



JSS Academy of Higher Education & Research (JSS AHER),
Mysore, India

Compendium

SDG Goal 10



SUSTAINABLE DEVELOPMENT GOAL 10

REDUCED INEQUALITY

1. Introduction to the goal:

Inequalities in income and wealth are severe and have been widening globally. The richest 1% of the world's population now control up to 40% of global assets, while the poorest half owns just one per cent. Income equality between countries is higher than that within a large majority of countries, such that individual incomes are still largely associated with a person's citizenship and location. Wide and often mutually reinforcing disparities are also evident within countries, including disparity in terms of: rural/urban disparities, household wealth, gender, ethnic minorities and indigenous people, migrant status, and disability. This includes adopting and implementing policies on respect for human rights including worker's rights (collective bargaining, decent work conditions , etc.). In supply chains, one area to pay particular attention to is when third parties, such as recruitment agencies, are used to source labor. Such activity may place migrant workers at risk of exploitation such as forced labor and human trafficking, including where recruitment fees are charged to workers and where identity documents are retained. Thus, in addition to addressing their own impacts, businesses should use leverage to try to address adverse impacts with which they may be involved through third parties such as suppliers. Such leverage can also be used to encourage changes in policies and practices that may exclude workers based on factors such as age, gender, religious beliefs, national origin, or ethnicity. Institute should engage governments in a transparent and accountable way, and disclose payments to governments. Whether through public policy dialogue or tax revenue, relationships between companies/Institute and governments are increasingly recognized as having a significant impact on human rights, which may exacerbate or improve inequality outcomes. By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard. Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

2. Glance of Effort:

- Diversity and Equal Opportunity
- Addressing Inequalities: Empowerment, Inclusion and Non discrimination
- Connecting Structural Transformations with Features of Inequalities
- Promoting a Worker-friendly Migration Support System
- Availability of products and services for those on low income
- Access financial services
- Equal Remuneration for men and women
- Capacity Building
- Removing barriers for those living with disabilities.

JSSAHER provides free medication counselling and free medication to lower income people.

Gender Equality:

- Gender ratio of male and female students
- The training and placement cell provides equal opportunity to all students irrespective of their gender, caste, race, and nationality for their placement

- The training is imparted to both national and international students.

3. Free Education for Poor students at JSS free residential school, Suttur



4. Capacity building workshop at JCE



5. Income inequality requires global solutions

Income inequality requires global solutions. This involves improving the regulation and monitoring of financial markets and institutions, encouraging development assistance and foreign direct investment to regions where the need is greatest. Facilitating the safe migration and mobility of people is also key to bridging the widening divide.

By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average

To reduce the inequality and eliminate the poverty JSSAHER is providing salaries at par to UGC norms to all its employees including teaching and non-teaching. Dearness allowance also provides subjected to state norms. This matches with the national growth rate.

Dearness allowance

JSSAHER empowers and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status and ensures equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

JSSAHER adopts policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality and ensure enhanced representation and voice for developing countries in decision making in global international economic and financial institutions in order to deliver more effective, credible, accountable and legitimate institutions.

Our institute ensures adaptation of various national statutory policies bodies such as PCI and AICTE.

(A Statutory body under Ministry of HRD, Govt. of India)
Nelson Mandela Marg, Vasant Vihar, New Delhi-110070 Website: www.aicte.ernet.in

APPROVAL PROCESS 2019-20 Extension of Approval (EoA)

F No. Southern/1-426345/266/2019/EOA

Date: 29-Apr-2019

To,

The Principal Secretary
(Higher Education) Govt. of Tamil Nadu,
N. K. M. Bld. 6th Floor Secretariat,
Chennai-600009



Sub: Extension of Approval for the Academic Year 2019-20

Ref: Application of the Institution for Extension of approval for the Academic Year 2019-20

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Institutions) Regulations, 2018 notified by the Council vide notification number F.No.AB/AICTE/REG/2018 dated 31/12/2018 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to

