

SDG3: Health and Wellbeing

3.3.7 Mental Health Support for staff

Mental Health Support for Staff at MRU

Manav Rachna University (MRU) recognizes that mental health is a vital component of overall well-being and an essential element in achieving Sustainable Development Goal 3 (SDG 3) — Good Health and Well-being for All. In alignment with Section 3.3.7, which focuses on the prevention and management of mental health challenges, MRU remains committed to supporting the psychological and emotional well-being of its faculty and staff.

Understanding the pressures associated with academic and administrative responsibilities, as well as external societal demands, MRU implements a range of proactive measures and wellness initiatives. These initiatives aim to foster a supportive, inclusive, and empathetic work environment that prioritizes mental well-being, builds resilience, and encourages a balanced and healthy lifestyle among all members of the university community.

Sr. No.	Category
1.	Initiatives and Activities
2.	Policies for the Overall Wellbeing of the Faculty Members
3.	Facilities for the staff for the overall wellbeing and better working conditions

I. Initiatives and Activities:

Manav Rachna University is committed to promoting mental well-being among its faculty members in alignment with Sustainable Development Goal 3 (Good Health and Well-being). Various initiatives have been undertaken to foster a sense of fulfilment, relaxation, and happiness among faculty members at the workplace. These include engagement in social outreach activities, stress management and mindfulness workshops, access to professional counselling services, and wellness sessions focusing on yoga and meditation.

The institution also fosters a supportive work culture through open communication, peer mentoring, and recognition programs to ensure a healthy and motivated academic environment.

Sr. No	Initiative/Activity	Description
A	Discourse on Bhagwad Geeta	For Mental well-being of the faculty members
B	Happiness and wellbeing- getting back to Basics	For Mental well-being of the faculty members
C	Creating a Healthy Self with Positive Affirmation	For Mental well-being of the faculty members
D	Management Lessons from the Bhagavad Gita	For Mental well-being of the faculty members
E	Free Mammography Camp	For Physical Health and overall wellbeing of the faculty members

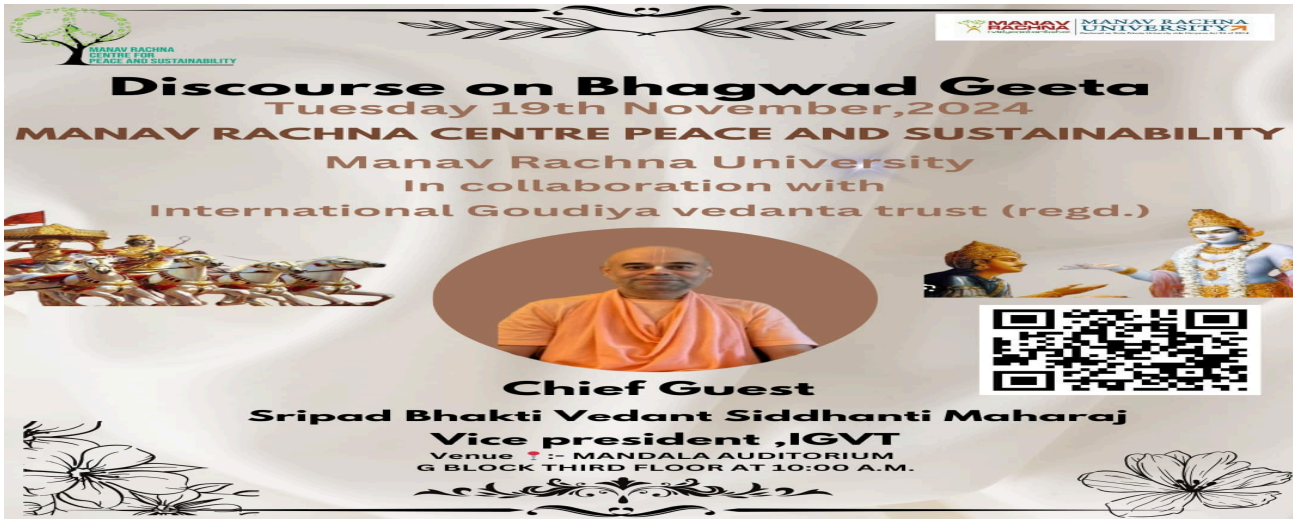
F	Mammography, Gynecology Consultation, and PCOD Counselling	For Physical Health and overall wellbeing of the faculty members
G	Weekly Meditation Session	For Physical Health and overall wellbeing of the faculty members

A. Discourse on Bhagwad Geeta:

The *Discourse on Bhagavad Gita*, held on 19th November 2024 at Manav Rachna University, was a spiritually enriching event organized by the Manav Rachna Centre for Peace and Sustainability (MRCPS) in collaboration with the International Goudiya Vedanta Trust (IGVT). The program beautifully blended spirituality, culture, and contemporary relevance, highlighting the timeless teachings of Lord Krishna. The event began with sacred mantra chanting and a soothing flute performance, followed by cultural segments including a Bharatanatyam recital depicting the ten forms of Lord Shiva and an international dance performance inspired by Krishna's Leela. The discourse by Sripad Bhakti Vedant Siddhanti Maharaj emphasized leading a life rooted in simplicity, mindfulness, and spiritual fulfillment, aligning with values of environmental sustainability. Participants deeply appreciated the fusion of ancient wisdom with modern-day lessons on minimalism, peace, and balance. The event concluded with reflections and networking, leaving attendees inspired to embrace spirituality as a path to happiness, harmony, and sustainable living.

Glimpses of Event Conducted:





B. Happiness and wellbeing- getting back to Basics:

The E-Cell of Manav Rachna University organized a seminar on “*Happiness and Wellbeing: Getting Back to Basics*” on April 12, 2024, at the I-Block Auditorium, featuring Ms. Shyamasree Chakrabarty, an accomplished global leader with over 19 years of experience in organizational transformation and employee wellbeing. Drawing from her rich professional journey, Ms. Chakrabarty shared valuable insights on the growing importance of happiness, engagement, and work-life balance in corporate environments. Through interactive discussions, videos, and a short quiz, students explored topics like talent management, workplace wellbeing, and the evolving concept of employee happiness. The session encouraged participants to think critically about these trends and inspired them to pursue research on workplace culture and human-centric leadership.

Glimpses of Event Conducted:

INSTITUTION'S INNOVATION COUNCIL **MANAV RACHNA UNIVERSITY** **E-CELL**

HAPPINESS AND WELL BEING

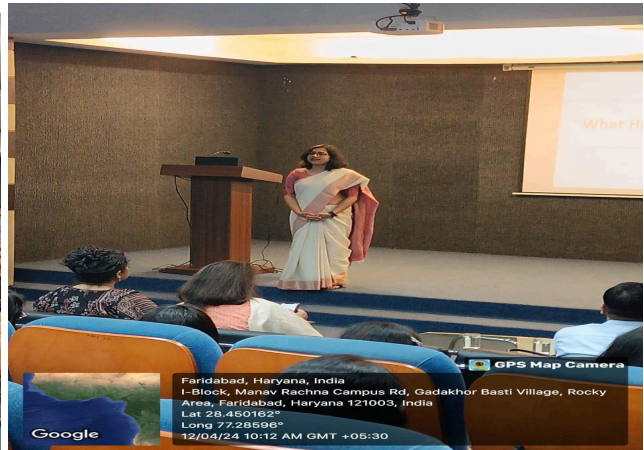
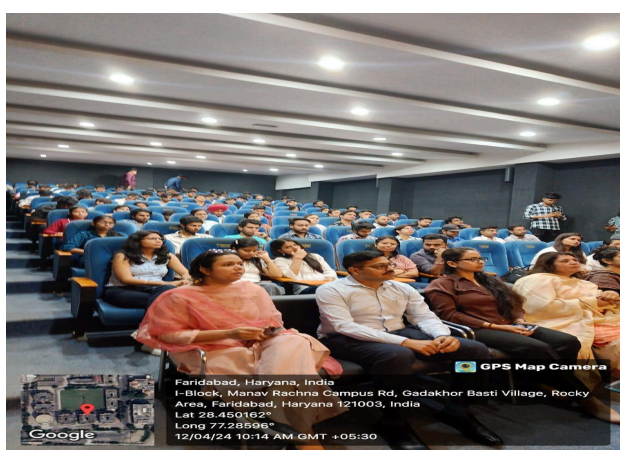
New faces. new stories. endless possibilities.

SHYMASREE CHAKRABARTY

Designation: Senior Director, HappyPlus Consulting

APRIL 12, 2024
10:00AM - 11:30AM
I-BLOCK AUDI

Contact:
Ayush Singh 9120179855
Anjali Singla 9717170175



C. Creating a Healthy Self with Positive Affirmation:

The Peace and Values Session, held on January 11, 2024, at the I-Block Auditorium, Manav Rachna University, focused on promoting holistic well-being and personal growth through the Transformative Wellness Workshop: Cultivating a Healthy Self Through Positive Affirmations. The session aimed to equip participants with practical tools and affirmations to build a balanced, mindful, and empowered life.

The event began with a warm welcome by Ritika, followed by an inspiring workshop conducted by Dr. Binny Sareen, Peace Ambassador and Chairperson of Values for the Women Economic Forum (All India).

Distinguished guests, including Dr. Shruti (Dean Academics), Dr. Geeta (Dean Student Welfare, MRU), Dr. Gurjeet (Dean Student Welfare, MRIIRS), and Dr. Deepa (Director, IQAC), shared valuable insights that enriched the session's impact. A symbolic sapling was presented to Dr. Sareen as a token of appreciation for her contributions toward promoting peace and wellness.

Through interactive exercises and positive affirmation activities, Dr. Sareen encouraged participants to embrace self-awareness and inner harmony. The session concluded with closing remarks by Dr. Geeta Thakur and the presentation of inspirational quote frames to guests. Participants left feeling rejuvenated, motivated, and equipped with tools to manage stress and nurture positivity. The workshop successfully fostered a sense of community, mindfulness, and empowerment—reflecting Manav Rachna's commitment to holistic education and well-being.

Glimpses of Event Conducted:

The poster features logos for SW (Student Welfare), MANAV RACHNA UNIVERSITY, and SDG icons for '3 GOOD HEALTH AND WELL-BEING' and '16 PEACE, JUSTICE AND STRONG INSTITUTIONS'. A central photograph shows two women, one in a white uniform and one in a purple sari, holding a framed certificate. The text below the photo reads: **CREATING A HEALTHY SELF WITH POSITIVE AFFIRMATIONS**, 11TH JAN, 2024 10:30 AM I BLOCK AUDITORIUM, Dr. BK Binny Sareen, Peace Ambassador, Chairperson- Values for Women Economic Forum All India, Founder- Global Peace Initiative for Peace and Well-being Mount Abu. Contact numbers are 7838635833 and 9871838582.



