



ज्ञान-विज्ञान विमुक्तये

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सचिव

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आज़ादी का
अमृत महोत्सव

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

F. No.1-7/2011(SCT)

08 फाल्गुन 1946/27 February, 2025

सार्वजनिक सूचना

Subject: Comments/Suggestions/Feedback on the Draft University Grants Commission (Promotion of Equity in Higher Education Institutions) Regulations, 2025.

The University Grants Commission (UGC) has drafted the University Grants Commission (Promotion of Equity in Higher Education Institutions) Regulations, 2025. These regulations are designed to foster equity, inclusion, and non-discrimination within Higher Educational Institutions (HEIs) across India, in line with the National Education Policy (NEP) 2020. They aim to ensure a safe, inclusive, and equitable learning environment for all students, faculty members, and staff by preventing any form of discrimination based on religion, race, caste, sex, or place of birth within Higher Education Institutions.

The draft regulations are attached to this notice. Stakeholders are requested to share their comments, suggestions, and feedback on the regulations via google form link i.e. <https://docs.google.com/forms/d/18ak7ge84Qpvh042afTBMuNZ4YvhwLSIemcI2DZkseek/edit> within **30 days** from the publication date of this public notice.

(मनिष जोशी)

Encl: As above

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the ____ January, 2025

DRAFT University Grants Commission (Promotion of Equity in Higher Education Institutions) Regulations, 2025

(____ of 2025)

Preamble:

F. No.) — *Whereas* the University Grants Commission (UGC) is mandated to coordinate and determine the standards of higher education in universities;

And whereas the National Education Policy 2020 recognises ‘full equity and inclusion’ as the cornerstone of all educational decisions to ensure that all students are able to thrive in the education system;

And whereas the University Grants Commission is determined to eradicate discrimination on the basis of religion, race, caste, sex, place of birth in Higher Education Institutions.

And whereas the University Grants Commission intends to promote equity in Higher Education Institutions.

Now, therefore, in supersession of the University Grants Commission (Promotion of Equity in Higher Educational Institutions) Regulations, 2012, and in exercise of the powers conferred by clause (j) of Section 12 read with clause (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely: —

1. Short title, application, and commencement:

- (a) These regulations shall be called the University Grants Commission (Promotion of Equity in Higher Education Institutions) Regulations, 2025.
- (b) They shall apply to every higher education institution established or incorporated by or under a Central Act or a State Act and every institution recognized by the University Grants Commission under clause (f) of Section 2 of the University Grants Commission Act, 1956 and to every institution deemed to be a University declared as such under Section 3 therein and to all higher education institutions which impart education from Level 4.5 and above of National Credit Framework.
- (c) They shall come into force from the date of their publication in the Official Gazette.

2. Objective:

To eradicate discrimination only on the basis of religion, race, sex, place of birth, or caste, particularly against the members of scheduled castes and scheduled tribes, socially and educationally backward classes, economically weaker sections, or any of them, and to promote full equity and inclusion amongst the stakeholders in higher education institutions.

3. Definitions:

(1) In these regulations, unless the context otherwise requires-

- (a) “Act” means the University Grants Commission Act, 1956 (3 of 1956);
- (b) “Aggrieved Person” means a person who has any complaint in the matters relating to or connected with the grievances under these regulations;
- (c) “Caste-based discrimination” means discrimination on the basis of caste or tribe only against the members of the scheduled castes and scheduled tribes;
- (d) “Commission” means the University Grants Commission established under the University Grants Commission Act, 1956;
- (e) “Discrimination” means any unfair, differential, or biased treatment or any such act against any stakeholder on the grounds only of religion, race, caste, sex, place of birth, or any of them.
- (f) “Equity” means a level playing field for all stakeholders with respect to the entitlement and opportunity for the enjoyment of all legitimate rights.
- (g) “Equity Committee” means the Committee constituted by the head of the higher education institution.
- (h) “Equity Helpline” means a helpline established and operated by an HEI;
- (i) “Equal Opportunity Centre” means the centre established under these Regulations by an HEI;
- (j) “Faculty Members” means teachers who are working for the HEI;
- (k) “Grievance” means and includes complaint(s) made by an aggrieved person in respect of discrimination under these regulations;
- (l) “Head of the Institution” means the Vice-Chancellor in case of a university or a Deemed to be university, the Principal or the Director or such other designation as the executive head of the institution or the college is referred;

