


Pay Scale Equity Policy		
	POL #: QA-ADM-32	Version No: 2.0
	Date of Approval: 19-03-2022	Review Date: 18-03-2023

Objective

SR University (SRU) is committed to ensuring that all employees receive fair and equitable compensation based on their skills, experience, and job performance, regardless of gender. This policy establishes a framework to measure, monitor, and eliminate gender pay gaps, aligning with the principles of the National Education Policy (NEP) 2020 and the Sustainable Development Goals (SDGs 5, 8 & 10).

Policy Statement

SR University values diversity, inclusivity, and fairness in its workplace. The institution acknowledges that achieving pay scale equity is fundamental to creating a supportive and equitable environment. This policy outlines SR University's commitment to addressing pay disparities, promoting transparency, and fostering a culture of equality.

Key Principles

1. Equal Pay for Equal Work

- Employees performing substantially similar work, requiring comparable skills, experience, and responsibilities, will receive equal compensation regardless of gender or any other identity.
- Compensation will include base salary, dearness allowance, house rent allowance, benefits, and other components.

2. Regular Pay Equity Reviews

- SR University will conduct periodic pay equity reviews to identify and address gender-based pay disparities.
- Reviews will involve analysis of compensation structures, salary bands, and job classifications to ensure fairness.
- Discrepancies will be addressed through adjustments to pay structures.

3. Transparent Compensation Practices

- The University will maintain clear and accessible compensation policies.
- Employees will be provided with detailed information on how their pay is determined, including components like allowances and benefits.

4. Bias-Free Recruitment and Promotion

- Recruitment and promotion practices will be designed to eliminate gender bias.
- Equal opportunities for career growth and development will be extended to all employees.

5. Accountability and Whistleblower Protection

- Mechanisms will be in place for employees to raise concerns about pay inequities or gender discrimination without fear of retaliation.
- Whistleblowers reporting in good faith will be protected and supported throughout the resolution process.

Complaint and Resolution Mechanism

1. Reporting Concerns

- Employees may report concerns about pay disparities or discrimination through designated channels.
- Complaints will be handled confidentially, and whistleblowers will be protected from retaliation.

2. Investigation and Corrective Action

- Reported issues will be investigated promptly and thoroughly.
- If inequities are found, corrective actions will include salary adjustments and process changes to prevent recurrence.

Continuous Improvement

- The policy will be reviewed and updated regularly to reflect evolving legal requirements and best practices.
- Feedback from employees and external audits will guide future enhancements.

**The policy shall be read and interpreted along with the SRU Staff Handbook for specific details.*




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