



EQUITY ACTION PLAN



**Institutional Development Plan of
DUVASU
for
Improving the Academic and
Governance System of the University
for Enhancing Learning Outcome**

Equity Action Plan (EAP) - DUVASU, Mathura

S. No.	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators
i.	Identification of weaknesses in all students and take remedial steps	Designing & Evaluation tests of students at the beginning of each semester. Addressing the lacuna with tailor-made remedial course program for the need based up gradation.	IDP Coordinator and team members	Half yearly Assessment & remedial courses continuously throughout year	Monitoring the improvement, comparing and recording before and after benefits of measures implemented
ii.	Improvement in language competency, soft skills and confidence levels	Enhancing students communication skills in English, conducting workshops and training on language and speaking proficiency	IC Language Lab	Continuous	Better transition and adaptation rates for first and second year students Number of student included from weaker section
iii.	Improvement in the non-cognitive and soft skills including communication and presentation skills of students with priority to the weak students	Conducting special workshops and training sessions with external experts/ consultants / faculty / senior students on communication and presentation skills	IC Language Lab and IC Virtual labs	Continuous	Improvement in job placement of students, especially among those with disadvantaged backgrounds
iv.	Promoting young faculty and to upgrade their knowledge	Introduction of the Faculty Development Plan, taking care of equity to upgrade their qualifications and skill, and participation at national and international training, seminars/ workshops/ symposium.	IDP Coordinator and team members, Deans of Respective Colleges	Yearly	Monitoring the rate of young faculty enrolled and no. of programs attended.
					No. of faculty from weaker section
v.	Training of faculty in subject matter particularly to improve the performance of weak EEstudents	a) Establishing and prioritizing the Training Needs Analysis (TNA) of all faculties with respect to special needs of weak students. b) Conducting need based training by using latest technology in collaboration with experts c) To develop training evaluation standards to assess the indicators of the gaps in knowledgebase.	IDP Coordinator and team members, Deans of Respective Colleges	Half yearly and remedial actions on a continuous basis	Percent of planned training completed against targets including records of SC/ST/OBC, M/F, age, years of service, level, degree qualifications
vii.	Prioritizing training, internship and placement of weak students	Linkage and collaborating with industries for work based placements and conducting workshops for generating awareness	IDP Coordinator and team members	Regular	Rate of internship and successful placement achieved for initially identified weak students from

					varied under privileged backgrounds
vii	Grievance redress mechanism (GRM)	<ul style="list-style-type: none"> • Introduction and publicity of easily accessible GRM through special and dedicated helpline numbers, email, drop box and contacts details of the officers ensuring anonymity and quick disposal of the grievance • On receipt of grievances through post/ online/ verbal the complaint has to be immediately enter into complaint register, acknowledged and has to be redressed within 10 days from the date of receipt of the complaint. The respective entries would have to be made in the complaint register. Even if anonymous, the complaint has to be entered in the complaint register. The GRO has to do whole exercise within the 10 days of receipt of complaint. Otherwise the complaint has to be forwarded to GRO at PIU level for intervention. GRO will be personally liable for all issues related to tier-1 	Nodal Officer, GRM	Continuous	Grievances registering system. Time taken to resolve and effective disposal. Proper review by GRO at PIU Level
viii	Making campuses physically and socially gender friendly; by providing adequate and suitable facilities for women students and faculty	<ul style="list-style-type: none"> • Provision for ramps, lifts, toilets and up-gradation of hostel facilities, • Installation of CCTV cameras for social safeguard where needed to make campus gender friendly. • Improving Accessibility for physically challenged through barrier free access. • Signs inside and outside of the building • Provision of alarms or hooters to alert building inmates in case of emergency and untoward incident. 	IDP Coordinator and team members, Nodal Officer, Civil Works	Implemented as proposed	Monitoring and assessment of the facilities

ix	Labour Management Plan	<p style="text-align: center;">Civil Work under NAHEP</p> <p>Insuring the following in tender document</p> <ul style="list-style-type: none"> • Labour license for the requisite number of labour deployed in project. A copy of labour license must be supplied to PI by contractor • Insurance for its labour so as to ensure that adequate financial provisions are available in case of any injuries during the accident or emergency • Equal wages for men and women workers • Child labour free zone • Min. space with ventilation and washing facilities • Potable water, cooking and storage facilities • Caution boards needs to be displayed at construction zones especially where habitation is nearby to aware public. Information / caution boards also need to be displayed in construction / labour camp and storage sites 	Contractor, Nodal Officer SS and Nodal Officer, Civil Works	Continuous	Increases safety measures for labour, student and staff. Compliance will be ensured by the Nodal officer, SS and the cost of compliance should be reckoned in the bidding
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