Permanent Id	1-10037341	Application Id	1-426345/266
Name of the Institute	Jss College Of Pharmacy	Name of the Society/Trust	JSS UNIVERSITY
Institute Address	P. B. NO. 20, ROCKLANDS, OOTACAMUND, THE NILGIRIS, 643001, OOTACAMUND, NILGIRIS, Tamil Nadu, 643001	Society/Trust Address	JSS UNIVERSITY, SRI SHIVARATHREESHWARA NAGARA, MYSORE-570015, MYSORE,MYSORE,Karnataka,57001 5
Institute Type	University Managed-Private	Region	Southern

Opted for Change from Women to Co-Ed and vice versa	No	Change from Women to Co-Ed and vice versa Approved or Not	NA
Opted for Change of Name	No	Change of Name Approved or Not	NA
Opted for Change of Site/Location	No	Change of Site/Location Approved or Not	NA
Opted for Conversion from Degree to Diploma or vice versa	No	Conversion for Degree to Diploma or vice versa Approved or Not	NA
Opted for Organization Name Change	No	Change of Organization Name Approved or Not	NA
Opted for Merger of Institution	No	Merger of Institution Approved or Not	NA
Opted for Introduction of New Program/Level	No	Introduction of Program/Level Approved or Not	NA

To conduct following Courses with the Intake indicated below for the Academic Year 2019-20

Program	Shift	Level	Course	FT/PT+	Affiliating Body (Univ/Body)	Intake Approved for 2019-20	NRI Approval Status	PIO / FN / Gulf quota/ OCI Approval Status
PHARMACY	1st	UNDER GRADUATE	PHARMACY	FT	Jagadguru Sri Shivarathreeswara University, Mysore	100	NA	NA
PHARMACY	1st	POST GRADUATE	PHARMACEUTICAL ANALYSIS	FT	Jagadguru Sri Shivarathreeswara University, Mysore	15	NA	NA

Application No:1-426345/266

Note: This is a Computer generated Report. No signature is required.

Printed By : a66799973

Page 1 of 3

Letter Printed On:31 May 2019

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PHARMACY	1st	POST GRADUATE	PHARMACEUTICAL BIOTECHNOLOGY	FT	Jagadguru Sri Shivarathreeswara University, Mysore	6	NA	NA
PHARMACY	1st	POST GRADUATE	PHARMACEUTICAL CHEMISTRY	FT	Jagadguru Sri Shivarathreeswara University, Mysore	9	NA	NA
PHARMACY	1st	POST GRADUATE	PHARMACEUTICS	FT	Jagadguru Sri Shivarathreeswara University, Mysore	15	NA	NA
PHARMACY	1st	POST GRADUATE	PHARMACOLOGY	FT	Jagadguru Sri Shivarathreeswara University, Mysore	10	NA	NA
PHARMACY	1st	POST GRADUATE	PHARMACOLOGY	FT	Jagadguru Sri Shivarathreeswara University, Mysore	15	NA	NA
PHARMACY	1st	POST GRADUATE	PHARMACY PRACTICE	FT	Jagadguru Sri Shivarathreeswara University, Mysore	10	NA	NA
PHARMACY	1st	POST GRADUATE	INDUSTRIAL PHARMACY	FT	Jagadguru Sri Shivarathreeswara University, Mysore	12	NA	NA
PHARMACY	1st	POST GRADUATE	PHARMACEUTICS (DRUG REGULATORY AFFAIRS)	FT	Jagadguru Sri Shivarathreeswara University, Mysore	15	NA	NA
PHARMACY	1st	POST GRADUATE	QUALITY ASSURANCE	FT	Jagadguru Sri Shivarathreeswara University, Mysore	9	NA	NA
PHARMACY	1st	POST GRADUATE	PHARM.D.	FT	Jagadguru Sri Shivarathreeswara University (JSSU), Mysore	30	NA	NA
PHARMACY	1st	POST GRADUATE	PHARM.D. (POST BACCALAUREATE)	FT	Jagadguru Sri Shivarathreeswara University (JSSU), Mysore	10	NA	NA

