention-committee-shpc/>

Administrative Ordinances:

<https://www.pondiuni.edu.in/administrative-ordinance/>

Marriage and civil partnership:

Page 28 of Administrative Ordinances:

Vindication
of acts and
character of
employment

- (i) for the acquisition by purchase, mortgage, lease, gift or otherwise, either in his own name or in the name of any member of his family, or any immovable property.
- (ii) for the disposal of, by sale, mortgage, gift or otherwise, or the grant of any lease in respect of, any immovable property which was acquired or is held by him either in his own name or in the name of any member of his family.

19 (1) No employee shall, except with the previous sanction of the University, have recourse to any court or to the press for the vindication of any official act which has been the subject matter of adverse criticism or an attack of a defamatory character.

(2) Nothing in this rule shall be deemed to prohibit an employee from vindicating his private character or any act done by him in his private capacity and where any action for vindicating his private character or any act done by him in private capacity is taken, the employee shall submit a report to the University regarding such action.

Canvassing
of non-
official or
other outside
influence

20. No employee shall bring or attempt to bring any political or other outside influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under the University.

Restrictions
regarding
marriages

21.(1) No employee shall enter into or contract a marriage with a person having a spouse living; and

(2) No employee having a spouse living shall enter into or contract a marriage with any person:

Provided that the University may permit an employee to enter into or contract any such marriage as is referred to in clause 1 or clause 2, if it is satisfied that—

- (a) such marriage is permissible under the personal law applicable to such employee and the other party to the marriage; and
- (b) there are other grounds for so doing.

(3) An employee who has married or marries a person other than of Indian Nationality shall forthwith intimate the fact to the University.

Consumption
of intoxi-
cating drinks
and drugs

22. An employee shall—

- (a) strictly abide by any law relating to intoxicating drinks or drugs in force in any area in which he may happen to be for the time being;
- (b) not be under the influence of any intoxicating drink or drug during the course of his duty and shall also take due care that the performance of his duties at any time is not affected in any way by the influence of such drink or drug;

- (2) No college or institution situated within the local limits of the jurisdiction of the University shall be compulsorily affiliated to the University, and affiliation shall be granted by the University only to such colleges or institutions as may agree to accept the Statutes and Ordinances.
 - (3) Any college or institution admitted to the privileges of the University shall cease to be associated with, or be admitted to the privileges of, any other University.
 - (4) No college or institution situated within the local limits of the jurisdiction of the University, but not admitted to its privileges, shall be associated with, or be admitted to the privileges of, any other University except with the previous approval of the Administrator of the Union Territory in which such college or institution is situated.
- 8 (1) The University shall be open to persons of either sex and of whatever race, creed, caste or class and it shall not be lawful for the University to adopt or impose on any person, any test whatsoever of religious belief or profession in order to entitle him to be admitted therein, as a teacher or student, or to hold any office therein, or to graduate thereat:
- UNIVERSITY
OPEN TO
ALL
CLASSES,
CASTES AND
CREED.*
- Provided that nothing in this section shall be deemed to prevent the University from making special provisions for the weaker sections of the people and, in particular, of the Scheduled Castes and the Scheduled Tribes.

Women Cell:

<https://www.pondiuni.edu.in/womens-cell/>

Maternity and Paternity:

We have both policies. University follow Government of India regulation refer page 93.

https://www.ugc.ac.in/pdfnews/4033931_UGC-Regulation_min_Qualification_Jul2018.pdf

[https://documents.doptcirculars.nic.in/D2/D02est/13018_2_2008-Estt.\(L\).pdf](https://documents.doptcirculars.nic.in/D2/D02est/13018_2_2008-Estt.(L).pdf)