D. Free Mammography Camp:

The Dr. O.P. Bhalla Foundation, in collaboration with the Rotary Club, NCR Golfers, and FIA Charitable Society, organized a *Free Mammography Camp* to raise awareness about breast cancer and promote early detection. The initiative highlights the alarming statistic that 1 in every 8 women aged 40 and above is at risk of developing breast cancer, with 70% of related deaths occurring due to late diagnosis. The camp aims to provide accessible screening facilities through government-authorized equipment at university campuses and schools. Early detection, which significantly increases the survival rate to over 93% within the first five years, remains the program's key message. This initiative reflects a strong commitment to women's health and underscores the importance of proactive care in saving lives.

Glimpses of Event Conducted:



Teena Hasija <teenahasija@mru.edu.in>

Fwd: Free Mammography Camp

1 message

RUCHI DUA <ruchidua@mru.edu.in>
To: Teena Hasija <teenahasija@mru.edu.in>

Fri, Oct 31, 2025 at 9:56 AM

----- Forwarded message -----
From: **Dr. OP Bhatta Foundation** <dropbhallafoundation@mrei.ac.in>
Date: Fri, Oct 20, 2023 at 2:31 PM
Subject: Free Mammography Camp
To: Manav Rachna <mr@mrei.ac.in>

Dear All,

Did you know that 1 out of every 8 women aged 40 and above is developing Breast Cancer? Shockingly, around 70% of Breast Cancer-related deaths occur due to 20% of undetected cases. This calls for our immediate attention and collective action!

We are thrilled to announce that in collaboration with the Rotary Club, NCR Golfers, and FIA Charitable Society, the Dr O P Bhatta Foundation is taking a stand against Breast Cancer. Our mission is clear: raising awareness, supporting, and promoting early detection to save lives.

Breast Cancer knows no boundaries and can affect anyone, including our mothers, sisters, and friends. But here's the silver lining: **women have a remarkable 93% or higher survival rate in the critical first five years when detected early.** This is a powerful reminder that early detection is the key to saving lives and ensuring brighter tomorrows.

We invite you to join us in this noble cause. Together, we can significantly impact the fight against Breast Cancer. Together, we can change the statistics and save lives. Let's unite in the fight against Breast Cancer!

We will soon be bringing the vans with Government Authorized Equipment for Free Mammography Camp to your nearest locations (University campus or School)

Kindly fill out the form in the link to register for the initiative: <https://forms.gle/AjWF79K2DW6yazvu7>

DO YOU KNOW THESE FACTS ABOUT BREAST CANCER?

WHAT IS BREAST CANCER?
Breast cancer is a disease where harmful cells grow in a woman's or a man's breast, causing health problems.

1 OUT OF 8
Women will develop Breast Cancer in their lifetime

UNDETECTED CASES
According to Harvard, 70% of breast cancer-related deaths occur due to 20% of cases left undetected.

40 IS A CRUCIAL NUMBER
Women aged 40 and above have higher chances of developing breast cancer.

EARLY DETECTION SAVES LIVES
Women whose breast cancer is detected at an early stage have a 93 percent or higher survival rate in the first five years

JOIN OUR FIGHT AGAINST CANCER
An Healthcare Initiative of Dr. O P Bhatta Foundation, Manav Rachna Educational Institution in collaboration with Rotary Club of NCR Golfers and FIA Charitable Society

E. Mammography, Gynecology Consultation, and PCOD Counselling:

The Dr. O.P. Bhalla Foundation organized a special healthcare camp for female faculty and staff on 16th September from 8:30 AM to 3:00 PM at B Block, Ground Floor, Manav Rachna University. The initiative focused on women's health and well-being, offering free mammography screenings, gynecology consultations, and PCOD counselling. The camp emphasized early detection of breast cancer through safe and quick mammography tests, alongside expert-led sessions on Polycystic Ovary Syndrome (PCOD) to spread awareness about its symptoms, management, and impact on reproductive health. The event aimed to encourage preventive healthcare and empower women with vital information for maintaining overall well-being. The initiative reflected the university's commitment to promoting health awareness and supporting the physical and emotional wellness of its female staff.

Glimpses of Event Conducted:

11/1/25, 7:06 PM

Manav Rachna University Mail - Fwd: For Female Faculty & Staff – Mammography, Gynaecology Consultation and PCOD Cou...



Teena Hasija <teenahasija@mru.edu.in>

Fwd: For Female Faculty & Staff – Mammography, Gynaecology Consultation and PCOD Counselling

2 messages

RUCHI DUA <ruchidua@mru.edu.in>
To: Teena Hasija <teenahasija@mru.edu.in>

Fri, Oct 31, 2025 at 9:59 AM

----- Forwarded message -----

From: **Dr. OP Bhalla Foundation** <dropbhalla@fndn.org>
Date: Thu, Sep 14, 2023 at 10:29 AM
Subject: For Female Faculty & Staff – Mammography, Gynaecology Consultation and PCOD Counselling
To: Manav Rachna <mr@mrei.ac.in>

Mammography, Gynaecology Consultation and PCOD Counseling

Date - 16th September

Time - 8.30 AM - 3PM

Along with the Free Health Camp on Blood Sugar, Blood Pressure, General Health and Eye Check-up, we are pleased to announce special healthcare services exclusively for our female staff. This event will include two essential components: Mammography and General Gynaecological Consultation along with PCOD Counselling. Your health is our top priority, and we want to ensure that you have access to the necessary screenings and information to take care of your well-being.

Mammography Screening:

Mammography is a crucial tool in the early detection of breast cancer, and regular screenings are recommended for women above a certain age. Our healthcare team has arranged for on-site mammography screenings for all eligible female employees. This procedure is safe, quick, and can potentially save lives by detecting any abnormalities at an early stage.

PCOD Counselling Session:

Polycystic Ovary Syndrome (PCOD) is a common condition that affects many women. Our healthcare experts will conduct an informative session to provide insights into PCOD, its symptoms, management, and ways to improve your overall reproductive health. This session will be an opportunity for you to ask questions and gain valuable knowledge about PCOD.

To ensure a smooth and efficient process, we kindly request you to confirm your attendance by filling the form -

<https://forms.gle/ynY4iagdZFBmJ3vZA>

Your confirmation will help us better plan for the event and ensure that you receive the care and information you need.

*Location: B Block Ground Floor *

Please remember that your health matters, and taking proactive steps toward preventive care is a vital aspect of your overall well-being. We strongly encourage you to participate in this event.

—
Thanks and Regards

Team Dr. OP Bhalla Foundation
Manav Rachna Vidyanatariksha
Faridabad | Gurugram | Noida | Ludhiana | Mohali

F. Comprehensive Health & Mammography Camp:

The Dr. O.P. Bhalla Foundation, in collaboration with Manav Rachna Educational Institutions, organized the Comprehensive Health & Mammography Camp on November 11, 2023, in association with the Rotary Club of NCR Golfers and the FIA Charitable Society, supported by the Cancer Foundation. The camp received an overwhelming response, with 107 faculty members participating in health checkups and 25 faculty members availing of mammography screenings. The initiative offered free mammography tests, eye checkups, diabetes and thyroid screening, and general health assessments, emphasizing preventive healthcare and early detection. Encouraged by its success, a second camp was scheduled for December 2, 2023, to continue promoting health awareness and well-being among the Manav Rachna community.

Glimpses of Event Conducted:



Teena Hasija <teenahasija@mru.edu.in>

Fwd: 2nd Comprehensive Health & Mammography camp

1 message

RUCHI DUA <ruchidua@mru.edu.in>
To: Teena Hasija <teenahasija@mru.edu.in>

Fri, Oct 31, 2025 at 9:57 AM

----- Forwarded message -----

From: **Dr. OP Bhalla Foundation** <dropbhallaoundation@mrei.ac.in>
Date: Wed, Nov 22, 2023 at 4:28 PM
Subject: 2nd Comprehensive Health & Mammography camp
To: Manav Rachna <mr@mrei.ac.in>

Manav Rachna Educational Institutions and Dr. O P Bhalla Foundation
presents

MAMMOGRAPHY+HEALTH CAMP

In association with
Rotary Club of NCR Golfers and FIA Charitable Society
Under the Support of
The Cancer Foundation

Eye Checkup Diabetes Blood Pressure Thyroid General Checkup

Date: 18.11.2023 | Time: 10:00am to 3:00pm

For Queries, please reach out:

RJ Bhavna: +91 98101 57838	Ms. Rakhi Pruthi: +91 98186 02811	Dr. Vaishali Mathur: +91 99904 55824
Rtn. Hemant Wassan <i>President</i>	Rtn. Karan Khanduja <i>Secretary</i>	Rtn. Navdeep Chawla <i>Chairman</i>

Dear Manav Rachna Family,

Dr O P Bhalla Foundation is thrilled to share the remarkable success of our recent Mammography + Health Camp series that commenced on **November 11th, 2023**. The event witnessed an overwhelming response, with an impressive turnout of **107 faculty members** participating in comprehensive health checkups and **25 faculty members (The maximum capacity for the day)** benefiting from mammography screenings. Your proactive approach towards health and well-being is truly commendable.

Building upon this success, Team Foundation, in collaboration with the Rotary Club of NCR Golfers and FIA Charitable Society, are delighted to announce the upcoming **2nd Mammography and Health Camp** scheduled for December 2nd, 2023, from 10:00 am to 1:00 pm. We invite you all to join us and take advantage of the valuable health services provided during this camp.

Key Details for the 2nd Mammography and Health Camp:

- 📅 **Date:** December 2nd, 2023
- 🕒 **Time:** 10:00 AM - 1:00 PM
- 📍 **Venue:** to be decided based on the responses - Stay Tuned!

We can conduct the camps in schools and your respective blocks based on the responses.

During the upcoming camp, a range of services will be available, including but not limited to:

- 👩‍⚕️ **Free Mammography Screenings:** Life-saving early detection - Reserve your spot ([Click here](#)).
- 👁️ **Complimentary Eye Checkups:** Ensuring your vision's sparkle and clarity.
- 🩺 **Comprehensive General Health Assessment:** Covering various aspects of well-being.
- 👨‍⚕️ **Expert Guidance:** Qualified medical professionals addressing your health concerns.
- 🩸 **Diabetes Checkups:** Managing health with precision and care.

Let's continue this journey towards a healthier lifestyle together! We want to encourage you to mark your calendars for December 2nd and prioritise your health by attending this beneficial event.

Your proactive participation in these health camps significantly contributes to your overall well-being. Early detection and regular health assessments are pivotal in ensuring good health.

II. Policies for the Overall Wellbeing of the Faculty Members:

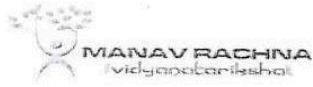
Manav Rachna University is committed to promoting the holistic well-being of its faculty in alignment with SDG 3 – Good Health and Well-being. The university has implemented comprehensive policies that emphasize preventive healthcare, mental health support, and work-life balance. Regular health camps, medical check-ups, counselling sessions, and wellness programs are organized to ensure physical and emotional well-being. Initiatives such as stress management workshops, yoga sessions, and health awareness drives further foster a supportive environment, enabling faculty members to maintain good health and enhance their overall quality of life.

