

## 5.6.2 Does your university as a body have a policy of non-discrimination for transgender people?

### Anti-Discrimination committee

<https://sawebiteupesprod01.blob.core.windows.net/drupal-data/pdfs/about-us-mandatory-disclosure/anti-discrimination-cell.pdf> [1]

The UPES committee on Anti-discrimination will oversee steps to prevent any kind of discrimination on campus on the basis of gender, race, caste, marital or civil partnership status, sexual orientation, religion or belief, age, or disability.



#### Anti – Discrimination Cell

For the Academic Year 1<sup>st</sup> July, 2021 to June, 2023, the  
“Anti-Discrimination Cell” for the UPES Dehradun Campus

would have the following members:

- 1) Mr. Baij Nath, Director-Legal – Chairperson
- 2) Dr. Sanjeev Kumar Dubey – Member – Faculty
- 3) Dr. Shalini Vohra – Member – Faculty
- 4) Mr. Bhishek Singh Member – HR
- 5) Mr. Lakshay Sharma – BA LLB SPZ. (2020) Mob: 7357776333
- 6) Ms. Srishti Das – B.A Public Policy And Administration (2021) Mob: 7037064353

@ Additional members may be co-opted if required.

Further to above constitution the Committee is being reconstituted on 01st March 2022.

The broad illustrative functions of the cell shall be under:

1. The Cell shall try to uphold the dignity of the institution by addressing the concerns (if any) brought into the notice related to discrimination in offering or receiving education inside the campus.
2. The Cell will try to provide due redressal into the allegations of depriving a student or a group of students on the basis of caste, creed, race, religion, language, ethnicity, gender, disability etc. to education of any type of at any end.
3. The Cell shall endeavor to safeguard interest of the students without any prejudice to their caste, creed, religion etc. and also to eliminate discrimination against or harassment of any students in all forms as well as to promote equality among students of all sections of the society in the University.
4. The Cell will endeavor to provide preventive and protective measures to facilitate eradication of discrimination of any form or harassment and punishments for those who indulge in such activities.
5. The students can contact the Cell in the below mentioned address:

Mr. Baij Nath [bnath@ddn.upes.ac.in](mailto:bnath@ddn.upes.ac.in) Mobile No. 9411114434

Mr. Bhishek Singh [bhishek.singh@ddn.upes.ac.in](mailto:bhishek.singh@ddn.upes.ac.in) Mobile No. 9997777297.

The email ID of Anti-Discrimination Cell is: [antidiscell@upes.ac.in](mailto:antidiscell@upes.ac.in)

Dr. Sunil Rai  
Vice Chancellor



# UNIFIED APPLICATION FORM

<https://admission.upes.ac.in/apply> [2]

Take your first step towards a specialised career.

**Personal Details** | **Payment** | **Academic History** | **Complete Application**

Select Session Year

2024

Your Details

First Name\*

Middle Name

Last Name\*

Date of Birth\*

yyyy/mm/dd

Gender

Male  Female  Transgender

Nationality?

Indian Resident  NRI/International Students

India

Select State

Select City

Mobile Number\*

Email ID\*

Last attended school/college details

India

School City\*

School Name\*

What would you like to study at UPES?

- Undergraduate (UG)  Postgraduate (PG)  
 Global Pathway Program  Integrated  PHD

Select Discipline

- I hereby confirm that I have read the eligibility criteria for applied program

How did you know about UPES?

Select Source \*

SEND OTP

NEXT

## How to Apply

<https://www.upes.ac.in/admissions/how-to-apply> [3]

We value the commitment of each individual and thoroughly assess and evaluate each application we receive on an equal basis.

## Undergraduate

### Enrolment Process ^

<b>Step 1</b>	Choose your course	^
<b>Step 2</b>	Start your application	^
<b>Step 3</b>	Pay your application fee	^
<b>Step 4</b>	Submit your application	^

**NOTE:**

Please be careful while typing Email ID & Mobile Number as all communication will be sent on registered contact details. Changes in Email ID & Mobile Number are not allowed.

### What Documents Do I Need To Submit?

Qualification Details ^

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Documents Required v

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- Migration / Transfer Certificate
- Student Aadhar Card
- PAN Card of Student and Parents

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Additional Documents in case of Uttarakhand Domicile ^

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### After Applying? ^

You've submitted your application and now you're wondering about, what happens next

Find out more about how we'll be in touch and the different responses you might get.

