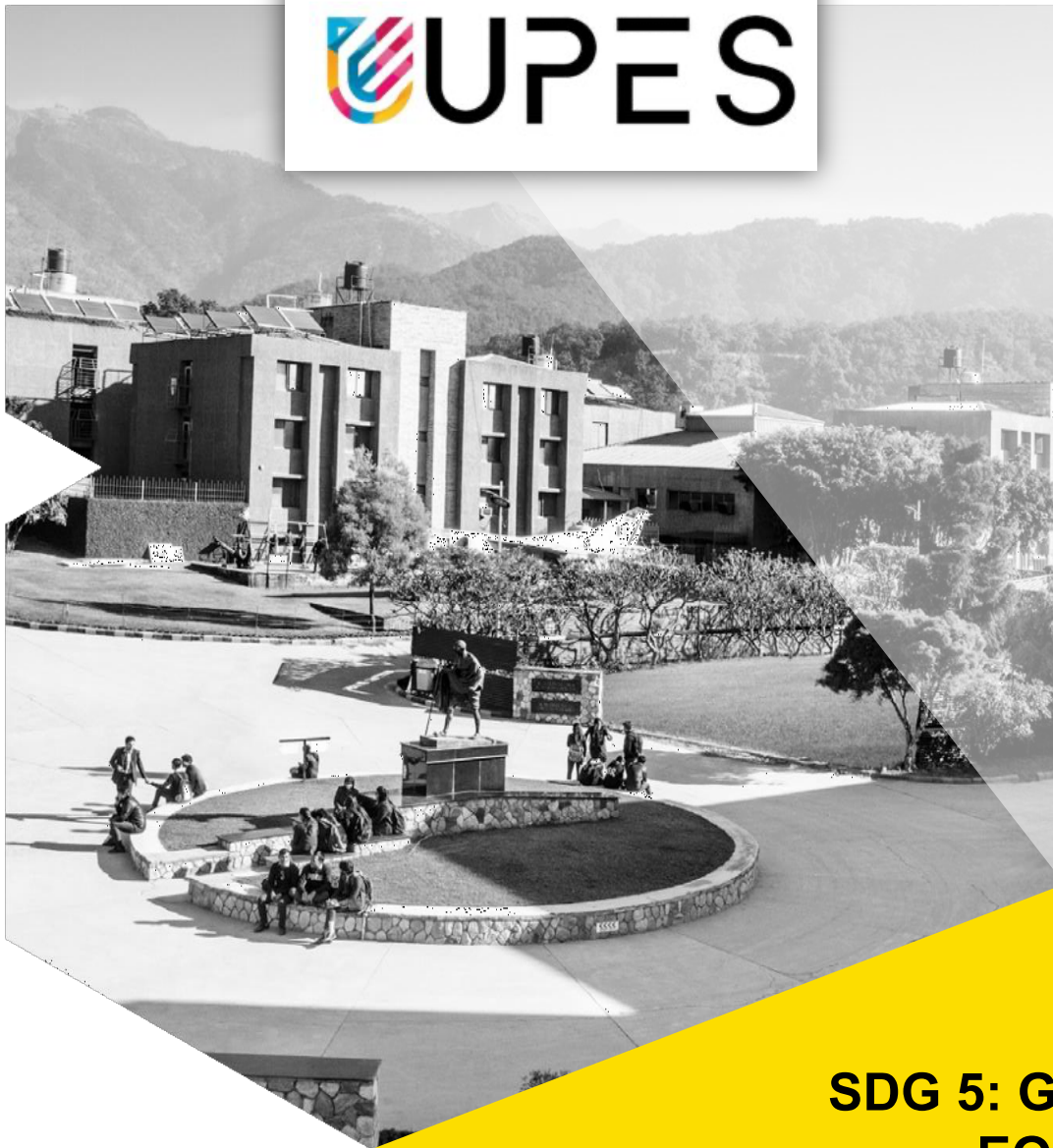




SUSTAINABLE DEVELOPMENT GOALS



**SDG 5: GENDER
EQUALITY**

2025

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5.6.1 Does your university as a body have a policy of non-discrimination against women?

UPES (University of Petroleum & Energy Studies) has institution-level, publicly available policies that prohibit discrimination on the basis of **gender** and specifically protect **women**. These are supported by formal governance structures (Anti-Discrimination Cell and Internal Complaints Committee), procedures, and public web pages accessible via the university website. [1]

Core policy corpus (primary evidence)

1. Anti-Discrimination Committee / Cell (institution-wide) – policy statement and remit

Textual prohibition & scope. UPES states the committee “will oversee steps to prevent any kind of discrimination on campus on the basis of gender, race, caste, marital/civil partnership status, sexual orientation, religion or belief, age, or disability.” The document lists composition, functions (upholding dignity; redress of discrimination complaints; preventive measures), and contact details of responsible officers. This is hosted on the official UPES website and linked from the Mandatory Disclosures page. [1]