Sr. No.	Name of the Policy	Web-Links
1.	Environment Policy	https://manavrachna.edu.in/assets/campus/mru/pdf/Environment-Policy.pdf
2.	Policy for Promotion of Research and Innovation	https://manavrachna.edu.in/assets/campus/mru/pdf/Policy-for-Promotion-Research-and-Innovation.pdf
3.	Manav Rachna Leave Regulations	https://manavrachna.edu.in/assets/campus/mru/pdf/MRU-Leave-Regulation-2018_compressed.pdf

A. Environment Policy:

Manav Rachna University's Environment Policy reflects its deep commitment to creating a clean, green, and sustainable campus that supports the health and well-being of faculty, staff, and students. The university actively promotes eco-friendly practices such as waste segregation, energy conservation, rainwater harvesting, and tree plantation drives to maintain a pollution-free and serene learning environment. These initiatives not only contribute to environmental sustainability but also enhance air quality, reduce carbon footprint, and create a healthier campus ecosystem.

The green campus, filled with trees and open spaces, provides a calm and refreshing atmosphere that positively impacts mental health, reduces stress, and promotes overall wellness. Additionally, awareness programs on environmental conservation encourage faculty and staff to adopt sustainable habits both at work and in their personal lives. The policy also ensures responsible resource management and minimal environmental impact from university operations. By integrating sustainability with daily practices, Manav Rachna University fosters a strong connection between environmental care and human well-being, ensuring that its community thrives in a healthy, balanced, and environmentally conscious setting.



**MANAV RACHNA
UNIVERSITY**

Declared as State Private University vide Haryana Act 26 of 2014

ENVIRONMENT

POLICY



MANAV RACHNA UNIVERSITY, FARIDABAD

ENVIRONMENT POLICY

India is a signatory to the International Conventions for environment protection and have laws for the same. Hence, it is the policy of Manav Rachna University to include environment conservation and protection in decision making at all levels by stakeholders and to ensure awareness among all about conservation of environment and natural resources. It is the policy of Manav Rachna University to encourage research projects on solid waste awareness in Haryana are based on Sustainable Development Goals and initiatives on afforestation, landscape and ecosystem restoration, soil and water conservation, water quality maintenance, clean energy resources and climate change mitigation. The policy also strictly adheres to ECO-FRIENDLY GREEN CAMPUS. The university also takes NO PLASTIC policy very seriously.

STATEMENT OF POLICY

The lush green campus of Manav Rachna University spread over the Aravali hills has the policy to conserve natural environment, develop and attain sustainable solutions, startups and innovations and control energy consumption in order:

- To follow all the environment legislations and judgement of the Hon'ble National Green Tribunal in a very enthusiastic and committed manner.
- To build awareness among students, faculties and staffs about conservation of natural resources and development of sustainable environments for national prosperity.
- To facilitate development of technologies through various innovative methods in rural India for inclusive growth.
- To adopt fair, ethical and environment-friendly approach, which incorporates everything from innovation and implementation to training of students and faculties through institutions.
- To evolve futuristic technologies and develop engineering designs that could be pivotal for the sustainable utilization of the augmented natural resources.
- To help building up a society that has conservation-oriented attitude and exists in harmony with nature.



POLICY OBJECTIVES

The long-term goals for Manav Rachna University as an institute include:

- To educate and engage students and MRU staff (teaching and non-teaching) on environmental concerns and sustainability.
- To recognize and appreciate the efforts of students, teachers and institution towards environment conservation and sustainable development.
- To promote innovations and startups for sustainable development.
- To help and encourage the students and faculties to adopt working styles and evolve Research and Development (R&D) programs that could turn MRU into carbon-negative institution.
- To include environmental policy in all related and applicable policies of Manav Rachna University.
- To take into account environment, occupational health and safety aspects in planning and decision-making.
- To encourage rural development programs, and provide rural India with professional resource support from MRU as an educational institute.
- To encourage projects and initiatives on afforestation, landscape and ecosystem restoration, soil and water conservation, water quality maintenance, waste management, clean energy resources and climate change mitigation.
- To develop collaborations of academic institutions with key government flagship programs and foster collaborations between governance, knowledge institutions and local communities.

POLICY IMPLEMENTATION

Manav Rachna University understands that ecological sustainability is a key component of its social responsibility and therefore, strives to make an impact on environment conservation by inspiring environment-friendly, professional and safe operations in students of institutions. This includes conserving scarce resources such as raw materials, energy and water, as well as avoiding and reducing CO2 emissions and waste. Manav Rachna University has adopted a fair, ethical and environment-friendly approach that incorporates everything from the production to management and training of students in institutions.



SCOPE

1. Manav Rachna University approved academic courses to include the environmental policy in their institutional policies and strategies.
2. The university has to mention the activities and initiatives undertaken under environment policy in their annual report and ensure publication of the same on institutional website.

INCLUSION IN CURRICULUM

1. Manav Rachna University's curriculum has included subjects that enhance Environment Management and Conservation awareness and knowledge.
2. Student Induction Program to include awareness on environment and activities like visit to nearby villages.
3. Approved courses to include environmental law, environmental science, engineering in Environment, marine water technologies, carbon engineering etc., that can help develop technologies for enhancing or safeguarding the environment.
4. Facilitate development of research areas by students and teachers such as drinking water, agricultural and rural industries etc., which have developed aspects.
5. In Manav Rachna University activity points are to be made a part of Model Curriculum (through internship policy):
 - a) Prepare and implement plan to improve education quality in environmental policies and laws.
 - b) Developing and maintaining Sustainable Water Management system.
 - c) Prepare and improve a plan to improve health parameters of the students and the staffs.
 - d) Developing and implementing of Low-Cost Sanitation facilities.
 - e) Prepare and implement plan to promote local tourism through innovative approaches.
 - f) Implement/develop technology solutions which will improve quality of life.
 - g) Prepare implement solution for energy conservation.
 - h) Prepare and implement plan to skill village youth and provide employment.
 - i) Develop localised techniques for Reduction in construction cost.



- j) Prepare and implement plan of sustainable growth of the area nearby to the University.
- k) Setting of information imparting club for girl students/ women teacher leading to contribution in social and economic issues.
- l) Developing and managing efficient garbage disposable system.
- m) Contribution to any national level initiative of Government of India. For example: Swachh Bharat Abhiyaan/ Digital India/ Skill India.
- n) Inclusion of University Human Values as a credit course in the 3rd or 4th year. The curriculum as developed by the NCC-IP (National Coordinating Committee-Induction Program) would be taught. One of the modules includes Harmony with Nature, which is about environmental conservation and sustainable development.

ENVIRONMENT AWARDS

1. University to participate in the various Awards; Environment development initiatives, Sustainable development initiatives etc. organised by various government bodies.
2. University to Participate in Clean and Green Campus Awards.
3. University must encourage and award Innovations and startups that are based on environmental issues, rural development and sustainable solutions.
4. Promote and initiate other awards among and within institution for enhancing awareness and implementation of Environment management and Sustainable Development.

POLICY REFERENCE POINTS:

1. United Nations Sustainable Development Goals 2030 to remain as thrust areas with special focus on Clean Water and Sanitation, Quality Education, Affordable and Clean Energy, Sustainable Cities and Communities, Climate Action, Life Below Water and Life on Land.
2. Environment conservation, rural development, sustainable development etc. to become a part of all policies of Manav Rachna University such as Startup Policy, Internship Policy, inclusion of environmental course curriculum etc.
3. MRU as an institution to ensure Rain Water Harvesting within their premises, provide Waste Management and environment improvement measures to ensure a sustainable



Green Campus, strive to have a plastic free environment, start Installation of grid connected solar rooftops/ Power Systems, wherever feasible.

4. The institution to preferably implement Unnat Bharat Abhiyan. Under the Unnat Bharat Abhiyan, MRU has the objective to build institutional capacity in research and training, relevant to national needs, especially those of rural India, which includes inter alia the following objectives:

- Encourage the students and staffs through course curriculum to identify the problems of rural India and to provide solutions for them.
- Develop an academic framework for working on societal problems, their solution, delivery, reporting and assessment.
- Re-visit where the necessary curriculum in technical education needs to incorporate inclusive technologies for rural India.
- Promote interdisciplinary approach in higher education guided by live contexts.
- Develop over time, research areas which have developmental significance, such as drinking water, education, health, agricultural practices, electrification, agriculture and rural Industries cooking energy, watershed analysis.
- Develop collaborations of academic institutions with key government flagship programs and develop formal course-ware for supporting the knowledge needs for the same.
- Promote networking and coordination among various Science and Technology based voluntary organizations and developmental agencies.
- Foster collaborations between governance, knowledge institutions and local communities.
- Provide rural India with professional resource support from MRU as an institute of higher education, as MRU have acquired academic excellence in the field of science, engineering and technology and management.
- To identify the basic developmental and productive needs of a village and find ways and means to meet these needs.
- Strengthen the technical design of interventions in key sectoral areas of natural resource management such as water and soil, economic activities such as



agriculture and related production, or related to crafts and artisans, infrastructure such as housing, roads, energy.

- Identify efficient, cost effective and sustainable development practices in the field.
 - MRU as an institution will help grassroot level organizations in innovating new products and support rural entrepreneurs develop neighbourhood solutions.
 - Empower communities to dialogue with knowledge institutions in order to evolve technically sound and locally feasible development strategies that promote self-reliance.
 - Facilitate convergence of development schemes, resources, various planning and implementation initiatives and coordination of agencies for successful interventions and measurable outcomes.
5. Implement funding schemes for activities such as Unnat Bharat Abhiyan, Jal Shakti Abhiyan etc. to encourage the environmental initiatives.
 6. Promote schemes by MHRD on environment in Manav Rachna University such as one student - one tree, GO GREEN club for environment awareness etc.
 7. Encourage internal policies such as making PLASTIC-FREE GREEN CAMPUS, replacing mementos with plants, building applications on environmental conservation, sustainable development etc.
 8. Facilitate recognition and protection of rights of owners of traditional knowledge and intellectual property, while promoting research.
 9. Encourage and facilitate students to design technical interventions for natural resource management and economic activities like agriculture and related activities, infrastructure like housing, roads, energy, which helps in conserving the environment.



G. Weekly Meditation Session:

Manav Rachna University (MRU) firmly believes that a healthy mind is the foundation of a productive and fulfilling professional life. In alignment with Sustainable Development Goal 3 (SDG 3) — *Good Health and Well-being for All* — the university has introduced Weekly Meditation Sessions for its faculty members. These sessions are held every working Saturday and are designed to promote mental peace, emotional balance, and spiritual harmony among the teaching and non-teaching staff.

