



ATMIYA UNIVERSITY

(Established under the Gujarat Private University Act 11, 2018)

Yogidham Gurukul, Kalwad Road, Rajkot - 360005, Gujarat (INDIA)

AU/Reg/SGRC/19092023-1

Date: 19/09/2023

Anti Discrimination Committee

Sub Committee of Grievance Redressal Committee

Term of Office	Periodicity of meeting and month
Tenure: 3 Years Sep-2023 to Aug-2026	4 times in a Year (Jan-Apr-Aug-Nov)

SN	Name	Affiliation	Designation in Committee	Remarks
1	Dr. Shiv K Tripathi	Vice-Chancellor	Invited Member	
2	Dr. Divyang D. Vyas	Registrar	Invited Member	
3	Mr. Rishbh Makwana	Mechanical Engineering	Chairperson	
4	Dr. Keyur Parmar	Mechanical Engineering	Member	
5	Dr. Alpa Joshi	Commerce	Member	
6	Dr. Mital Manvar	Pharmacy	Member	
7	Dr. Drashti Purohit	English	Member	
9	Mr. Vijay Chauhan	Pharmacy	Member Secretary	

The Committee will commence its functions with immediate effect & shall meet at least 4 times in a Year or as on when required. The committee shall meet with the following objectives and other objectives as per the need.

Objectives:

- Promote an inclusive and respectful environment where diversity is valued and all individuals are treated with fairness, dignity, and respect.
- Develop and implement policies that prevent discrimination and promote equal opportunities for all, regardless of race, gender, age, disability, religion, sexual orientation, or other protected characteristics.
- Raise awareness and educate members on issues related to discrimination, bias, and inclusivity through workshops, seminars, and training sessions.
- Provide a safe and confidential platform for reporting and addressing incidents of discrimination, harassment, or bias within the organization.
- Monitor and assess the effectiveness of anti-discrimination initiatives and recommend improvements to ensure ongoing progress toward a more equitable environment.



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The quorum for the same shall be of 50%. The committee shall report to the undersigned.


Registrar

To,

1. Concern Staff Members through proper channel
2. PA to Registrar for necessary action





Meeting Agenda & Notes

Committee Name	Anti Discrimination committee				
Meeting No.	22				
Date	6/11/2023	Time	02:30 pm To 4:00 pm	A.Y.	2023-2024
Venue	IQAC Board Room				

Agenda List

Agenda No.	Details
AD-22-01	Welcome and Introductory Remarks
AD-22-02	Review of last Minutes of Meeting
AD-22-03	Discussion of Recent Complaints or Grievances
AD-22-04	Awareness and Outreach Programs
AD-22-05	Periodic Reporting and Documentation
AD-22-06	Future Goals and Action Plan
AD-22-07	Conclusion and Next Meeting Schedule





Minutes of Meeting

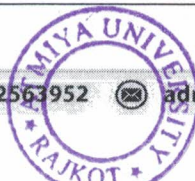
Committee Name	Anti Discrimination Committee		
Meeting No.	22		
Date	6/11/2023	Time	02:30 pm To 4:00 pm
Venue	IQAC Board Room		

Meeting Attendance

Sr.	Name	Designation	Absent/Present	Remarks
1	Dr. Shiv K Tripathi	Invited Member	Present	
2	Dr. Divyang D. Vyas	Invited Member	Present	
3	Mr. Rushbh Makwana	Chairperson	Present	
4	Dr. Keyur Parmar	Member	Present	
5	Dr. Alpa Joshi	Member	Present	
6	Dr. Mital Manvar	Member	Present	
7	Dr. Drashti Purohit	Member	Present	
8	Mr. Vijay Chauhan	Member Secretary	Present	

Minutes of Meeting

Agenda No.	Details
AD-22-01	Mr. Rishbh Makwana has welcomed all the members of Anti Discrimination committee.
AD-22-02	Mr. Rishbh Makwana has Review the status of previous initiatives taken by Anti discrimination Committee.
AD-22-03	Mr. Rishbh Makwana has give status about complaints or cases related to discrimination. The committee is pleased that there have been no complaints or grievances related to discrimination since our last meeting. This reflects the ongoing efforts of our university community to foster a respectful, inclusive, and supportive environment for all students, faculty, and staff.
AD-22-04	Mr. Rishbh Makwana has give information about Awareness and outreach program for Anti discrimination Committee. Anti-Discrimination Committee, aims to educate communities on recognizing and combating all forms of discrimination. Through workshops, outreach activities, and campaigns, the program fosters inclusivity, encourages reporting, and empowers individuals to advocate for equal rights and fairness in society.
AD-22-05	Our Honorable VC Dr. Shiv K Tripathi and Registrar Dr. Divyang D. Vyas suggest us on Periodic Reporting and Documentation. These reports are used to review the effectiveness of anti-discrimination policies and recommend improvements or adjustments as necessary.
AD-22-06	Mr. Rishbh Makwana has strategically assigned responsibilities to team members for





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	upcoming action items and projects, ensuring each task is led with expertise and dedication. With clear roles and objectives in place, the team is set to drive impactful results and uphold our commitment to excellence. Let's work together to achieve these goals and make a meaningful difference!
AD-22-07	The Member Secretary extends heartfelt gratitude to all members for their dedication and invaluable contributions, which have been instrumental in the success of Universities mission.