2. Policy on Prevention of Sexual Harassment (POSH) against Women

Women-specific protection & procedures. UPES affirms it is “committed to provide [a] safe working and academic environment to all girl students and its women employees,” and that its provisions follow India’s Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The policy is published on the UPES website and referenced in the SDG 5 evidence file. [1]

3. Internal Complaints Committee (ICC) – constitution under UGC Regulations (2015)

Governance, redressal & awareness. The official order constitutes the ICC “for the period 01 Oct 2021 to 30 Sep 2024” under the **UGC (Prevention, prohibition and redressal of Sexual Harassment of Women employees and students in higher educational institutions) Regulations, 2015**. It sets out membership (including an external NGO member) and mandates: policy development, awareness on sexual harassment, creating a secure environment, and a **permanent mechanism** for prevention and redressal. The notification is signed by the Vice-Chancellor and publicly posted.

4. Equality, Diversity & Inclusion (EDI) Policy and Equal-Opportunity Clause

Institution-wide non-discrimination, including employment. UPES' EDI policy reaffirms a university-wide commitment to equality, diversity and inclusion. It also reproduces the **Equal Opportunity, Diversity & Inclusion** clause from UPES' Principles of Engagement, which states employment practices are merit-based and “**will not be influenced... by an applicant's or employee's gender**” (among other protected characteristics), and that any discriminatory conduct will trigger disciplinary action [2].

5. Student-facing public pages

Visibility & accessibility. The Student Affairs section publicly references the **Anti-Discrimination Cell** and **Sexual Harassment** protections, confirming students' access to grievance channels and support. The **Mandatory Disclosures** page aggregates links to the Anti-Discrimination Committee and the ICC, demonstrating public availability [3].

Coverage & scope required by THE

Applies to

1. **Students** – Anti-Discrimination Cell remit; POSH/ICC covers women students; grievance and redress routes publicized on Student Affairs and Mandatory Disclosures pages [1].
2. **Staff (academic & non-academic)** – POSH explicitly protects **women employees**; EDI/Equal-Opportunity clause prohibits bias in employment on the basis of **gender** [4].
3. **Applicants & prospective hires** – Equal-Opportunity clause specifies merit-based recruitment with no influence from protected traits such as gender [5].

Institution-level governance

- **Anti-Discrimination Cell** (policy oversight, prevention, redress). upes
- **Internal Complaints Committee** (constituted per UGC Regulations; includes external member; awareness, policy implementation, secure environment).

Procedures and protections

- **Complaints & confidentiality.** ICC procedures include time-bound handling, support services for complainants, and confidentiality commitments (set out in the university's SDG-5 evidence file summarizing the POSH framework and ICC remit) [4].
- **Awareness & training.** ICC mandate includes awareness activities; Student Affairs pages signpost the mechanism to students [3].

Public availability of policy

Core policies and committee compositions are posted on the official UPES website under **Mandatory Disclosures** and related pages accessible without login. [6]

THE requirement	Evidence at UPES
A formal institutional policy of non-discrimination against women (not just statements in brochures)	Anti-Discrimination Committee document explicitly prohibits discrimination on the basis of gender ; POSH policy addresses sexual harassment of women ; EDI policy and Equal-Opportunity clause prohibit gender-based bias. [1]
Publicly available	Policies and committee details are publicly posted on the UPES website (Student Affairs; Mandatory Disclosures). [3]
Covers staff and students	POSH/ICC explicitly cover women employees and students ; Anti-Discrimination Cell remit is campus-wide; Equal-Opportunity clause covers employees and applicants. [1]
Mechanisms to implement and enforce	ICC (UGC-compliant) with named members, external NGO representative, clear mandate for policy development, awareness, secure environment, and redressal; Anti-Discrimination Cell responsibilities and contacts. [1]

Related enabling measures (contextual, not required for 5.6.1 but supportive)

UPES' broader gender-equality environment (e.g., **Shakti** scholarships and women's leadership initiatives) reinforces the non-discrimination stance and evidences institutional commitment beyond minimum compliance. (This material can be cross-referenced for SDG-5 narrative items) [2].

References

- [1] UPES, "Anti-Discrimination committee," [Online]. Available: <https://www.upes.ac.in/assets/pdf/anti-disc-committee.pdf>. [Accessed 09 2025].
- [2] UPES, "Equality, Diversity, and Inclusion Policy at UPES," [Online]. Available: <https://www.upes.ac.in/assets/pdf/EDI.pdf>. [Accessed 09 2025].
- [3] UPES, "Student Affairs," [Online]. Available: <https://www.upes.ac.in/student-space/student-affairs-section>. [Accessed 09 2025].
- [4] UPES, "Does your university as a body have a policy of non-discrimination against women?," [Online]. Available: <https://www.upes.ac.in/assets/pdf/SDG5/5.6/5.6.1.pdf>. [Accessed 09 2025].
- [5] UPES, "Does your university as a body have a policy of non-discrimination for transgender people?," [Online]. Available: <https://www.upes.ac.in/assets/pdf/SDG5/5.6/5.6.2.pdf>. [Accessed 09 2025].