The guided meditation sessions are facilitated by trained practitioners who help participants relax, reflect, and rejuvenate through mindfulness and breathing techniques. The initiative aims to reduce stress, improve focus, and foster a sense of calm and positivity within the academic environment. Faculty members have expressed that these sessions not only enhance their concentration and emotional resilience but also help in improving interpersonal relationships and classroom engagement.

By dedicating time to collective mindfulness, MRU nurtures a compassionate and balanced work culture where emotional well-being is valued as much as intellectual growth. The initiative reflects the university's holistic approach to health—integrating mental, physical, and spiritual dimensions—and reaffirms its commitment to creating a supportive, happy, and thriving academic community.



B. Policy for Promotion of Research and Innovation:

Manav Rachna University's Policy for Promotion of Research and Innovation fosters a culture of intellectual growth, creativity, and professional fulfillment among faculty and staff. By encouraging research, innovation, and interdisciplinary collaboration, the policy provides opportunities for continuous learning, recognition, and career advancement. Access to research grants, mentorship, and innovation platforms reduces workplace stress by nurturing a sense of purpose and achievement. The policy also promotes a balanced academic ecosystem where faculty engage in meaningful research aligned with societal well-being. This supportive and motivating environment contributes significantly to the mental, emotional, and professional health of the university community.



MANAV RACHNA UNIVERSITY

(Declared as State Private University vide Haryana Act no 26 of 2014)

Policy for Promotion of Research and Innovation

(Approved in 19th Board of Management Meeting Held on 11th July 2022)

Sector -43, Surajkund Badkhal Road, Aravali Hills, Faridabad- 121004

HARYANA



Manav Rachna University, Faridabad
Policy for Research and Innovation Promotion

1.0 Preamble

In order to promote quality in research and publications and keeping in view of the current government policies towards innovations and startups beyond research, the University considers to extend to facilitate the faculty members / staff and students for contributing towards country's socio and economic growth. Therefore, as a matter of policy, the University encourages its faculty, staff and students to undertake quality research leading towards publications, innovations, product development and startups. The faculty members get an opportunity to apply their knowledge for finding out solutions in the emerging and thrust areas of research.

This policy shall be effective from 01.07.2022 onwards. This Policy shall repeal all the previous policies existing prior to 01.01.2022 for Research & Innovation.

2.0 Objective of the Policy

This policy provides a broad framework to guide research and integrity of scholarly inquiry at the University level. The objectives are as follows:-

- (a). To create an research ambiance and infrastructure
- (b). To promote research publications in journals of international repute, file patents and transfer technologies to relevant industries
- (c). To promote research, innovation and intellectual capital
- (d). To ensure integrity, quality and ethics in research
- (e). To incentivise the generation of publications, IPRs and consultancy
- (f). To promote research culture among faculty members & students at both UG and PG level in addition to Ph.D.
- (g). To provide guidance and monitor research activities in thrust areas
- (h). To promote & facilitate collaboration with national & international Universities, research labs, corporate etc.
- (i). To promote interdisciplinary and multidisciplinary research.
- (j). To create quality human resources for scientific research
- (k). To promote any other research activity not covered above.

3.0 Promotion of Research & Incentive thereof.

- (a) The University shall create conducive environment for research with available facilities and resources, allocate the space, partial and infrastructural resources for research programmes based on the scholarly and educational merits of the proposed research. It shall also provide development opportunities to the researchers for research proposals, publications, IPR, innovations, startups etc.
- (b) The University shall encourage quality research in different thrust areas. For this purpose outstanding research contributions done by faculty researcher and other staff who are on rolls of the University shall be recognized.
- (c) Incentives will be available to faculty members and staff for their contribution to the University's overall ranking and reputation through Research Promotion / Published Research Work / Externally Funded Research Projects/Programs, Patents, Start-ups etc. through performance appraisal.



4.0 Research Policy Guidelines:- The following guidelines shall be followed:-

(a). Central Registry of Research Projects/Publications / Patents

A central registry of all the titles of research undertaken in the form of faculty research, departmental research, research done by Undergraduate, Postgraduate students, PhD scholars, Post Doctoral fellows be maintained.

A central registry of all the titles of the Extramural / intramural funded projects be maintained by the office of Dean Research.

(b). Research Funds/Grants Management

The Office of Dean Research shall be responsible for the management of funds received and disbursed in regard to every funded project, and maintains the audited records of the same. It facilitates smooth transfer of funds and the necessary communications with the funding bodies. It shall also facilitate to provide all the information related to the various funding bodies and the thrust areas. The fund allocation process shall be monitored by the office of Dean, Research, and shall be the contact person for research related financial and non-financial management services including the costing and pricing of Extramural Research and Consultancy.

(c). Central registry of conferences/workshops/other events conducted & attended by various Departments / Schools

All the conferences, workshops & other events conducted and attended by the faculty and departments of the University shall be documented by the respective Heads and Dean of School. The details of the financial assistance provided by the University to the faculty members shall also be documented by the Office of Dean Research.

(d). Financial assistance to attend Conferences/workshops/other events at National and International level

Financial assistance shall also be provided to the faculty members attending the National and International Conferences as per the guidelines for travel grant as approved by the Board from time to time.

(e). Intramural Research and Innovation Support Grant as Seed Money

In order to promote in-house research and innovation by faculty members and students, University shall provide seed money as intramural grant to the faculty members and students to pursue a research project / prototype development. It is a systematic process of basic and applied research to discover a solution for problems faced by society or creating new knowledge and products. It may result in the form of IPR, research publications and startups etc.

The proposal of the research project from faculty or student shall be evaluated by a committee headed by Dean Research in the presence of external expert and if found suitable shall be recommended for intramural grant. The following criteria shall be applicable for seed money:-



- (i) The University faculty members (regular or on probation) will be encouraged to submit minor research proposals based on their innovative ideas. The applicant will clearly and convincingly demonstrate that the proposed project represents a new research direction in an area likely to generate external funding.
- (ii) Seed money will be provided throughout the year on the request of the Principal Investigator/ Reseracher.
- (iii) The Principal Investigator (PI) would submit half-yearly report of the work done to Dean Research.
- (iv) After completion of the project, a final report must be prepared and submitted to Dean Research office for acceptance by the competent authority.
- (v) The PI will ensure that project is completed within the stipulated time and the final report is submitted well in time. In case of failure to achieve the desired project outcome, the PI shall not be eligible for applying for seed for seed money for next two years.

The primary goal of this scheme is to support faculty members in developing research resources in the area of expertise and to develop innovative or interdisciplinary approaches or methodologies.

(f). Conduction of workshops/seminars related to Research

The Dean Research shall also facilitate to conduct workshops/seminars on basics of research, research methodology, ethics in research and publishing, scientific writing, research databases etc. to update the students, research scholars, and faculty members about the basic and advanced research.

(g).Identification of faculty member with good research and innovation credentials in all the departments with less teaching load

Dean Research in consultation with HODs and Deans of Schools shall identify faculty members with good research and innovation credentials in all the departments.

5.0 Research Ethics & Misconduct:

The university believes that the occurrence of misconduct is a threat to the research policy. The research misconduct is Fabrication, Falsification, or Plagiarism in Research Activities or Deliberate Interference of research activities construed to falsification and plagiarism in proposing, performing or reviewing research or in the reporting of research results.

Research misconduct does not include an honest error or differences of opinion, authorship disputes that do not involve plagiarism, and violations of other university policies. Misconduct in research damages the integrity of the profession and undermines the credibility of scholars.

The University currently conforms to the plagiarism policy as notified by the University in reference to the guidelines of the UGC namely, UGC (Promotion of academic integrity



and prevention of plagiarism in higher education institutions) regulation 2017 (F.1-18/2010 (CPP-II) dated 1st September 2017). The University shall take seriously all issues of misconduct and shall ensure that the procedures for the inquiry, investigation, and adjudication of any misconduct are well defined and just for all parties involved.

Following looks at the ethical angle of the research and also check for any academic & research misconduct.

- a. **Plagiarism Policy-** This policy ensures non-plagiarism in all research work at MRU (in accordance with the UGC guidelines for plagiarism), and also deals with the actions on ethical misconduct by the faculty / student.
- b. **MRU-IHAEC- Institutional Human and Animal Ethics Committee:** Research projects that involve clinical research, human subjects, and animal subjects including those undertaken as part of a teaching program, must be approved in advance by the respective institutional ethical committees.

6.0 Identification of Thrust Areas

Although the researchers have the freedom to choose their own topics of research, it is highly desirable to make research socially relevant and connected with thrust areas of Govt. of India. The University expects the different departments to prepare a list of research topics with a view to be focused in their efforts. Under each discipline and department, there shall be an exhaustive list of such topics or areas, which can be called, thrust areas of the department. It shall be utilized for the following research activities;

- (i) The thrust areas can be made available to the research scholars who may use it for their doctoral thesis.
- (ii) Similarly, the faculty shall also avail the thrust areas for identifying the subject for their minor research projects and even for major research projects.
- (iii) Even for industry sponsored projects or for collaboration with other institutions, the thrust areas shall be utilized.

7.0 Research at UG and PG Level

The faculty at MRU believes that this unique environment should be used for primary training of undergraduate and postgraduate students. A new type of training of a new generation of Indians is sought where even basic courses are taught in a manner informed by constant contact with active research. Teaching and research are quality important in a University. On the establishment of the University, it was thought to promote creativity among the undergraduate and post-graduate students some research component in the curricula, especially in the final or pre-final year of the bachelors programme and final year in the master's programme, is necessary. Accordingly, in the 3rd semester onwards of the bachelors programme, the UG & PG Research courses are inducted in the name of Introduction to Research, Technical Seminar, Research & Innovation etc. from year 2016 and 2019 respectively where the students under the guidance of the faculty, work on the decided topic leading to Project dissertation and seek publications in the listed journals reviewed periodically. The final project is



submitted to the institution and also the viva is conducted. Partial travel grant is provided to UG and PG students to attend national and international conferences.

8.0 Doctoral & Post Doctoral Research:

The doctoral and post-doctoral research work and award of doctoral degrees shall be as per the Revised Ordinance for Award of Degrees 2019, University. Various committees under it also monitor the research and ethics at MRU.

The University encourage both faculty members and scholars to opt their Ph.D. problems in the thrust areas of the departments. The University has fellowship schemes to the qualified students as per norms. The University support Ph.D students with contingency, travel grant to attend national and international conferences as per rules.

9.0 Publication and Intellectual Property:

The University expects all University Research outputs to be disseminated & publicly available, to the extent permitted by law, Research outputs may be filed as required in the University's Intellectual Property Rights (IPR) Cell.

The University has an approved IPR policy for protection of IP generated by the faculty, staff and students of the University notified on 21 February 2018. The University proposes to strengthen the research, leading to filing of patents for which the guideline is already available on the University website. The University shall encourage the researchers and scholars to patent a requisite proposal.