Signature of Chairperson





Committee Name	Anti Discrimination Committee		
Meeting No.	22		
Date	6/11/2023	Time	02:30 pm To 4:00 pm
Venue	IQAC Board Room		

Meeting Attendance

Sr.	Name	Designation	Signature
1	Dr. Shiv K Tripathi	Invited Member	
2	Dr. Divyang D. Vyas	Invited Member	
3	Mr. Rushbh Makwana	Chairperson	
4	Dr. Keyur Parmar	Member	
5	Dr. Alpa Joshi	Member	
6	Dr. Mital Manvar	Member	
7	Dr. Drashti Purohit	Member	
8	Mr. Vijay Chauhan	Member Secretary	





Meeting Agenda & Notes

Committee Name	Anti Discrimination committee				
Meeting No.	23				
Date	16/01/2024	Time	02:30 pm To 4:00 pm	A.Y.	2023-2024
Venue	IQAC Board Room				

Agenda List

Agenda No.	Details
AD-23-01	Welcome and Introductory Remarks
AD-23-02	Review of last Minutes of Meeting
AD-23-03	Discussion of Recent Complaints or Grievances
AD-23-04	Awareness and Outreach Programs
AD-23-05	Periodic Reporting and Documentation
AD-23-06	Future Goals and Action Plan
AD-23-07	Conclusion and Next Meeting Schedule





Minutes of Meeting

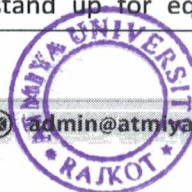
Committee Name	Anti Discrimination Committee		
Meeting No.	23		
Date	16/01/2024	Time	02:30 pm To 4:00 pm
Venue	IQAC Board Room		

Meeting Attendance

Sr.	Name	Designation	Absent/Present	Remarks
1	Dr. Shiv K Tripathi	Invited Member	Present	
2	Dr. Divyang D. Vyas	Invited Member	Present	
3	Mr. Rushbh Makwana	Chairperson	Present	
4	Dr. Keyur Parmar	Member	Present	
5	Dr. Alpa Joshi	Member	Present	
6	Dr. Mital Manvar	Member	Present	
7	Dr. Drashti Purohit	Member	Present	
8	Mr. Vijay Chauhan	Member Secretary	Present	

Minutes of Meeting

Agenda No.	Details
AD-23-01	Mr. Rishbh Makwana extended a warm welcome to all members of the Anti-Discrimination Committee, expressing his enthusiasm to collaborate with each of them in advancing the committee's mission.
AD-23-02	Mr. Rishbh Makwana conducted a thorough review of the progress made on previous initiatives led by the Anti-Discrimination Committee. He assessed the impact of each action taken, identifying successes and areas for improvement to further strengthen the committee's mission.
AD-23-03	Mr. Rishbh Makwana shared an encouraging update on the current status of complaints or cases related to discrimination. Since our last meeting, there have been no reported grievances, a positive reflection of the university community's dedication to maintaining a culture of respect and inclusion. This outcome highlights the impact of our collective efforts to create a supportive environment for all students, faculty, and staff. The committee commends everyone's commitment to fostering diversity and ensuring a welcoming atmosphere across campus.
AD-23-04	Mr. Rishbh Makwana introduced the Anti-Discrimination Committee's Awareness and Outreach Program, designed to help communities recognize and actively combat all forms of discrimination. By hosting workshops, organizing outreach events, and launching awareness campaigns, the program aims to promote a culture of inclusivity and respect. It also educates individuals on how to report discriminatory incidents and provides resources for those seeking support. Ultimately, the initiative empowers community members to stand up for equal rights and advocate for





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	fairness, reinforcing our shared commitment to building an inclusive society.
AD-23-05	Our esteemed Vice Chancellor, Dr. Shiv K. Tripathi, and Registrar, Dr. Divyang D. Vyas, have advised us on the importance of periodic reporting and thorough documentation. These reports play a crucial role in assessing the impact of anti-discrimination policies, allowing for informed recommendations and necessary adjustments to enhance their effectiveness.
AD-23-06	Mr. Rishbh Makwana has effectively delegated responsibilities for upcoming projects, ensuring each team member is equipped to lead with expertise and focus. With well-defined roles and goals, the team is poised to deliver impactful results and continue our pursuit of excellence. Let's collaborate to achieve these objectives and create a lasting impact!
AD-23-07	The Member Secretary expresses sincere appreciation to all members for their unwavering dedication and significant contributions, which have played a key role in advancing the university's mission. Their continued support is vital to our collective success and progress.