- (m) “Higher Education Institutions (HEIs)” means a Higher Education Institution including, but not limited to, a university, a Deemed to be university, a college, an institute, a constituent unit of such institution, imparting higher education from Level 4.5 and above of National Credit Framework.
 - (n) “Ombudsperson” means the Ombudsperson appointed under the University Grants Commission (Redressal of Grievances of Students) Regulations, 2023, as amended from time to time;
 - (o) “Staff” means the persons, other than faculty members, who are working for the HEI;
 - (p) “Stakeholders of HEIs” means students, faculty members, staff, and members of the managing committee, including the Head of the HEI;
 - (q) “Student” means a person enrolled, or seeking admission to be enrolled, in any HEI through any mode i.e., Formal, Open and Distance Learning (ODL), or Online;
 - (r) “University” means a university established or incorporated by or under a Central Act, a Provincial Act, or a State Act and includes any such institution as may, in consultation with the University concerned, be recognized by the Commission in accordance with the regulations made in this behalf under the Act;
- (2) Words and expressions used and not defined herein but defined in the Act or in the General Clauses Act, 1897, shall have the meanings as respectively assigned to them in the Act or in the General Clauses Act, 1897, as the case may be.

4. Duty to promote equity:

- (1) Every HEI shall-
 - (a) have a duty to eradicate discrimination;
 - (b) have a duty to promote equity among stakeholders;
 - (c) take appropriate protective and preventive measures to eliminate discrimination against stakeholders and safeguard the interests of the stakeholders without any prejudice to their caste, creed, religion, language, ethnicity, gender, and disability.
- (2) No HEI shall permit or condone any form of discrimination.
- (3) It shall be the duty of the Head of the Institution to see that these regulations are duly observed, and he shall have all powers necessary for that purpose.

5. Equal Opportunity Centre:

- (1) Every HEI shall establish an Equal Opportunity Centre to oversee the effective implementation of policies and programmes for disadvantaged groups, to provide guidance and counselling with respect to academic, financial, social, and other matters, and to enhance the diversity within the campus.
- (2) The Centre shall establish coordination with civil society, local media, police, district administration, non-government organizations working in the field, faculty members, staff, and parents to realise the objective of these regulations.
- (3) The Head of the Institution shall nominate a permanent professor who has an innate interest in the welfare of disadvantaged social groups as Coordinator of the centre.
- (3) The Equal Opportunity Centre shall have an Equity Committee constituted by the Head of the Institution to manage the functioning of the Centre and to enquire into discrimination complaints.
- (4) The composition of the Equity Committee shall be the following:
 - i. The Head of the Institution shall be the ex-officio Chairperson
 - ii. Four Professors/Senior Faculty Members of the HEI as Members
 - iii. Two representatives from civil society having relevant experience as Members
 - iv. Two student representatives, to be nominated based on academic merit/excellence in sports/performance in co-curricular activities as Special Invitees.
 - v. The Coordinator of the Equal Opportunity Centre shall act as the Member Secretary
- (5) At least one member of the Committee shall be a woman and one member each from the SC and ST category.
- (6) The term of the Chairperson and members shall be for a period of two years, and the term of the special invitees shall be one year.
- (7) The quorum for the meeting, including the Chairperson, but excluding the special invitee, shall be four.
- (8) The Equal Opportunity Centre shall have the following functions:
 - (a) To ensure equity and equal opportunity to the community at large in the HEI and to bring social inclusion.
 - (b) To promote equity among the students, teaching, and non-teaching staff and, at the same time, eliminate the perception of discrimination.

- (c) To create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among students coming from various social backgrounds.
 - (d) To make efforts to sensitize stakeholders regarding social inclusion.
 - (e) To help individuals or a group of students belonging to the disadvantaged section of society.
 - (f) To disseminate the information related to schemes and programmes for the welfare of the socially disadvantaged section as well as notifications/memoranda, office orders of the Government and the UGC, or other related agencies/organizations issued from time to time.
 - (g) To prepare inclusive procedures for admission of students belonging to the disadvantaged groups of society.
 - (h) To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students of disadvantaged groups.
 - (i) To maintain an online portal for reporting any incident of discrimination.
 - (j) To perform such other functions as may be deemed necessary for the promotion of equity in the HEI.
- (9) Every HEI shall also constitute a smaller body to be known as 'Equity Squads' with such representation as considered necessary for maintaining vigil and preventing any kind of discrimination on the campus. The HEI may constitute the Equity Squads in the required numbers, and such squads will remain mobile and visit the vulnerable spots frequently. The Equity Squads shall submit their reports to the Coordinator of the Equal Opportunity Centre.
- (10) Every HEI shall designate at least one stakeholder in each of its units, departments, faculties, schools, hostels, libraries, or facilities to act as an 'Equity Ambassador.' The stakeholders designated as Equity Ambassadors shall act as torchbearers of equity on the campus and shall remain in touch with the Coordinator of the Equal Opportunity Centre. The Equity Ambassador shall act as nodal officer for implementing the programme or activities planned by the Equal Opportunity Centre in their units and shall also report any equity violation without delay.