#### Post Completion

- UPES will be sending communication regarding further admission process based on selection criteria (refer to UPES website).
- SMS will be sent on the Registered Number for Entrance Exam / Personal Interviews wherein candidates are required to register on a preferred date and time slot.
- Post appearing in Entrance Exam or Personal Interview notification will be sent from UPES on registered contact details, candidates can also check results on UPES website.

#### After Selection

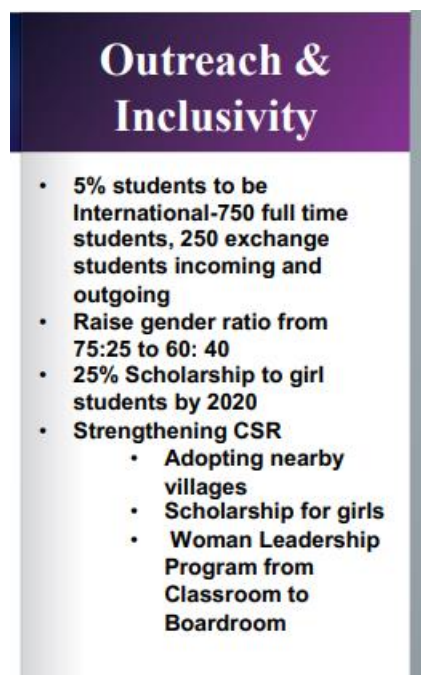
- A provisional offer letter will be issued and candidates will be required to pay the acceptance fee in order to reserve/block their seat before the Offer Expiry date.

## UPES Strategic Plan

<https://upes-production-cvb3e7frghdda0a4.z01.azurefd.net/drupal-data/2023-09/upes-strategic-plan-2018-22.pdf> [4]



## INCLUSIVITY



**Outreach & Inclusivity**

- 5% students to be International-750 full time students, 250 exchange students incoming and outgoing
- Raise gender ratio from 75:25 to 60: 40
- 25% Scholarship to girl students by 2020
- Strengthening CSR
  - Adopting nearby villages
  - Scholarship for girls
  - Woman Leadership Program from Classroom to Boardroom

## Equal Opportunity, Diversity & Inclusion

<https://upes-production-cvb3e7frghdda0a4.z01.azurefd.net/drupal-data/2023-09/principles-of-engagement.pdf> [5]

3.1.1 UPES is committed to **provide equal opportunity to all and attract a diverse and effective workforce with a wide range of abilities, experience and skills.**

3.1.2 Therefore, employment practices in UPES will be **based on merit, qualifications, and competencies suitable to the given role;** and will **not be influenced or affected by an applicant's or employee's gender, caste, religion, age (within statutory limits), marital status, nationality, ancestry, ethnicity, geographical origin, sexual orientation, disability, proximity to another employee, or any other trait protected by law.**

3.1.3 **UPES does not tolerate any form of bias or discrimination against any employee, by virtue of any above indicated trait.**

3.1.4 There will be no preference given to any candidate. Existing employees may provide references; however, hiring decision will be solely based on merit.

3.1.5 Any employee involved in the hiring process, found to be **engaging in any type of unlawful discrimination will be subject to disciplinary action,** up to and including termination of employment.

## UPES goes the extra mile to promote gender parity

<https://blog.upes.ac.in/international-day-of-girl-child-upes-goes-the-extra-mile-to-create-gender-diversity-on-campus/> [6]

BY A CORRESPONDENT · OCTOBER 10, 2020

As we celebrate the International Day of the Girl Child, it is a matter of pride for UPES to see UNICEF's theme for this year – 'My voice, our equal future' – in alignment with the university's vision



According to July 2017 to June 2018 survey by the National Statistical Office, the literacy rate of men in India stands at 84.7 per cent while that of women at 70.3 per cent. It's a difference of around 15 percentage points. However, over time, the gap has been shrinking, hinting at a growing inclination for women's education — a significant step towards closing the gap.

A patriarchal mindset, gender stereotypes, and financial difficulties are the three major hurdles that stop girls from taking the leap of pursuing higher education. To bolster the family income, when parents go out for work, the burden of managing the household chores squarely falls on the girls. As a result, education takes a backseat, and with it, their future. Indian women contribute a paltry 18 per cent to the nation's GDP – one of the lowest in the world.