*FT - Full Time, PT-Part Time

PHARMACY	1st	POST GRADUATE	PHARMACEUTICAL BIOTECHNOLOGY	FT	Jagadguru Sri Shivarathreeswara University, Mysore	6	NA	NA
PHARMACY	1st	POST GRADUATE	PHARMACEUTICAL CHEMISTRY	FT	Jagadguru Sri Shivarathreeswara University, Mysore	9	NA	NA
PHARMACY	1st	POST GRADUATE	PHARMACEUTICS	FT	Jagadguru Sri Shivarathreeswara University, Mysore	15	NA	NA
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PHARMACY	1st	POST GRADUATE	PHARMACY PRACTICE	FT	Jagadguru Sri Shivarathreeswara University, Mysore	10	NA	NA
PHARMACY	1st	POST GRADUATE	INDUSTRIAL PHARMACY	FT	Jagadguru Sri Shivarathreeswara University, Mysore	12	NA	NA
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PHARMACY	1st	POST GRADUATE	QUALITY ASSURANCE	FT	Jagadguru Sri Shivarathreeswara University, Mysore	9	NA	NA
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PHARMACY	1st	POST GRADUATE	PHARM.D. (POST BACCALAUREATE)	FT	Jagadguru Sri Shivarathreeswara University (JSSU), Mysore	10	NA	NA

*FT - Full Time, PT-Part Time

Approval letter of AICTE and PCI

6. Application form of Migratory NRI and Foreign students

JSSAHER facilitates orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.

Assistance are given to migratory NRI and Foreign students for processing the visa as well as process involved in the registration with the local body. Accommodations are also provided to them.

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APPLICATION FORM
(Registration Extension)



260418706810

Application ID No. 260418706810 Appointment Date 27/04/2018

FOR OFFICE USE ONLY

Reg. No. S D I B K E N 2 6 1 8

Personal Details

Surname MENGE
Given Name DENIS DICKSON MINGATE
Sex Male Date of Birth 17/06/1987 Height (in cm) 178
Age as on today Year(s) 30 Month(s) 10 Day(s) 9
Place of Birth KISII, KISII, KENYA
Father's Name DICKSON
Mother's Name RACHEAL
House's Name NA
Religion CHRISTIAN Any Identification mark(s) preferably visible SCAR ON RIGHT ELBOW

Present nationality KENYA Previous nationality
Manner of acquiring present nationality Birth Date of acquiring present nationality 17/06/1987
Whether holding dual nationality? If yes, provide the following:- NO
Name of the country of second nationality
Passport No. of second country
Date of Issue
Date of Expiry
Whether travelled on this passport earlier to India

Whether person of Indian Origin NO

Address of last residence (Outside India)
Address PO BOX 1472
City KISII Country KENYA

Address intended for longer stay in India (Registration)
Address NO 143 H2, ELK HILL ROAD, DAVIS DALE
District NILGIRIS State TAMIL NADU
Code 643001
Phone Number Mobile Number 8489983600

Any Other Address in India
Address
City/ District State
Pin Code
Phone Number Mobile Number

Email/Occupation/Profession Details
E-Mail Id desmrcja@gmail.com
Profession/Occupation RESEARCHER

