

Policy on Non-Discriminatory Admissions

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1. Preamble

O.P. Jindal Global University (JGU), recognized as an *Institution of Eminence* by the Ministry of Education, Government of India, is a multidisciplinary global university committed to diversity, equity, and inclusion. In alignment with its core values, the University ensures that its admissions process is free from discrimination and consistent with the Constitution of India, NEP 2020, UGC Equity Regulations 2025, and SDG 4: Quality Education.

2. Policy Statement

Admissions at JGU are merit-based, transparent, and inclusive, ensuring that no applicant is disadvantaged on the basis of caste, religion, race, colour, ethnicity, nationality, gender, sexual orientation, gender identity, disability, socio-economic status, language, or age. The University promotes access for underrepresented groups and ensures reasonable accommodations for differently-abled applicants.

3. Purpose

The objectives of this policy are to:

- I. Guarantee equal opportunity to all applicants.
- II. Uphold JGU's commitment to an inclusive and global learning community
- III. Align with NEP 2020's vision of equity, inclusion, and holistic development.
- IV. Ensure compliance with UGC's 2025 Equity Regulations on admissions and grievance redressal.
- V. Contribute to SDG 4 targets on equitable access to higher education.

4. Scope

This policy applies to:

- I. All academic programs (UG, PG, doctoral, executive).
- II. All applicants (domestic, international, exchange, and visiting students).
- III. All committees, faculty, and staff involved in admissions.

5. Guiding Principles

- I. ***Merit-Based Admissions:*** Selection is based on entrance tests (JSAT, LSAT, SAT, CUET, etc.), past academic performance, and interviews
- II. ***Equal Opportunity:*** No discrimination on constitutionally or legally prohibited grounds.
- III. ***Holistic Evaluation (NEP 2020):*** Assessment beyond test scores, recognizing creativity, leadership, and social engagement.
- IV. ***Accessibility & Accommodations:*** Reasonable adjustments in admission processes for applicants with disabilities.
- V. ***Transparency:*** Clear admission criteria and grievance mechanisms publicly available

- VI. **Confidentiality:** Applicant data handled sensitively, with no use of protected characteristics in decisions.

6. Institutional Mechanisms (UGC 2025 Compliance)

- I. **Equity Squads & Helpline:** To detect, prevent, and address discriminatory practices.
- II. **Mandatory Undertakings:** All students, faculty, and staff must pledge to uphold non-discrimination principles.
- III. **Awareness & Visibility:** Equity policies displayed across campus, websites, and orientations.

7. Institutional Safeguards for Non-Discrimination

I. Anti-Discrimination Committee

- a. Handles complaints related to discrimination in student life and admissions.
- b. Chairperson: Prof. Dabiru Sridhar Patnaik
- c. Email: registrar@jgu.edu.in

II. Committee on Gender Sensitisation Against Sexual Harassment (COGSASH)

- a. Addresses gender-based discrimination and harassment.
- b. Chairperson: Prof. Dipika Jain
- c. Email: cogsash@jgu.edu.in

III. Committee on Disability Issues (CDI)

- a. Ensures accessibility and accommodations for differently-abled students.
- b. Chairperson: Prof. Arpita Mitra
- c. Email: cdi@jgu.edu.in

IV. Grievance Redressal Committee

- a. Provides impartial review and resolution of student grievances.
- b. Chairperson: Prof. Dabiru Sridhar Patnaik
- c. Email: registrar@jgu.edu.in

V. Student Life & Diversity Support

- a. Fosters inclusivity through intercultural events, student activities, and diversity programs.
- b. Contact: studentlife@jgu.edu.in

10. Grievance Redressal

- I. Complaints regarding admissions discrimination may be reported to the Equity Committee, Anti-Discrimination Committee, or Grievance Redressal Committee
- II. Complaints will be handled confidentially, fairly, and without retaliation.
- III. Corrective measures will be taken promptly in cases of confirmed violations.

11. Monitoring & Review

- I. Biennial Review by the Office of Academic Governance to ensure compliance with NEP, UGC, and SDG frameworks.
- II. Data Collection on admissions diversity to identify trends and gaps.
- III. Capacity Building: Training for admissions staff and faculty on unconscious bias, inclusion, and equity.

12. Non-Retaliation Clause

Applicants, students, staff, or faculty who raise concerns about discriminatory practices will be fully protected against retaliation, ensuring a safe reporting culture.

13. Annexures

I. Annexure A – UGC Regulations 2025 (Key Clauses)

- a. Establishment of Equal Opportunity Centres.
- b. Formation of Equity Committees with diverse representation.
- c. Creation of Equity Squads and grievance helplines.
- d. Mandatory undertakings from all stakeholders to uphold equity.
- e. Compliance penalties, including derecognition for violations.

II. Annexure B – Student Handbook (Relevant Committees & Mechanisms)

- a. Anti-Discrimination Committee for ensuring fairness in student life.
- b. COGSASH to address gender discrimination and harassment.
- c. Disability Committee to ensure accommodations.
- d. Grievance Redressal Committee for impartial resolution of disputes.
- e. Student Diversity Programs to foster intercultural dialogue and inclusivity.