Education is the tool to empower the girl child and give her the clarity of mind to make decisions that will help her realise her dreams. It is the means through which she can improve her quality of life, lead to equitable development, and have a wide-ranging impact on the society and the nation. With this vision, UPES launched the 'Shakti' scholarship this year. The university announced an unconditional 25% scholarship to all girl students applying for all under-graduate and post-graduate courses starting with the session of 2020. Today, as we celebrate the International Day of the Girl Child, it is a matter of pride for UPES to see UNICEF's theme for this year – 'My voice, our equal future' – in alignment with the university's vision.

'Shakti', a Hindi word, means power, strength, or force. The vision of the 'Shakti' scholarship is to change how the world perceives women's power. It strives to empower them with the mindset to shatter the glass ceiling, silence the noise of patriarchy, break the tall boundaries of stereotypes, and ascend the summit of financial liberty. The 'Shakti' offer of 25 percent scholarship is a step closer to reinforcing the vision, speeding up the gender equality journey, and creating a more gender diverse equation on the campus. Besides the 'Shakti' scholarship, the university offers a 33 percent domicile concession to Uttarakhand's bonafide girl students.

The university also runs a 'Shakti' program that fosters the development of women leaders working with the institution. An intensive selection process handpicks a batch of 30 women employees and enrolls them in the meticulously designed 9-month program focusing on adaptive skills, emotional intelligence, business communication, and team management.

UPES has always been at the forefront of fostering an inclusive, gender diverse environment. The 'Shakti' initiative is a testament to its proposition of being a 'university with a purpose'. For the past 17 years, the purpose has been to give students the tools to craft their careers, irrespective of their gender, and bring about the change they want to see in the society.

## Diversity, Equity & Inclusion

<https://twitter.com/UPESDehradun/status/1640293987087990786> [7]


Meghna Sabharwal's research has extensively focused on Diversity, Equity & Inclusion. Join her as she discusses the challenges women face in progressing to leadership positions.

Register: <https://bit.ly/3IFEiW6>

**UPES** | School of Liberal Studies | Lecture Series #2

## Navigating Bias: Examining Barriers to Women's Leadership Advancement

Join us to hear from



**Meghna Sabharwal**  
Professor & Head - public and non-profit management program  
University of Texas, Dallas

Meghna focuses on DE&I in public HR management. She has authored 3 books and 55+ peer-reviewed journal articles, and won 4 best paper awards. Meghna serves on editorial boards of top public administration journals and is an Associate Editor of the Review of Public Personnel Administration and Public Integrity.

31<sup>st</sup> March, 2023 | 7:00 pm IST | Register to join

[Register Now](#)

## Hues of Holi @UPES

<https://blog.upes.ac.in/down-the-memory-lane/>

UPES EDITORIAL TEAM · MARCH 17, 2022

Students celebrating Holi on campus

Students celebrating Holi on campus after two years; Picture credit: Pradeep Jagwan

From splashing colours to dancing their hearts out, UPES students celebrated Holi on campus after two years with full enthusiasm while authorities made sure that it was a happy and safe Holi for every one

One of the most-celebrated festivals in India, Holi

marks the end of winter and arrival of spring. The ritual starts by lighting a bonfire prior to the day of Holi, symbolising the triumph of good over evil. The festival of colours was much-awaited by students, who celebrated it on campus after two years. Here's what they had to say about the celebrations on campus:

Kartik Khanna, MBA Logistics and Supply Chain Management student: "This is one festival that students have always looked forward to, planning it well in advance. On the day of Holi, students gather at the UPES hostel ground where everyone merrily plays with colours and water. Students dance on some famous songs as they enjoy celebrating with their friends."



Holi celebrations

Picture credit: Pradeep Jagwan

Jigyasa Pahwa, BA LLB Corporate Law student: **“Covered in colours everyone looks the same, everybody is equal, and strangers readily become friends.**

UPES is my home away from home, not to mention that each festival is celebrated at the campus with great enthusiasm and zest. Holi is planned on a large scale at the campus. The authorities always make sure that it is a happy and safe Holi for each one of us. With vibrant colours, water balloons, exotic dishes, rejuvenating drinks, dance and music, we await this delightful festival. I cannot thank UPES enough for all the experiences that it has added to the book of memories of my college life.”