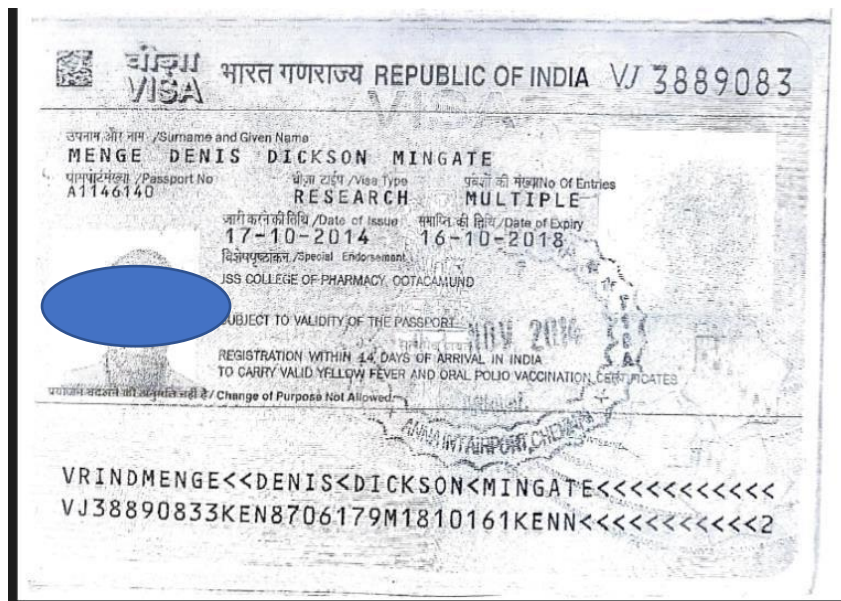
Passport Details
Passport Number A2561677 Place of Issue KENYA, NAIROBI
Date of Issue 07/02/2017 Expiry Date 07/02/2027

Visa Details
Visa Number VJ3889083 Place of Issue KENYA, NAIROBI
Date of Issue 17/10/2014 Expiry Date 16/10/2018
Valid For Multiple Entry Visa Type RESEARCH OR TRAINING VISA

Application form of Migratory NRI and Foreign students

JSSAHER Implement the principle of special and differential treatment for developing countries, in particular least developed countries, in accordance with World Trade Organization agreements.

Admission and training for African students



VISA of admitted African students

JSSAHER implements the principle of special and differential treatment for developing countries, in particular least developed countries, in accordance with World Trade Organization agreements. And encourage official development assistance and financial flows, including foreign direct investment, to States where the need is greatest, in particular least developed countries, African countries, small island developing States and landlocked developing countries, in accordance with their national plans and programmers.

Diversity means understanding that each individual is unique and also recognizing our individual differences. The differences can be in race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs or other ideologies. In education, '[unity in diversity](#)' in the classroom doesn't seem a farfetched idea anymore for any globally minded teacher. This can be accomplished by either having technology that connects students with foreign knowledge and cultures or by having an international student body to make the learning environment multicultural and diverse.

Students who learn about different cultures during their education feel more comfortable and safe with these differences later in life. This allows them to interact in a wider range of social groups and feel more confident in themselves as well as in their interactions with others. Diversity among students in education directly impacts their performance. Studies show that students work better in a diverse environment, enabling them to concentrate and push themselves further when there are people of other backgrounds working alongside them.

When working and learning with people from a variety of backgrounds and cultures present in the classroom, students gain a more comprehensive understanding of the subject matter. It also teaches students how to use their own strengths and points of view to contribute in a diverse working environment.

7. Students & Staff representation from different regions and background.

Faculty diversity

The Department faculties are from diverse field such as from dentistry, management, engineering, pharmacy and pure sciences.

Activities

The department celebrates a weeklong cultural fest as fun week and culminates with ethnic day, where faculty and students dress up in their traditional attires and exchange their views.



8. Policies and Procedures:

JSS Academy of Higher Education & Research is a renowned Institute for its educational and employment policies and has certainly earned its name for the level of transparency it maintains in all its deeds.