Signature of Chairperson





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Committee Name	Anti Discrimination Committee		
Meeting No.	23		
Date	16/01/2024	Time	02:30 pm To 4:00 pm
Venue	IQAC Board Room		

Meeting Attendance

Sr.	Name	Designation	Signature
1	Dr. Shiv K Tripathi	Invited Member	
2	Dr. Divyang D. Vyas	Invited Member	
3	Mr. Rushbh Makwana	Chairperson	
4	Dr. Keyur Parmar	Member	
5	Dr. Alpa Joshi	Member	
6	Dr. Mital Manvar	Member	
7	Dr. Drashti Purohit	Member	
8	Mr. Vijay Chauhan	Member Secretary	





Meeting Agenda & Notes

Committee Name	Anti Discrimination committee				
Meeting No.	24				
Date	16/04/2024	Time	02:30 pm To 4:00 pm	A.Y.	2023-2024
Venue	IQAC Board Room				

Agenda List

Agenda No.	Details
AD-24-01	Welcome and Introductory Remarks
AD-24-02	Review of last Minutes of Meeting
AD-24-03	Discussion of Recent Complaints or Grievances
AD-24-04	Awareness and Outreach Programs
AD-24-05	Periodic Reporting and Documentation
AD-24-06	Future Goals and Action Plan
AD-24-07	Conclusion





Minutes of Meeting

Committee Name	Anti Discrimination Committee		
Meeting No.	24		
Date	16/04/2024	Time	02:30 pm To 4:00 pm
Venue	IQAC Board Room		

Meeting Attendance

Sr.	Name	Designation	Absent/Present	Remarks
1	Dr. Shiv K Tripathi	Invited Member	Present	
2	Dr. Divyang D. Vyas	Invited Member	Present	
3	Mr. Rushbh Makwana	Chairperson	Present	
4	Dr. Keyur Parmar	Member	Present	
5	Dr. Alpa Joshi	Member	Present	
6	Dr. Mital Manvar	Member	Present	
7	Dr. Drashti Purohit	Member	Present	
8	Mr. Vijay Chauhan	Member Secretary	Present	

Minutes of Meeting

Agenda No.	Details
AD-24-01	Mr. Rishbh Makwana warmly welcomed all members of the Anti-Discrimination Committee, sharing his excitement to work together in furthering the committee's goals. He expressed eagerness to collaborate and make meaningful progress in promoting inclusivity and fairness.
AD-24-02	Mr. Rishbh Makwana reviewed the progress of past initiatives by the Anti-Discrimination Committee, evaluating the outcomes and identifying both achievements and areas for growth. This review aims to refine strategies and enhance the committee's ongoing efforts in promoting equality and inclusion.
AD-24-03	Mr. Rishbh Makwana provided an uplifting update on the status of discrimination-related complaints, noting that no grievances have been reported since the last meeting. This reflects the university community's strong commitment to upholding a culture of respect and inclusivity. The committee appreciates the collective efforts to create a supportive and diverse environment for all students, faculty, and staff.
AD-24-04	Mr. Rishbh Makwana presented the Anti-Discrimination Committee's Awareness and Outreach Program, focused on empowering communities to identify and address all forms of discrimination. Through workshops, outreach initiatives, and awareness campaigns, the program fosters a culture of inclusion and respect. It also provides guidance on reporting discrimination and offers resources for support. This initiative encourages individuals to advocate for equality and fairness, strengthening our collective commitment to an inclusive society.
AD-24-05	Our respected Vice Chancellor, Dr. Shiv K. Tripathi, and Registrar, Dr. Divyang D. Vyas, emphasized the significance of regular reporting and detailed documentation. These reports are vital for evaluating the effectiveness of anti-discrimination policies, providing insights that guide necessary improvements and adjustments. Their





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	guidance ensures our strategies remain impactful and responsive to evolving needs.
AD-24-06	Mr. Rishbh Makwana has strategically assigned roles for upcoming projects, ensuring that each team member is prepared to take the lead with clarity and expertise. With clear goals and responsibilities in place, the team is well-positioned to achieve meaningful results. Together, we will continue striving for excellence and make a significant, lasting impact. Let's work towards these shared objectives!
AD-24-07	The Member Secretary deeply appreciates all members for their dedication and valuable contributions, which are crucial to advancing the university's mission. Their ongoing support is essential to our continued success and progress.

Signature of Chairperson





Committee Name	Anti Discrimination Committee		
Meeting No.	24		
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