The University also bears all expenditure for filing applications for patent as per IPR and HR policy of the Institution. If the patent is commercialized the sharing of earning is to be done between researcher and the university as per the IPR Policy of MRU. The University shall create awareness about intellectual property rights among faculty, researchers and scholars from time to time.

Staff and students are required to comply with the MRU University's Intellectual Property Rights (IPR) Policy.

10.0 Consultancy:

For a sustainable future and to realize the University goals of progression towards the list of best universities, consultancy activities are promoted. The faculty shall abide by the MRU University Consultancy & Extension Policy, for all the consultancy related activities.

11.0 Dissemination of research results:

The researcher may use various tools for dissemination like, research reports, peer-reviewed papers, conference presentations, press releases, radio spots, community dramas, developing policy briefs, printing of brochures, making cartoon clips, writing internet blogs etc.

12.0 Collaborative Research Projects

The University has collaborated with industries and University across globe for joint research to contribute to the society at large, the departments of University closely work



with industries and different organizations, Industries and business organizations face different problems and would like to have the help from the University with an aim to find the solutions to their problems, For that, the University has the following activities:

- a. **Sponsored Research Projects:** An organisation can sponsor a project and the experts of the institution concerned can conduct research on this project for which the financial support will come from the organization. As a result, if any intellectual property (IP) is generated that will be registered as per IPR Policy of University, and income coming out of the commercialization of IP shall be shared as per the IPR policy of MRU.
- b. **Interdisciplinary Research:** The Interdisciplinary research in the department, institution, researcher or a scholar may address a research problem in which more than one discipline is involved and unless they get together and conduct interdisciplinary research no fruitful findings can be arrived at. Therefore, the University has decided to support interdisciplinary research activities for which the following steps will be taken:
 - i) Identify the interdisciplinary area.
 - ii) Identify the different experts from concerned disciplines who can work together.
 - iii) Study the requirement of the infrastructure to conduct the concerned Interdisciplinary research.
 - iv) Explore possibilities to find resources for such interdisciplinary research.

c. **Collaborative International Research**

Collaborative international research has been promoted to facilitate mutual learning and expert knowledge sharing. The University policy promotes the MoUs with prominent research institutions abroad, for conducting research jointly in the areas of common interest, For this purpose, a task force in the relevant areas is constituted that will constantly explore the possibilities of having such collaborative or joint research in terms of thrust areas, and to decide the modus operandi of conducting such research and attend to other relevant aspects.

13.0 Establishment of Centers of Excellence in thrust areas

The University proposes to create an environment for each faculty /department where they work in a specific research area and be known as a specialist organization or specific research activities in the specialized areas. Through these efforts, the university shall promote a particular department or the Centres of Excellence in a specialized thrust area.

14.0 Operating support for Prototype Development /Start-ups

This support is intended for new Research Ventures/Centres/Programs, to build an infrastructure in the early, critical years. This funding is particularly appropriate when grant funding is not available to cover certain operational expenses.

15.0 Establishment of Research Chairs



The University shall create research chairs and a scheme for appointment for professor emeritus for a particular term, where very senior scientists or professors shall be appointed for chairs and they shall conduct on an important topic. The research chair professors shall take some teaching load in line with the principle of integrating the research and teaching.

16.0 Incubation at MRU

The University fosters to provide an environment for innovation including incubation centre and other initiatives conducive to the development of Technology business incubators. As per the directives of AICTE-MHRD, Institute Innovation Council (IIC) established in 2018 under which students are developing their prototypes.

17.0 Following policy documents also provide support to the Research policy of MRU and are referenced in the research and innovation policy:

- (a) Ordinance for award of Ph.D. and D.Lit (Honoris Causa)
- (b) IPR (Intellectual Property Rights) Policy
- (c) MRU-IHAEC – Institutional Human and Animal Ethics Committee
- (d) MRU-ILSC- Institutional Lab Safety Committee
- (e) Plagiarism Policy
- (f) Business Incubation Policy
- (g) Consultancy Policy
- (h) NISP Policy (Credit Transfer/Mapping)
- (i) Ph.D. Fellowship
- (j) Post doctoral Fellowship

18.0 Review of the Research Policy

The policy shall be reviewed on regular basis to comprehend the changes, advancement taken place during the period for incorporating and updating the existing policy after changes / advancement from time to time.



C. Manav Rachna Leave Regulations – Benefits for Faculty and Staff Well-being:

The Manav Rachna Leave Regulations play a vital role in promoting the holistic health and well-being of faculty and staff. The policy ensures that employees have adequate time to recuperate physically and mentally through various leave provisions such as earned leave, medical leave, maternity and paternity leave, casual leave, and special leave for personal exigencies. These provisions allow individuals to prioritize their health, attend to family responsibilities, and achieve a better work-life balance without stress or professional setbacks. By encouraging rest, rejuvenation, and self-care, the policy helps prevent burnout and fatigue, thereby fostering a healthier, happier, and more motivated workforce. The initiative reflects the university's commitment to creating a supportive and empathetic work environment where employee wellness is valued as an integral part of institutional growth and excellence.



MANAV RACHNA UNIVERSITY

(Declared as State Private University vide Haryana Act no 26 of 2014)

Manav Rachna University (Leave) Regulation, 2018

(Approved in 10th Board of Management Meeting Held on 15th Dec. 2018)

Sector -43, Surajkund Badkhal Road, Aravali Hills, Faridabad- 121004

HARYANA



MANAV RACHNA UNIVERSITY
Sector 43, Faridabad

Leave Regulations

In exercise of the power conferred by the clause 8 (iv) (e) of the First Statutes, read with section 34 of the Haryana Private Universities Act, 2006, and further amended as Haryana Private Universities (Second Short Title Amendment) Act 2014 (Haryana Act no. 26 of 2014), the Board of Management of the Manav Rachna University hereby makes the Regulation relating to Leaves.

(1) Short Title, Application and Commencement

- (a) These Regulation shall be called the Manav Rachna University (Leave) Regulation, 2018
- (a) These Regulations shall repeal the Leave Rules, 2011 and amendment made on 16.10.2018.
- (b) This shall come in force from the date of approval of the Board of Management.

(2) Scope

These regulations shall apply to all University employees other than the following:

- a) Persons on deputations from any State Govt., the Govt. of India or Statutory Board or Corporation, who will be governed by term and conditions of deputation.
- b) Employees appointed on contract (They will be granted leave in accordance with the terms of contract).
- c) Part-time employees.
- d) Employees appointed on work-charge basis.
- e) Casual workers.
- f) Any class of employees or any individual employee in connection with the affairs of the University who may be specifically exempted from the application of these regulations.

(3) Definitions:

- a) A "completed year of service" means continuous service of the specified duration under the University and includes period spent on duty as well as leave including extra – ordinary leave unless otherwise provided.
- b) "Competent Authority" means the authority empowered by the Board of Management to grant leave.
- c) "Earned Leave" means leave earned on the basis of actual service rendered during vacations.
- d) "Month" means a calendar month.
- e) "Leave Salary" means the monthly amount paid by the University to an employee who is on leave.
- f) "Family" means a University employee's wife or husband, as the case may be, legitimate children and step-children residing with and wholly dependent upon him/her. It includes, in addition, parents, sisters and minor brothers if residing with and wholly dependent upon him/her. Not more than one wife is included in a family for the purpose of this rule.

Note: The term "Family" however does not include an adopted mother, step mother and such other adventitious dependants. The term "legitimate children" includes children adopted under the Hindu law.

- g) "Holiday" means a holiday prescribed or notified as such by the competent authority. The term does not include "local holidays" which may be granted at the discretion of the Vice Chancellor.
- h) "Competent Medical Authority" means the Medical Officer of the Manav Rachna University, Faridabad or a Government doctor of a gazette rank or such other authority as may be approved by the Vice Chancellor on the merits of each case. Provided that in the case of employees belonging to rural areas, where there is no Government / Municipal Dispensary or MBBS doctor, certificate from a Registered Medical Practitioner shall be accepted.
- i) "Pay" means the monthly pay drawn on the day before the leave commences.



(4) Right of Leave:

- a) Leave cannot be claimed as a matter of right. When the exigencies of service so demand, leave of any description may be refused or revoked by the competent authority.
- b) When an employee is recalled to duty before the expiry of his/her leave, such recall to duty shall be treated as compulsory in all cases. The period from the date on which he/she joins his/her post may be treated as on duty but he/she will draw leave salary only after he/she joins his/her post. Leave should always be applied for and sanctioned before it is taken except in cases of emergency and for satisfactory reasons.

Unless otherwise specified in these rules and except in the case of casual or medical leave all applications for leave should be made at least 07 days before the date from which leave is applied for.

(5) Leave shall not be granted to an employee:

- a) who is dismissed, removed or compulsorily retired from the University service by a competent authority;
- b) who is under suspension.

(6) Commencement and Termination of Leave:

- a) Leave begins from the date on which it is actually availed of and ends on the day preceding on which duty is resumed.
- b) Sundays, or other holidays (except vacations) may be prefixed as well as suffixed to leave.

Note: Teachers are normally expected to be present on the first and last working days of each term; in special circumstances any kind of leave except casual leave may be prefixed as well suffixed to vacation/break/recess with the permission of the Vice Chancellor.

(7) Return to duty on expiry of leave:

- a) Except with permission of the authority which granted the leave, no person on leave may return to duty before the expiry of the period of leave granted to him/her.
- b) No University employee who has been granted leave on medical certificate will be allowed to return to duty without his first producing a medical certificate of fitness in such a manner and from such persons as may be prescribed. The authority competent to grant leave may at its discretion waive off the production of medical certificate in case of an application for leave for a period not exceeding 03 days at a time on medical ground. Such leave shall not, however, be treated as leave on medical certificate and shall be debited against leave other than leave on medical ground.

(8) Absence from duty.

- a) An employee who remains absent after expiry of his/her leave shall not be entitled to any leave salary unless otherwise such absence has been regularized by the competent authority.
- b) Willful absence from duty for more than a week may involve forfeiture of appointment. [The employee may not be allowed to resume the duties while the case to declare his office as vacant is under process without prior permission of the Vice Chancellor].
- c) When an employee does not resume duty, after remaining on leave for a continuous period of one year, he/she shall be deemed to have resigned and shall accordingly cease to be in the University service.



(9) Conversion of one kind leave into another kind:

- a) At the request of an employee the sanctioning authority may convert any kind of leave including extra-ordinary leave retrospectively into a leave of different kind which was due and admissible to him/her at the time leave was granted, but he/she cannot claim such conversion as a matter of right.
- b) If one kind of leave is converted into another, the amount of leave salary and allowances admissible shall be recalculated and any amount paid to him/her in excess shall be recovered and any arrears due to him/her shall be paid.

(10) Leave to persons appointed on probation:

A person appointed on probation will, during the period of probation, be treated, for purpose of leave, as a temporary employee. However, if a person in the permanent service of the University is appointed on probation to a higher post he/she shall not be deprived of the benefit of leave rules applicable to his/her permanent post.