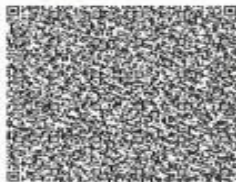
The institute has been functioning in line with the below policies

- Managing the pay gap between lowest and highest paid staff
- Instituting an equity agenda and plan that commits to equal opportunity and reduced inequalities in all processes and activities, most notably in the working environment.
- Committing to the elimination of discrimination across the university by ensuring the diversity of the population can be represented and have a voice in the decision-making process
- Providing a supportive, inclusive and safe working and learning environment for people from financially and socially disadvantaged, backgrounds, people from rural and regional areas, people with disabilities, women in the workplace, people of diverse genders and sexualities and people from diverse cultural and faith communities
- Scaling up and delivering sustainable solutions to global challenges developed by the university for the wider community and industry
- Providing safe and affordable on-campus and/or university supported housing
- Committing to the development of and investment in the university's local community and areas of greatest influence (where possible)
- Committing to ensure the campus always remains safe, green, and provides accessibility for all levels of mobility
- Implementing best practice pollution control (including air) and waste management processes and policies.

9. Security System to check safety for all staff of different gender race, religion , language, countries ,state etc.

Sl. No.	Name of the Institutions	2017 - 18	2018 - 19	2019 - 20	2020 - 21 (Apr - Jun 2020)	TOTAL
1	JSS AHER & Off Campus Hostel at Mysuru	5,677,852.00	6,705,682.00	8,140,314.00	2,215,950.00	22,739,798.00
2	JSS MC	6,518,912.00	5,428,671.00	5,097,495.00	1,111,072.00	18,156,150.00
3	JSS MC Girls Hostel	6,515,749.00	8,189,291.00	5,739,390.00	1,370,694.00	21,815,124.00
4	JSS MC Boys Hostel	4,182,688.00	3,195,089.00	2,534,786.00	821,325.00	10,733,888.00
5	JSS CPM	805,129.00	861,732.00	800,564.00	202,449.00	2,669,874.00
6	JSS CPM Girls hostel	1,243,238.00	959,397.00	863,921.00	202,449.00	3,269,005.00
7	JSS CPM Boys Hostel	873,712.00	798,520.00	733,293.00	269,932.00	2,675,457.00
8	JSS DCH	1,186,534.00	919,077.00	866,260.00	134,108.00	3,105,979.00
9	JSS CP & Hostels, Ooty	1,344,000.00	1,416,000.00	1,831,360.00	467,280.00	5,058,640.00
Total		28,347,814.00	28,473,459.00	26,607,383.00	6,795,259.00	90,223,915.00

Certificate No. : **IN-KA38378785163368Q**
 Certificate Issued Date : **03-Sep-2018 03:47 PM**
 Account Reference : **NONACC (FI)/ kacrsf108/ HEBBAL/ KA-MY**
 Unique Doc. Reference : **SUBIN-KAKACRSFL0815900817347583Q**
 Purchased by : **CLASSIC PROTECTION FORCE PVT LTD**
 Description of Document : **Article 12 Bond**
 Description : **AGREEMENT**
 Consideration Price (Rs.) : **0 (Zero)**
 First Party : **J S S ACADEMY OF HIGHER EDUCATION AND RESEARCH**
 Second Party : **CLASSIC PROTECTION FORCE PVT LTD**
 Stamp Duty Paid By : **CLASSIC PROTECTION FORCE PVT LTD**
 Stamp Duty Amount(Rs.) : **200 (Two Hundred only)**



No. JSSDU/GAD-I(1)/GEN/505/SEC/2018-19

Date: 03.09.2018

Security Service Contract Agreement

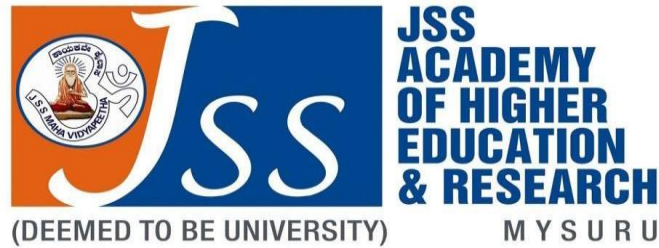
This agreement executed on 3rd September 2018 between

The Registrar, JSS Academy of Higher Education & Research, JSS Medical Institutions Campus, S S Nagara, Mysuru - 570 015 being the **First Party** hereinafter, called as the **"INSTITUTION"**.