6. Equity Helpline:

- (1) Every HEI shall establish and operate an 'Equity Helpline' that will function round the clock.
- (2) The Equity Helpline shall be accessible to any stakeholders in distress owing to any incident related to discrimination.
- (3) Identity of stakeholder reporting and violation of equity shall be kept confidential if requested by the informant.

7. Measures for the promotion of Equity:

HEIs shall take the following measures for the promotion of equity:-

- (a) HEIs shall ensure that all students at the time of taking admission or renewal of admission and all faculty members and staff furnish an undertaking to the effect that he/she shall promote equity and will not indulge himself/herself in any form of discrimination.
- (b) The regulations and the equity helpline shall also be prominently made available on the website(s) of HEI.
- (c) Before the commencement of each academic session, the Head of the Institution shall convene and address a meeting of various functionaries, such as hostel wardens, students, parents/ guardians, faculty, staff, district administration, police, as a part of the orientation programme, to discuss the measures to promote equity among stakeholders and also to create awareness about these regulations. A video of the meeting will be made available on the website of the HEI.
- (d) To promote equity, HEIs shall prominently display posters at appropriate places on the campus.
- (e) HEIs shall engage or seek the assistance of professional counsellors for the counselling of students, faculty members, and staff.
- (f) HEI shall implement various guidelines issued from time to time by the UGC to promote equity, such as Guidelines to Provide Equitable Opportunity for the Socio Economically Disadvantaged Groups (SEDGs) in the HEIs, etc.
- (g) Any student, faculty member, or staff, whether being victims or witnesses to any incident of discrimination, shall be encouraged to report such occurrences, and their identity shall be protected if so requested by the informant.

8. The procedure in case of an incident of discrimination:

- a) An aggrieved person may report any incident of discrimination on an online portal.
- b) The aggrieved person shall also have the option of reporting the incident to the Equity Helpline. The information received on the helpline will be forwarded to the police authorities concerned if *prima facie* a case under the penal laws is made out.
- c) The Equity Committee, upon receipt of such information, shall meet within 24 hours to take appropriate action.
- d) The Equity Committee shall thereafter submit its report to the Head of the Institution within 15 working days. A copy of the Equity Committee's report shall also be sent to the aggrieved person.
- e) Upon receipt of the report from the Equity Committee, the Head of the Institution shall take further action as per the rules of the HEI. However, if a case under the penal laws is made out, police authorities will be intimated.
- f) In the event any complaint is made against the Head of the Institution, the meeting of the Equity Committee shall be chaired by the Coordinator of the EOC, and the report of the Equity Committee shall be forwarded to the next higher authority of the Head of the Institution.

9. Appeal:

- (1) A person aggrieved by the report of the Equity Committee may prefer an appeal before the Ombudsperson within 30 days from the date of receipt of such report. The ombudsperson may appoint an *amicus curie* to facilitate the hearing of an appeal.
- (2) An *amicus curie* appointed by the Ombudsperson shall be paid a reasonable fee by the HEI.
- (3) The Ombudsperson shall make all efforts to dispose of the appeal within a period of 30 days as per the University Grants Commission (Redressal of Grievances of Students) Regulations, 2023, as amended from time to time.

10. False Complaints:

Anyone who makes a false complaint of discrimination shall be liable to a fine as may be determined by the Equity Committee. In case of subsequent false complaints or false complaints of a serious nature, the Equity Committee may recommend the initiation of disciplinary proceedings as per the rules of the HEI in addition to the imposition of the fine.

11. Monitoring:

The UGC shall establish a monitoring mechanism to review the progress made in achieving the objectives of these regulations and devise mechanisms for it, including calling for information from HEIs, visiting the campuses of HEIs, etc. Based on such review, the UGC may advise the HEIs to take measures to achieve the objectives of these regulations, and the HEIs shall act accordingly.

12. Consequence of non-compliance:

If any HEI does not comply with any provisions of these regulations, the Commission shall constitute an enquiry committee to look into the non-compliance. If the non-compliance is established by the enquiry committee set up by the Commission, the HEI shall be:—

- (a) Debarred from participating in UGC schemes.
- (b) Debarred from offering degree programmes.
- (c) Debarred from offering ODL and online mode programmes.
- (d) Removed from the list of HEIs maintained under Sections 2(f) and 12B of the UGC Act 1956.

The HEI shall be subjected to one or more of the above actions.

Further, UGC may take additional punitive actions as per the decision of the Commission on a case-to-case basis.