(11) The following kinds of leave would be admissible to the members of teaching staff:

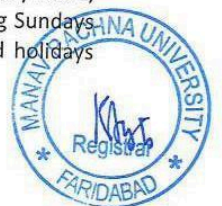
- i) Casual Leave
- ii) Special Casual Leave
- iii) Earned Leave
- iv) Vacations Leave
- v) Maternity Leave
- vi) Quarantine Leave
- vii) Hospital Leave
- viii) Extraordinary Leave
- ix) Academic Leave
- x) Duty Leave
- xi) Study Leave
- xii) Sabbatical Leave.

(12) The following kinds of leave would be admissible to the members of the non-teaching staff:

- i) Casual Leave
- ii) Special Casual Leave
- iii) Earned Leave
- iv) Maternity Leave
- v) Quarantine Leave
- vi) Hospital Leave
- vii) Extraordinary Leave
- viii) Duty Leave
- ix) Compensatory Leave.

(13) Casual Leave

- a) The amount of casual leave that may be granted to non-teaching and teaching staff shall not, exceed 12 days respectively in one calendar year, provided that in case of employees joining/leaving the University service during the course of a year, it will be granted on prorate basis.
- b) Casual leave shall not be combined with any other kind of leave (except compensatory leave, special casual leave and academic leave). It may be combined with holidays including Sundays but the total period of absence at one time shall not exceed 10 days. Sundays and holidays



falling within the period of casual leave are not counted towards the casual leave. But in reckoning the period of 10 days one Sunday either at the beginning or at the end of the leave may be excluded but other holidays included.

- c) Casual leave cannot be carried over to the next leave year.
- d) An employee on casual leave is not treated as absent from duty and his/her pay is not intermitted.

(14) Special Casual Leave

In addition to casual leave, special casual leave to the extent mention below may be granted:

- a) To undergo sterilization operation (Vasectomy or Salpingectomy) under Family Welfare Program to such employees whose wives get sterilized after having two alive children. Leave in this case will be restricted to six working days.
- b) To a female employee who undergoes non-puerperal sterilization. Leave in this case will be restricted to 07 days.
- c) Special Casual Leave cannot be accumulated nor can it be combined with any kind of leave except casual leave. It may be granted in combination with holidays or vacation.
- d) Such leave must be planned and got sanctioned in advance from competent authority.

(15) Earned Leave:

Earned leave admissible to a teacher under vacation staff category shall be $\frac{1}{2}$ of the period, if any, during which he/she is required to perform duty during vacation.

NOTE:

- i) Earned leave at the credit of a teacher shall not accumulate beyond 120 days. The maximum earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher "Study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.
- ii) When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.
- iii) Encashment of earned leave shall be allowed to the teaching and non-teaching staff members at the time of their superannuation for a period not exceeding 120 days. Provided no such encashment shall be admissible in the case of such staff member, who resigns from the service. Encashment of earned leave shall be made on the basis of last pay drawn including basis pay plus AGP + DA only.
- iv) The teachers under non vocational staff category and Non-Teaching Staff members shall be credited 14 days earned leave on the completion of one year of service and clearance of probation. However actual credit of earned leave shall be given on 1st January and 1st July on pro-rata basis.

(16) Vacations Leave

- i) Teachers shall be categorized in vacational and non-vacational staff categories for which a separate notification shall be issued by the university. Normally all teachers performing administrative duties shall be placed under non-vacational staff category.



- ii) Vacation in an academic year shall not exceed 28 days including holidays and off days. It may be granted in June/July or November/December in a calendar year when the classes of the students are off. Authority to grant of vacations upto 15 days shall lie with the Dean of the concerned Faculty and beyond 15 days by the Vice Chancellor, on the recommendations of the Head of the Department, who may grant the same in two or more spells depending upon the exigency. In case, a Faculty doesn't have dean, Vacation leave shall be granted by the Vice Chancellor or the Dean nominated by him. However, minimum period of vacation in single spell may not be less than 7 days including off days and holidays.
- iii) Dean of the Faculty concerned / Vice Chancellor may refuse vacation to a teacher if the exigency so demands. However, in such case the reasons of retaining the teacher shall be recorded by the Sanctioning authority in the form of a speaking order and his/her progress during the retention period shall be monitored.
- iv) Vacation shall not be carried over in the next academic year.
- v) If a vacational teacher joins on or before 31st July of a calendar year, he/she shall be entitled for 28 days vacation starting 1st June in the next calendar year. If a vacational teacher joins between 1st August and 31st December of a calendar year, he/she shall be entitled for 14 days vacations starting 1st June in the next calendar year. If a teacher joins on 1st January and afterwards, he/ she shall not be entitled for any vacations in that calendar year.

(17) Maternity Leave:

- i) Maternity leave upto two living children may be granted by the competent authority to a woman employee on half pay for two months. However, she may be given additional maternity leave as required on medical ground without pay.
Provided that normally total period of maternity leave including other types of leave should not exceed 06 months. A teacher availing maternity leave within Rules i.e. upto 60 days shall be allowed to join duty on the expiry of Maternity Leave. However, if she applies for extension of leave in the category of Earned Leave or Extraordinary Leave to take care of child, she will not be allowed to join in between the academic session except 15 days before the start of new academic session.
- ii) No maternity leave will be allowed on the birth of third living children in such cases, however, leave of kind due will be allowed.
- iii) Female employee who has already two living children before her entry in University service is not entitled to the benefit of maternity leave. In such cases also, the leave of the kind due may be granted.
- iv) Maternity leave shall not be debited to the Earned leave account.

Note :

1. Maternity leave without pay may also be granted in case of miscarriage including abortion, subject to the condition that the leave, applied for, does not exceed 06 weeks and the application is supported by a medical certificate.
2. Female employees having two or more children will not be entitled to avail the benefit of maternity leave in case of miscarriage including abortion.

(18) Quarantine leave:

If an employee or any member of his/her family, living with him/her is suffering from any infectious disease such as small pox, cholera, plague, etc, quarantine leave may be granted by the competent authority to the employee up to a limit of one month on production of a certificate from the University Medical Officer or Municipal Medical Officer or Health Officer or the Chief Medical Officer of the District. The Employee will be considered on duty. A leave in excess of this period will be treated as leave of the kind due.

(19) Hospital Leave:



- i) Hospital leave may be granted to an employee whether permanent or temporary for medical treatment for injury if such injury is directly due to risks incurred in the course of official duty. This leave will be available to such employees only whose duties expose them to such injury.
- ii) Hospital leave may be granted on full pay or half pay or otherwise as the Board of Management may consider necessary.
- iii) The amount of hospital leave is limited to 03 months in any period of 03 years.
- iv) Hospital Leave may be combined with any other leave subject to the limit of total period of 180 days. Hospital leave will not be debited to the leave account of the employee concerned.

(20) Extra Ordinary Leave:

- i) An employee (whether permanent or temporary) may be granted extra ordinary leave by the competent authority:
 - a) when no other leave is admissible; or
 - b) when other leave is admissible, the employee applies in writing for the extra ordinary leave for any special reason.
- ii) Extra-ordinary leave shall be without pay and allowances. The leave shall not ordinarily exceed one year at a time.

(21) Academic leave:

- a) Academic Leave not exceeding 10 days in a calendar year may be granted to a teacher for the following purposes:
 - i) to conduct examinations of a University, Public Service Commission, Board of Examination or other similar Bodies/Institutions;
 - ii) to inspect academic institution attached to a University or to a Statutory Board etc;
 - iii) to attend meetings of the Committees, Boards, Faculties and other academic bodies of a University or a Statutory Board;
 - iv) to attend meetings of the Selection Committees of the Public Service Commission/Universities/Boards/Affiliated colleges;
 - v) to participate in a literary, scientific or educational conference, symposium or cultural or sports activities conducted by bodies recognized by the University; or
 - vi) for any other purpose as may be approved by the Vice Chancellor to be of academic nature.
- b) The Vice Chancellor may at his discretion grant academic leave in excess of 10 days on the merit of each case.
- c) Academic Leave cannot be accumulated nor can it be combined with any other kind of leave except casual leave. It may be combined with holidays or the vacations.
- d) The academic leave admissible to a person joining/leaving the University service during a calendar year will be on prorata basis.

(22) Duty Leave:

- i) Duty leave may be granted for:
 - a) attending conferences, congresses, symposia and seminars recognized by the University in India and abroad on behalf of the University;
 - b) delivering lectures in Institutions and Universities in India and abroad at the invitation of such Institutions or Universities received by the University and accepted by the Vice Chancellor;
 - c) working in another Indian or foreign University and other agency institution or organization when so deputed by the University or for performing any other duty for the University;
 - d) working on a delegation or committee appointed by the Government of India, State Government, the University Grants Commission or any other agency recognized by the University; and



- e) attending such short term courses as the Board of Management may approve as useful for the University.
- ii) Duty leave may be granted for such a period and subject to such terms and conditions as may be determined by the Vice Chancellor if the period in each case does not exceed 10 days and by the Board of Management beyond 10 days.
- iii) Duty leave may be combined with earned above, half pay or extraordinary leave with approval of the Board of Management.

(23) Study Leave (without pay):

A member of the staff who has completed two year active service in the University may be allowed to apply to another University or a Government or a similar body, in India or abroad, through the Vice Chancellor for higher studies or for research, with or without a scholarship, fellowship or financial aid. If the same is granted he/she may be allowed Study Leave (without pay) upto 03 years but if the duration of the course is more than 03 years, study leave may be allowed to a maximum of five years. Study leave under this clause can be combined with any other leave provided the total period does not exceed five years.

A person allowed study leave (without pay) will be entitled to rejoin duty, to the normal increments for the period of such leave on production of a satisfactory progress report. No increment will, however, be admissible for any period of Study Leave (without pay) in excess of five years during the whole tenure of service of any employee. Before availing himself/herself of such leave the member of the staff shall be required to furnish a bond with two sureties the serve the University for at least two years on expiry of the leave under the clause failing which he/she will be required to pay 06 months salary and other expenses incurred by the University to the University. This will, however, not be applicable to those, who join back and thereafter apply for any assignment under the rules and allowed to join higher and sanctioned leave of any kind.

(24) Sabbatical Leave:

- a) Professors in the University not being eligible for study leave shall be eligible for grant of sabbatical leave for a period of one year at the end of every six years of continuous service in the Professor's Grade on the University for undertaking study, research and writing purposes within the country or abroad.