And

Capt. M. Bhaskaran Nair, Managing Director, M/s. Classic Protection Force (P) Ltd., having its office at Sharada Complex, 2nd Floor, R.M.Nagar Main Road, P.Narayana Reddy Road, Dodda Banaswadi, Bangalore - 560 043 being the **Second Party** hereinafter, called as the **"AGENCY"** and come into effect from **1st September 2018**.

KARNATAKA GOVERNMENT OF HIGHER EDUCATION AND RESEARCH



Employee Selection and Recruitment Policy

1. Preamble:

JSS AHER has the vision to provide quality education, promote translational research and serve the community through patient care and outreach activities. The human resource is the main pillar which can support and fulfil the vision. Hence, JSS AHER follows a standard policy to select and recruit manpower. This policy describes the process for identification, selection and recruitment.

2. Policy brief & purpose

- JSS Academy of Higher Education & Research **employee recruitment and selection policy** describes the process for attracting and selecting external and internal candidates.
- JSS Academy of Higher Education & Research is committed to equal opportunity policy at every selection stage. Recruiting teams shall aim for a well-planned and discrimination-free recruiting process.
- JSS AHER will be guided by UGC regulations, PCI/ AICTE/ MCI/ DCI regulations etc. from time to time

3. Scope

This recruitment and selection policy applies to all employees who are involved in recruitment for JSS Academy of Higher Education & Research. It refers to all potential job candidates.

4. Procedures

4.1 Recruitment and selection process

Generally, recruiting teams could go through the following steps:

1. Identify the need for recruiting
2. Decide whether to recruiting externally or internally
3. Review the job description and compose a job advertisement
4. Select appropriates sources (external or internal) for posting the opening
5. Decide on the selection stages and possible timeframe
6. Review resumes in JSS AHER & MVP database
7. Source possible candidates
8. Shortlist applications
9. Proceed through all selection stages
10. Run background checks
11. Select the suitable candidate through interview and recommend
12. Approval by Chancellor
13. Make an official appointment order and issue

Stages may overlap. HRD head/Registrar may remove/add steps as appropriate. The first five stages are mandatory in every recruiting process.

4.2 Posting jobs internally

HRD section can post a job opening internally before starting recruiting external candidates. If they decide to post internally, they can:

- Set a deadline for internal applications
- ♦ Communicate their opening through internal circulars, emails or word-of-mouth

4.3 Creating job descriptions

HRD section shall create job advertisement based on full job descriptions of each role. Job ads should be clear and accurately represent the open position. They should include:

- A brief description of JSS AHER and mission
- A list of requirements
(Ensure to mention that the candidate should be more than 18 years old)
- How to apply

4.4 Employee selection stages

JSS AHER has follows a standard recruiting process that may be altered according to a role's requirements and approval of authorities. The standard process involves:

- Resume screening
- Interview
- Referrals Evaluation if any

5. Revoke of Appointment order

In case when a formal appointment order has to be revoked, the recruiting authority and human resources department should draft and sign an official document. This document should include a legitimate reason for revoking the appointment order. Legitimate reasons include:

- ♦ Candidate is proved to not be legally allowed to work for JSS AHER at a specific location
- ♦ Candidate has falsified references or otherwise lied about a serious issue
- ♦ Candidate doesn't accept the offer within the specified deadline (deadline must have been included in the appointment order)

Recruiting managers and HR must notify the candidate formally as soon as possible. This policy will come into immediate effect.

JSS Academy of Higher Education & Research

Online Application Form

Register to Apply

-- Select Program --	-- Select Gender --
Enter Salutation e.g. Mr / Ms / Dr	-- Select Gender -- Male Female Transgender
Enter First Name	Enter Email
Enter Middle Name	-- Select --
Enter Last Name	

REGISTER **CANCEL**

Already Registered?