Holi celebrations

Picture credit: Pradeep Jagwan

Rebecca Mishra, BA LLB Criminal Law student: “The general perception towards festivals is that they have a predefined ritual. In the context of Holi, it is playing with gulal and eating hot fritters while dancing to rambunctious dhol beats. Well, UPES does all that and more! UPES students celebrate the festival with such gusto that that no one misses their near and dear ones. It is like having a small family away from home.”



## Mexico’s Carlota to Gambia’s Chu Yassa: Campus celebrates diversity with global culinary feast

<https://blog.upes.ac.in/mexicos-carlota-to-gambias-chu-yassa-campus-celebrates-diversity-with-global-culinary-feast/> [8]

[DIANA GEORGE](#) · MAY 9, 2023



*One of the many stalls at the International Food Festival at UPES Dehradun*

UPES hosts over 60 exchange students from 27 different countries and the event was organised to celebrate the cultural diversity on campus and help foster unity through the medium of food

In a bid to celebrate the cultural diversity on its campus, UPES recently organised its first international food festival on April 24. Exchange students from countries such as Mexico, Bhutan, Ghana, South Sudan, and Nepal, among others, participated in the event.

Mouth-watering fares included Kewa Datshi and Fried Rice of Bhutan, Wai Wai Sadeko of Nepal, Swahili Buns of Ghana, South Sudan's Cassava Leaves, Cameroon's Ndoleh, Chicken Sauce and Fried Potatoes, Mexico's Carlota and Gambia's Chu Yassa.

Anusha Mirza, an exchange student from UAE in 3rd year Product Design, served delectable Chicken Shawarma and Hummus to the long queue of visitors thronging her stall.

She enjoyed making the dishes, she says. "It's been good fun participating in the international food festival. We all enjoyed making Shawarma and Hummus. We hope to participate in another event soon," she adds.

Jenisha Neupane of Nepal is in the final semester of her LL.M. course at UPES. She served her country's "go-to snack" Wai Wai Sadeko at the festival.

Jenisha Neupane (right) and her batchmates serve staple Nepalese snack Wai Wai Sadeko to visitors



"I would like to thank UPES and the Department of International Affairs for the international food festival," Jenisha says. "Personally, for me it was a bonding opportunity with my Indian friends who volunteered to help me before and during the festival. All the participants had a gala time presenting their dishes. We got to taste numerous different flavours in a day," she adds.

Calling the fiesta a "big hit", Jenisha says that seeing so many different people enjoying local Nepalese food made her very happy. "People loved our food so much that they came for second and third servings," she quips.

PhD scholar Armel M Nganda (right) and his friend treat UPES Chancellor Sunil Rai (centre) to Cameroonian dishes



"It was an enriching experience for us as we could showcase Cameroonian culinary know-how," says PhD scholar Armel M Nganda who prepared two traditional meals Ndoleh and Chicken Sauce with Fried Irish Potatoes. Armel says he was pleasantly surprised to discover the similarities between Indian and Cameroonian food.

His dishes were sold out within minutes and he was elated with the positive feedback he received from students and faculty alike.



According to Dr Sheetal Khanka, Deputy Director, Department of International Affairs (DIA), UPES, the event was intended to be a “showcase of culinary excellence” that would help promote cultural unity on campus.

“It was an opportunity to learn about the cultures and traditions of different countries through the medium of local cuisines,” she added.

The novel idea was floated by some of the 60+ exchange students at UPES who felt that an event like a food festival could help connect different cultures on campus.

The idea immediately found a lot of backers, and a series of meetings and brainstorming sessions later, a plan had been put in place to bring the idea to fruition. With support from different stakeholders at the university, the event was held with much fanfare in the last week of April.

The incredible gala received positive response and earned so many rave reviews that the DIA is now considering making it a biannual event.

“We definitely would like to do this event more often. With the kind of positive feedback we have received, we will organise it two times every year, one in each semester,” Dr Sheetal confirms.

“The event was an amazing bonding platform for all UPES students, staff, faculty, and acknowledged the diversity we have. The international students received encouragement from everyone and their culinary skills were much appreciated. The UPES students got to know more about various cultures. Everyone enjoyed the food, music, songs, and dance celebrations during the event,” she adds before signing off.