OR

- i) Professors of the University who have completed three years of service may be granted sabbatical leave to undertake study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the University. This leave shall not granted to a Professor who has less than three years of service in the University before the age of superannuation.
 - ii) The duration of sabbatical leave shall not exceed one or two semesters. Accordingly, if the Professor has actually worked in the University for not less than six or twelve semesters respectively since his/her return from the earlier spell of sabbatical leave, he/she shall not be granted sabbatical leave until the expiry of six semesters from the date of his/her return from previous sabbatical leave or any other kind of training Programme.
- b) In reckoning the service in the Professor's grade for this purpose six years service rendered without any break will be taken into account, i.e. it should not be intervened by any absence for a period exceeding three months of the University session (excluding vacation). For any absence for a period exceeding three months service, an additional period of equal duration will have to be rendered for the completion of six years service for the purpose of sabbatical leave.
 - c) Sabbatical leave shall be granted for a period of twelve months including vacations. Vacations will not be allowed to be prefixed or suffixed with sabbatical leave.



- d) Sabbatical leave may be availed of only twice of one year each only, during the entire period of service of a Professor in the University. Provided he/she has rendered approved service of not less than six years before each spell of sabbatical leave.

Note:

- 1) The Program to be followed during sabbatical leave shall be submitted for approval (by the University) alongwith the application for grant of leave.
 - 2) On return from leave the teacher shall report to the University the nature of study, research or writing work undertaken during the period of leave.
- e) A Professor shall, during the period of sabbatical leave, be paid full pay / half pay / without pay and allowance (subject to the prescribed conditions being fulfilled) at the rates to be decided by BOM. The University shall not, however, fill up his/her post.
- f) A Professor on sabbatical leave shall not take up during the period of that leave, any regular appointment under another organization in India or abroad.

(25) Compensatory Leave:

Compensatory Leave will be granted only for working hours over 4.5 hours on Sunday and Holidays (as per holiday list). The Compensatory Leave shall not be applicable in the case of Managers and above for non teaching staff and Assistant Professor and above for teaching staff. However, in the event of the deployment of faculty and staff on special duties like Admission/Entrance Tests and other important institutional events and functions falling on Sundays and Holidays, they shall be granted Compensatory Leave with the approval of the competent authority

(26) General:

- 1) A leave account shall be maintained by the Head of the Institution or the Officer or concerned in the case of every employee of the University.
- 2) An University employee who is dismissed or removed from the service, if reinstated is entitled to count former service for leave.
- 3) An employee, on leave, may not take up any service or accept any employment, without obtaining the previous sanction of the competent authority whether the proposed service or employment lies in India or outside.
- 4) Every University employee, proceeding on leave, must record on his/her application for leave, the address at which the letters will find him/her during leave. Subsequent changes in address during leave, if any should likewise be intimated to the competent authority.

(27) Physical Fitness for Efficient Discharge of Duties:

The appointing authority shall have power to require a University employee to appear before a Medical Board to test his/her physical fitness for the efficient discharge of the duties of his/her post, whenever it has reason to believe that University employee is not physically fit to carry out his/her duties satisfactorily. The University employee concerned shall, however, have a right of appeal to an appellate Medical Board, against the decision of the first Medical Board.

IN ADDITION TO THE ABOVE LEAVE RULES THE BOARD OF MANAGEMENT MAY, IN EXCEPTIONAL CASES, GRANT FOR THE REASONS TO BE RECORDED, OTHER KINDS OF LEAVE, SUBJECT TO SUCH TERMS AND CONDITIONS AS IT MAY DEEM FIT TO IMPOSE.



III. Facilities for the staff for the overall wellbeing and better working conditions:

Sr. No	Facility
1.	Hospital and Other Health Organizations Tie-ups
2.	Sanitary Pad Dispensers
3.	Bank Facilities: Tie-up with Punjab National Bank (PNB)
4.	Facilitate Holistic Development of Staff: Tie-Up with UNESCO

A. Hospital and Other Health Organization Tie-ups – Ensuring Faculty Health and Well-being:

Manav Rachna University has established collaborations and tie-ups with reputed hospitals and healthcare organizations to provide comprehensive medical support and promote the overall well-being of its faculty and staff. These partnerships ensure timely access to quality healthcare services, including medical consultations, diagnostic tests, emergency care, and preventive health checkups. Faculty members benefit from cashless treatment facilities, discounted medical services, and wellness programs offered through these associations, ensuring that health concerns are addressed promptly and efficiently.

Regular health camps, vaccination drives, and awareness sessions organized in collaboration with partner hospitals further strengthen preventive care and promote healthy lifestyle practices. Such initiatives not only safeguard the physical health of employees but also reduce stress and anxiety related to medical uncertainties. The assurance of reliable healthcare access creates a sense of security, allowing faculty and staff to focus on their professional and personal growth. By integrating healthcare support within its institutional framework, Manav Rachna University reinforces its commitment to holistic well-being, ensuring that every member of its academic community thrives in a safe, healthy, and nurturing environment.

Sr. No.	Hospital and Other Health Organizations Tie-ups
1.	Tie up with Sarvodaya Hospital
2.	Tie up with Amrita Hospital
3.	MoU with Asian Hospital
4.	MoU with Dr. Suraj Prakash Arogya Kendra
5.	MoU with Heartfulness Education Trust

1. Tie up with Sarvodaya Hospital:



SARVODAYA HOSPITAL

Sector-8, Faridabad | Helpline: 1800 313 1414

AGREEMENT BETWEEN SARVODAYA HOSPITAL & RESEARCH CENTRE AND MANAV RACHNA UNIVERSITY, FARIDABAD

This Agreement ("Agreement") is entered into on **February 5th 2025** by and between:

Sarvodaya Hospital and Research Centre (SHRC), a unit of Anshu Hospitals Limited, a company incorporated under the Companies Act, 1956, having its place of business at YMCA Road, Sector-8, near ESIC Hospital, Faridabad, Haryana-121006 doing business under the name and style of "Sarvodaya Hospital", represented by **Ms. Sampada Atri, Director - Brand Communications** hereinafter referred to as "The Hospital", which expression shall, unless repugnant to the context or meaning thereof, include its successors and assigns.

AND

Manav Rachna University (MRU), represented by **Mr Ramesh Nair, Registrar** MRU, hereinafter referred to as "The University" which expression shall, unless repugnant to the context or meaning thereof, include its successors and assigns.

WHEREAS, Sarvodaya Hospital and Research Centre possesses the necessary medical expertise, facilities, and infrastructure to provide healthcare services, including but not limited to medical check-ups and consultations, to students and staff of Manav Rachna University.

WHEREAS, The University seeks to ensure their students and staff's health and well-being by offering access to quality healthcare services.

NOW, THEREFORE, in consideration of the premises and mutual covenants contained herein, the Parties agree as follows:



1. **SERVICES PROVIDED BY THE HOSPITAL:** Sarvodaya Hospital agrees to provide the following healthcare services to the students and staff of The University.

<p>In-Hospital Benefits for Students & their Families</p>	<ul style="list-style-type: none"> ● 20% discount on OPD Consultations ● 20% discount on OPD Investigations (excluding outsourced investigations) <p>The Hospital will provide Privilege Cards to students for which The University shall provide the details of students and their families.</p>
<p>In-Hospital Benefits for Staff & their Family</p>	<ul style="list-style-type: none"> ● 20% Discount on OPD Consultations ● 20% Discount on Lab Investigations (excluding outsourced tests) ● 20% Discount on Radiology investigations at The Hospital ● 10% Discount on Preventive Health Check-ups at The Hospital <p>The Hospital will provide Privilege Cards to staff for which The University must provide the details of staff and their families</p>
<p>Engagement Activities</p>	<p>The hospital shall organize Super speciality OPDs; Health Talks and Interactive Programs on seasonal/ age-relevant topics for students and teachers on topics related to: Headache, Posture Correction, Mental Health, Stress Management, Hormonal Changes, Anger Management, Anti-tobacco, Junk Food, Eye Care, Heart Care, Epilepsy, Diabetes, Cancer Prevention, Joints Care and more.</p>
<p>Health Support during Major Events</p>	<p>The Hospital shall provide Primary Health Support with Ambulance Service and First aid Facility by a team of doctors, nurses and paramedic staff during major university events.</p> <p>(subject to availability)</p>

Medical Assistance during University Hours

- **Experienced MBBS Doctor:** Free consultation by MBBS Doctor; every Wednesday & Friday from 2 PM to 4 PM
- **Sample Collection:** A free Sample collection facility will be available at the Medical Centre.
- **Full-Time Nurse:** A full-time trained staff nurse from the Hospital shall be available at the university premises during working hours. A replacement for the same shall be provided in their absence (on prior notice).

Scope of Work shall cover the following:

- Complete management of the Medical Centre at The University that would include maintaining:
 - Medical records pertaining to students & teachers,
 - Medicine indent & usage records,
 - Hospitalization records of students & teachers,
 - Accident records of the students & teachers,
- Execution of all work & duties of a qualified nurse, as per the Indian Nursing Council Act (Act No. 48 of 1947).
- Maintenance & calibration of all equipments available at the Medical Centre.
- Ensure hygienic standards and cleanliness at the Centre.



2. ROLES AND RESPONSIBILITIES OF THE UNIVERSITY

- 2.1. The University shall facilitate access to the Hospital's services for its students and staff.
- 2.2. The University shall ensure adequate infrastructure provision and its upkeep for continual delivery of medical services including hospital beds, furniture etc.
- 2.3. All medicines and consumables shall be provided by The University
- 2.4. The University shall provide dedicated housekeeping staff for medical rooms.
- 2.5. The Hospital and University shall establish a dedicated contact point for appointments and inquiries.
- 2.6. The University shall provide access to all students and staff-related contact data for the creation and seamless implementation of the Sarvodaya Privilege Program.
- 2.7. The University shall provide at least a week's notice before any event requiring medical support by the Hospital.
- 2.8. The University shall make arrangements for the doctor's/nurse's transport to and from the University.
- 2.9. The University shall provide adequate space for the display of medical emergency details at the main gate and relevant locations across campus.
- 3.0 The University and Hospitals shall co-host Super Specialty Camps at the campus premises for the benefit of the students and staff.
- 3.1 The discount will be given on the production of an ID card / Authorization Letter from the University, duly signed by the competent authority.
- 3.2 No discounts on TPA / insurance routed cases, shall be provided.

The Hospital Contact Details	
Name	Mr Naveen Sharma



Mobile Number	+919050200183
The University Contact Details	
Name	Dr Shobha Shrivastava
Mobile Number	+91 88004 95710

3. TERM AND TERMINATION: This MOU shall be effective from **February 5th 2025** and shall continue for a period of **three years** unless either party may terminate the collaboration with a written notice of 30 days in advance. In case of termination, the Parties shall fulfill all outstanding obligations and settle all financial matters.

4. CONFIDENTIALITY: Both parties agree to maintain the confidentiality of patient information, medical records, and any sensitive business information shared during the collaboration.

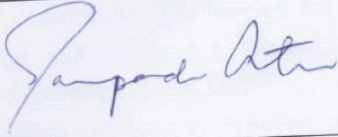

5. DISPUTE RESOLUTION: In the event of any disputes or disagreements arising from this collaboration, both parties shall make reasonable efforts to resolve them amicably through negotiation. If the parties are unable to reach an amicable resolution, the matter shall be referred to arbitration in accordance with the rules of the Indian Arbitration and Conciliation Act, 1996. Both parties shall mutually appoint a third independent party as an Arbitrator at Faridabad , Haryana.