Registration #

DOB - dd/mm/yyyy

LOGIN

Forgot Registration # ?



JSS Academy of Higher Education & Research

(Deemed-to-be-University)

Accredited 'A+' Grade by NAAC

Sri Shivarathreeshwara Nagar, Mysuru-57 0 015, Karnataka, India.



Phone No.: 0821-2548392/93 Fax No.: 0821-2548394, mail: registrar@jssuni.edu.in web: www.jssuni.edu.in

Sub : Sanction of Maternity leave to Smt.Lakshmi.M.R ,
S.D.A, JSS AHER, Mysuru.

Ref : Letter No.Nil dated:19.06.2020 received from the
Director(Academics) , JSS AHER – forwarding the
Maternity & Earned leave application of Smt.Lakshmi.M.R.

ORDER NO:JSSDU/HRD (5)/UNI/15/PF-29/2018-19 DATE:09.07.2020

Smt.Lakshmi.M.R, S.D.A, JSS AHER, Mysuru is hereby sanctioned Maternity Leave from 15.01.2020 to 14.07.2020 (BDI) during which period she shall claim the leave salary & allowances from ESIC as per norms.


REGISTRAR

To
Smt.Lakshmi.M.R
S.D.A
JSS Academy of Higher Education & Research
S.S.Nagar
Mysuru.

Despatched on
Date :.....

Copy to:

- 1) The Director (Academics), JSS AHER, Mysuru.
- 2) The Finance Officer, JSS AHER, Mysuru.
- 3) Office copy.

JSS Academy of Higher Education & Research

(Deemed-to-be-University)

Accredited 'A+' Grade by NAAC

Sri Shivarathreeshwara Nagar, Mysuru-57 0 015, Karnataka, India.



Phone No.: 0821-2548392/93 Fax No.: 0821-2548394, mail: registrar@jssuni.edu.in web: www.jssuni.edu.in

Sub : Sanction of Earned Leave to Non Teaching Employee,
JSS AHER, Mysuru.

Ref : Letter No.Nil Dated:19.06.2020 from the Director (Academics),
JSS AHER – forwarding the representation of Smt.Lakshmi.M.R on
19.06.2020.

ORDER NO:JSSDU/HRD (5)/UNI/15/PF-118/2019-20 DATE:09.07.2020

Smt.Lakshmi.M.R, SDA, JSS AHER, Mysuru is hereby sanctioned Earned Leave for
'109' days from 15.07.2020 to 31.10.2020 (BDI) on domestic grounds as per rules.

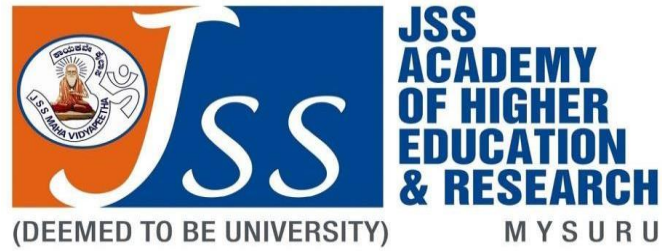
[Handwritten Signature]
REGISTRAR

To
Smt.Lakshmi.M.R
SDA
JSS AHER
Mysuru.

Despatched on
Date :

Copy to:

- 1) The Director (Academics), JSS AHER, Mysuru.
- 2) The Finance Officer, JSS AHER, Mysuru.
- 3) Office copy.



Policy on antidiscrimination in the workplace

1. Preamble

JSS Academy of Higher Education & Research, believes in equality in workplace. Hence, the HEI has made this policy to prevent any discrimination and ensure equality.

2. Definition:

Discrimination in workplace can be in different forms; there might be a single reason or a combination of multiple grounds of discrimination. Discrimination in a workplace may constitute in form of:

1. Age
2. Sex
3. Qualification
4. Disability
5. Pregnancy
6. National origin
7. Race/ Colour
8. Religion
9. Sexual harassment
10. Equal pay or compensation
11. Region/Place of origin
12. Caste and
13. Ethnicity.

