MALLA REDDY VISHWAVIDYAPEETH

(DEEMED TO BE UNIVERSITY)

Recognised Under Section 3 of The UGC Act, 1956, Vide Notification No.9-4/2024-U.3(A) by Department of Higher Education, Ministry of Education, Government of India.

Ref. No: MRV/Policies/009 **Date: 05.10.2026**

NOTIFICATION

In pursuance of the resolution passed by the Executive Council at its meeting held on 03/10/2026 **vide Resolution No. EC-8-07 as adopted in 3rd October 2026.**

It is hereby notified for the information of all concerned that **Malla Reddy Vishwavidyapeeth**, has published the **"Promotion of Equity Policy"** for information to all concerned. The **Promotion of Equity Policy Document** mainly comprises the following parts:

- **Discrimination and Protected Characteristics**
- **Nature and Applicability of Policy**
- **Anti-Discrimination Cell Composition**
- **Complaints, Appeals and Reporting**

The **Promotion of Equity Policy Document** will serve as detailed guidelines and will be useful to all concerned. It will come into force with immediate effect.

Registrar

MALLA REDDY VISHWAVIDYAPEETH ★ Suraram Hyderabad ★ (Deemed to be University)

Copy to

1. Hon'ble Chancellor, Malla Reddy Vishwavidyapeeth
2. Hon'ble Vice Chancellor, Malla Reddy Vishwavidyapeeth
3. Pro Vice Chancellor, Academics & Accreditation, Malla Reddy Vishwavidyapeeth
4. Pro Vice Chancellor, MRTC, Malla Reddy Vishwavidyapeeth
5. Deans/Principals/Directors of all Constituent Colleges/Schools of Eminence, Malla Reddy Vishwavidyapeeth
6. Director (Research), Malla Reddy Vishwavidyapeeth
7. Controller of Examinations, Malla Reddy Vishwavidyapeeth
8. Finance Officer, Malla Reddy Vishwavidyapeeth
9. IQAC Coordinator, Malla Reddy Vishwavidyapeeth
10. Web Master for uploading on the Malla Reddy Vishwavidyapeeth Website



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MRV PROMOTION OF EQUITY POLICY

PROMOTION OF EQUITY POLICY

Malla Reddy Vishwavidyapeeth (MRV) provides equal opportunities to everyone, irrespective of caste, creed, language, or gender. The institution ensures that every staff member and student on campus enjoys equal rights in the process of offering or receiving education. The policy aims to make all staff and students feel protected and valued while they work or study at MRV. The Anti-Discrimination Cell addresses any related issues involving the deprivation of a student, staff member, or group based on caste, creed, language, ethnicity, gender, or different ability, and operates in a manner consistent with applicable UGC guidance on equity and non-discrimination in higher education.

Discrimination

MRV defines discrimination as any act that results in unequal treatment of an employee or student while they are on the college premises or during any job inside or outside the campus, conducted for the university, due to protected characteristics. The discrimination may be a one-time occurrence or extend over a period of time.

Protected Characteristics

Discrimination against employees, students, internal and external stakeholders based on the following characteristics shall be construed as an act of discrimination:

- Caste
- Religion
- Age
- Sex/Gender identity (pregnancy, childbirth, etc.)
- Physical or mental disability
- Disability (vision impaired, hearing impaired, etc.)
- Nationality
- Marital status
- Physical appearance
- Any other characteristics protected by national law

- MRV does not discriminate against any student or staff on the basis of race, color, religion, disability, national origin, or any other characteristic protected by applicable law.
- The non-discrimination policy applies to admission, opportunities, discipline, placements, participation in events, access to benefits, training, and all other aspects of campus life.
- Students with questions or concerns about any type of discrimination on campus are encouraged to bring these issues to the attention of the Convener or Members of the Anti-Discrimination Committee through the online portal, email, helpline, or in person. Students and staff can voice their concerns and submit reports without fear of retaliation.
- Complainant identity shall be kept confidential to the extent possible, and no complainant or witness shall face retaliation for raising a concern in good faith.

Applicability

The policy applies to all staff and students at Malla Reddy Vishwavidyapeeth (Deemed to be University). It is applicable not only within university premises but also during 'on-duty' movements, field trips, sponsored social events, club activities, and all activities related to the university. Additionally, the policy extends to how MRV interacts with contractors, parents, vendors, and visiting faculty.

Anti-Discrimination Cell: Composition & Functions

The University shall maintain an Anti-Discrimination Cell, supported by a designated Anti-Discrimination/Equity Officer, comprising:

- **Chairperson/Convener:** Senior faculty member or Dean nominated by the Vice-Chancellor.
- **Anti-Discrimination/Equity Officer:** A designated officer responsible for day-to-day coordination and monitoring of reservation and equity norms.
- **Members:** Faculty and HR representatives, and student representatives reflecting diverse backgrounds, ensuring balanced and impartial representation.

The Cell shall:

- Receive and examine complaints through multiple channels (online portal, email, helpline, or in person), maintaining confidentiality where requested.
- Process complaints in a fair, time-bound manner, consistent with the principles of natural justice, giving the respondent a reasonable opportunity to be heard before any finding is recorded.
- Guard against frivolous or malicious complaints, while ensuring genuine complainants and witnesses are protected from any form of retaliation.

MALLA REDDY VISHWAVIDYAPEETH
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of this policy.

- Provide an avenue of appeal to the Registrar/Ombudsperson or other Competent Authority designated by the University for a party dissatisfied with the Cell's decision.
- Submit an annual report on discrimination complaints and their resolution to the IQAC and Competent Authority, maintaining confidentiality of individual cases.

Responsibilities of the Convener and Members

- It is imperative that the Chairperson and Members of the Anti-Discrimination Cell adhere to and enforce this policy.
- The Chairperson and members must remain unbiased in dealing with complaints, and a member with a conflict of interest in a specific complaint shall recuse from that matter.
- All management and supervisory personnel have an affirmative duty and are required to promptly report any discrimination, harassment, retaliation, or sexual assault they observe or learn about, through the established procedure.

MRV reserves its rights to modify, amend, or replace this Policy, including withdrawal, at any time.

— Office of the IQAC / Promotion of Equity Policy, MRV-



Sd/-

Registrar