3. Procedures:

3.1 Disability

Disability discrimination occurs when an employer or an entity treats a qualified individual with disability who is an applicant or employee unfavourably due to that person being disabled. This unfavourable behaviour can be experienced during recruiting, pay, promotion, etc.

JSS Academy of Higher Education & Research has made a commitment for promoting, protecting and ensuring the rights recognised by government of India's act -The rights of Persons with disabilities Act, 2016 for **safeguarding** and **protecting** the disabled in India.

This Act under Sec. 3 mentions that 'No person with disability shall be discriminated on the grounds of disability and ensures that the person with disability enjoys the right to equality, life with dignity and respect for his/her integrity equally with others.

Under Sec. 19 and 20 there shall be non-discrimination in employment.

Under Sec. 32 of the same Act provides for reservation in higher educational institutions.

Under the Act, Sec. 34 the following categories of benchmark '**disabilities**' are protected – (a) Blindness and Low vision; (b) Deaf and hard of Hearing impairment; (c) Loco motor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; (c) Autism, intellectual disability, specific learning disability and (d) Mental illness Multiple disabilities from amongst persons under clauses a to d

JSS Academy of Higher Education & Research abides by this ACT

3.2 Remuneration

Discrimination may also exist in the payment of compensation to the employee which includes salary and other benefits. JSS Academy of Higher Education & Research shall not show any such discrimination.

3.3 Principle of Equal pay for Equal work

JSS Academy of Higher Education & Research shall pay equal remuneration to men and women workers for same work or work of a similar nature as per the **Equal Remuneration Act, 1976. Section 5** of the Act and shall **prohibit** formulating a recruiting process putting women on disadvantage on account of their gender which is in reference to the work that is same or similar to that which is offered to men and even in respects of transfers and promotions.

3.4 Discrimination based on sex

Discrimination based on sex can happen when an employee or a probable candidate is discriminated on the grounds of a person belonging to a particular sex. Discrimination based on sex might be seen in the areas of recruiting, conditions of employment, promotion, benefits, dividing work tasks based on whether staffs are male or female.

Any such discrimination shall be prohibited at JSS Academy of Higher Education & Research.

Discrimination on this ground is **prohibited** by **Article 15** of the Constitution which says no citizen shall on the grounds of sex, caste, place of birth be ineligible for, or discriminated against in respect of, any employment or office.

3.5 Discrimination on the grounds of pregnancy

Discrimination can be refusal of grant of job to a women who is pregnant or dismissal of the women from the organisation subject to her disclosure of the fact of pregnancy.

Such a discrimination shall be prohibited at JSS Academy of Higher Education & Research.

3.6 Discrimination based on caste

Under the Protection of Civil Rights Act, 1955 and the protection of civil rights rules 1977 if a person molests, injures, annoys, boycott, obstructs, or insults or attempt to do such act toward a person of Scheduled Caste, that person may be punished with imprisonment of term not less than one month and may extend upto six months and with fine not less than one hundred rupees and not more than five hundred rupees. If a person of Scheduled Caste faces boycott in form of not allowing that person to work or do business with other person or receive from him the services he renders, or any other things which are commonly done in ordinary course of a business is a punishable offence and he may file a FIR in the local police station.

Such a discrimination shall be prohibited at JSS Academy of Higher Education & Research.

3.7 Prevention of sexual harassment of women:

JSS AHER strictly prevents, prohibits and redresses sexual harassment of women as per Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013. As per this Act under Sec.4 an internal compliance committee shall be constituted for the purpose.

4. Authority

The Vice-Chancellor, Registrar & Director (Academics), HRD Section of JSS Academy of Higher Education & Research and Principals of the constituent colleges and Heads of the departments holds delegated authority and is responsible for all aspects of this policy.

5. Date of implementation:

This policy will come into immediate effect from 16.06.2016

6. Date of revision:

16.06.2020