6. AMENDMENT AND MODIFICATION: Any amendments or modifications to this MOU shall be made in writing and signed by the authorized representatives of both parties.

7. GOVERNING LAW: This Agreement shall be governed by and construed in accordance with the laws of India.



IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the date first above written.

SARVODAYA HOSPITAL AND RESEARCH CENTRE	MANAV RACHNA UNIVERSITY
Signature: 	Signature: 
Name: Ms. Sampada Atri	Name: Mr. Ramesh Nair
Title: Director - Brand Communications	Title: Registrar MRU
Date:	Date: <i>March 12' 2025</i>



2. Tie up with Amrita Hospital:



Embrace Good Health

S No 36

MEMORANDUM OF UNDERSTANDING

This memorandum of understanding "MOU" is made on this 8th day of February 2023 ("Execution date") and effective from 15th February 2023 ("Effective Date") at Faridabad, Haryana.

BETWEEN

AMRITA INSTITUTE OF MEDICAL SCIENCES & RESEARCH CENTRE, popularly known as "**AMRITA HOSPITAL**" having its administrative office at Mata Amritanandamayi Marg, Amrita hospital Chowk, Sector 88, Faridabad, Haryana - 121002, (hereinafter referred to as "**First Party**") which expression shall unless repugnant to the context or meaning thereof include its successors and assigns), **PARTY OF THE FIRST PART**;

AND

MANAV RACHNA EDUCATIONAL INSTITUTIONS (MRIIRS & MRU), **MANAV RACHNA INTERNATIONAL INSTITUTE OF RESEARCH AND STUDIES (MRIIRS, Formerly MRIU)**, Deemed-to-be-University under section 3 of the UGC Act, 1956, and a NAAC accredited 'A++' Grade Institution, is a continuum of excellence AND **Manav Rachna University (MRU)**, a State Private University (established by Haryana State Legislature Act No 26 of 2014 & under section 2(f) of UGC Act 1956) and has evolved from **Manav Rachna College of Engineering (MRCE)**, established in 2004), a NAAC Accredited 'A' Grade Institution with their registered address at Sector 43, Aravalli Hills, Suraj kund Badkal Road, Faridabad -121001, Haryana (INDIA) hereinafter referred to as "**Second Party**" (which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns), of the **SECOND PARTY**,

First Party and Second Party herein wherever the context may so require, be collectively introduced to as "**Parties**" and individually as "**Party**".

WHEREAS:

1. The First Party is a renowned medical institution providing healthcare services and is running and operating a multi-specialty hospital namely "Amrita Hospital" situated at Mata Amritanandamayi Marg, Sector 88, Faridabad 121002.
2. The First Party is also running Internship programs for students who aspire to make a career in healthcare.
3. Second Party; the MRIIRS & MRU are recognized by the University Grants Commission, Government of India.
4. That the Second Party has approached the First Party to establish a formal working relationship in relation to provision of providing various managerial, operational and healthcare opportunity to UG and PG Program in order to establish a campus internship program ("Program") for the students of the Second Party.

AMRITA INSTITUTE OF MEDICAL SCIENCES & RESEARCH CENTRE

Mata Amritanandamayi Marg, Sector 88, Faridabad, Haryana 121002

Phone : +91 129 2851234 | Email: fbd@amritahospitals.org www.amritahospitals.org/fbd

5. To pursue this intention, the Parties desire to enter into this MOU in order to apply their capabilities for the benefit of the Parties.

**NOW THEREFORE, IN CONSIDERATION OF THE COVENANTS HEREIN CONTAINED, IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:
TERMS & CONDITIONS:**

1. SCOPE OF SERVICES

- 1.1. Parties propose to establish a formal working relationship in relation to provision of providing various managerial, operational and healthcare opportunity to UG and PG Program in order to establish a campus internship program ("Program") for the students of the Universities (hereinafter "Purpose").
- 1.2. Each Party shall appoint single point of contact for performing the service and managing the relationship with each other (hereinafter "Project Manager").
- 1.3. The duration of the Internship will range from 2 months to 6 months and might increase based on the curriculum and requirement of the parties.
- 1.4. Upon completing internship, interns may receive an extension with Pre-Placement Offer (PPO) contingent upon their performance and Amrita Hospital's staffing needs.
- 1.5. Parties hereby agree that there will not be an exchange of funds between the Parties for tasks/services associated with this MOU. Second Party undertake to not impose any additional fees, any charges on the students related to offering of additional curriculum and training.
- 1.6. Candidates who are unable to clear internship Program will not get completion certificate.

2. ROLES AND RESPONSIBILITIES OF THE PARTIES

2.1. First Party/Amrita Hospital shall:

- (i) Periodically update the skills required for internships in accordance with their specific criteria.
- (ii) Assess and select the candidates eligible for attending the Program based on the academic curriculum and duration specified
- (iii) Issue an internship letter to selected candidates for internship Program after successful internship period. In case any candidate leaves the internship in between, he/she will not be given internship letter.
- (iv) Based on different departments and facility utilization an internship fee will be charged after mutual discussion. An amount of Rs. 1,000/- will charged for ID card / uniform if and where required.
- (v) Share the names of the selected interns with the Second Party.
- (vi) First Party shall share the LOI and Pre-placement offer document with selected candidate. Terms mentioned in these documents has to be adhered by candidate till successful completion of internship.

- (vii) Period of internship will be decided by First Party post mapping it up with the Second Party.
- (viii) Access students during internship and decide for Pre-placement offer based on their performance and the then need of the staff.
- (ix) First Party shall not be liable to pay or reimburse any college or tuition fees paid by the candidates to the Second Party and/or collected by Second Party from the candidates for the Program.
- (x) Selection of candidate and On-boarding of the Employee shall be at sole discretion of First Party and First Party shall not be under any obligation for any reason whatsoever to select or on board the candidates.

2.2. Second Party/ MRIIRS & MRU shall: -


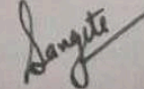
- (i) Train the candidates as per the Second Party's policy.
- (ii) Second Party shall allow students to sit in other campus placements to whom First Party have issued the Internship Offer Letter only.
- (iii) Not discuss, communicate or promise to the candidates any information relating to selection, stipend or on boarding on behalf of First Party unless specified by First Party in writing.
- (iv) Students of relevant course of First Party may be attached for periods up to three months for hands-on training with the Biomechanics Laboratory at Second Party. Faculty from the Department of Sports and biomechanics lab may be invited to take lectures for students of relevant courses at First Party.

3. MUTUAL REPRESENTATIONS AND WARRANTIES

3.1. Each Party represents, warrants and undertakes to the other Party as follows:

- (i) The Party has the capacity and authority to enter into this MOU;
- (ii) The persons entering into this MOU on behalf of the Party have been duly authorized to do so;
- (iii) this MOU and the obligations created hereunder are binding upon the Party and enforceable against the Party in accordance with their terms (subject to applicable principles of equity) and do not and will not violate the terms & conditions of any other agreement, or any judgment or court order, by which the Party is bound;
- (iv) There is no proceeding pending or threatened which to the Party's knowledge, challenges or may have a material adverse impact on this MOU or the ability of the Party to perform its obligations pursuant to this MOU; and
- (v) It has not withheld any information which is required for effective performance of the contractual obligations under this MOU and that information's provided to the other Party are complete, true and accurate to the best of its knowledge and belief.

3.2. Each Party acknowledges that the other Party has entered into this MOU in reliance on the representations, warranties and undertakings set out hereunder.

4. TERMINATION

4.1 Either party may terminate this MOU by giving Thirty (30) days prior written notice to the other.

4.2 Notwithstanding anything contained in Article 4.1 above, this MOU may be terminated:

- (i) by either Party forthwith upon written notice to the other Party in the event of a material breach of the provisions, including without limitation the representations and warranties under this MOU ("**Breaching Party**"), which breach has not been remedied by the Breaching Party within 21 days of receipt of written notice requiring remedy of the such breach;
- (ii) by either Party forthwith upon written notice to the other Party, if any proceedings under any law relating to insolvency are commenced against the other Party or if any Party makes an application under any such law for being adjudged/declared an insolvent;
- (iii) By either Party upon one-month prior written notice to the other Party without assigning any reason.

4.3 The right of either Party to terminate this MOU will be in addition to any other remedies it may have. All remedies to either Party under this MOU are cumulative and not alternative and may be enforced successively or concurrently.

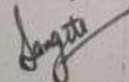
4.4 Expiry/termination of this MOU will be without prejudice to any rights that either Party may have accrued against the other prior to termination.

5. RELATIONSHIP OF PARTIES

- I. Each Party, in the performance of this MOU, shall be and act as an independent contractor. No provision of this MOU shall be deemed to constitute a partnership or joint venture between the Parties.
- ii. No provision of this MOU shall constitute either Party as the legal representative or agent of the other, nor shall either Party has the right or authority to assume, create or incur any liability or any obligation of any kind, express or implied, against or in the name of or on behalf of the other Party except as provided expressly under this MOU.

6. CONFIDENTIALITY

- i. Each Party shall keep Confidential all Information, disclosed orally or in writing or in any electronic form, transmitted to it or made available to it by the other Party during the course of this MOU and shall not disclose, divulge, misuse, exploit or pass such Confidential Information on, wholly or partly, to third parties without express written consent of the other Party.
- ii. The Parties shall not disclose the terms of the MOU or make any announcement in respect of the subject matter of the MOU without prior written consent of the other Party unless the disclosure is required by law or other regulatory authorities. In the event disclosure is required by law, rules or regulations, such disclosure shall be made
 - (a) after the disclosing Party has taken reasonable steps to consult with the other Party



as to the terms of the disclosure; (b) only to the extent necessary by such law, rule or regulation; and (c) only to the person or persons and in the manner required by law, rule or regulations or otherwise as agreed by the Parties.

iii. During the validity period (Term) as may be agreed between the Parties in the MOU the receiving party shall maintain the disclosing party's Confidential Information in confidential and shall not copy, use, store, exploit or apply the disclosing party's Confidential Information (whether directly or indirectly) except for the authorized purpose of this MOU or disclose the disclosing party's Confidential Information to any other person or company without the prior written consent of the disclosing Party.

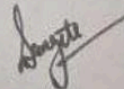

iv. All intellectual property in the disclosing party's Confidential Information will be and remain the exclusive properties of the disclosing party and no rights or licenses in respect of any Intellectual Property whether in relation to the disclosing party's Confidential Information or otherwise are granted hereunder by the disclosing Party to the receiving party.

7. INDEMNIFY:

- i. Both Parties shall keep each other and their, shareholders, directors and officers, employees, or their assignees or any such person indemnified and harmless from and against any losses, damages, liabilities, expenses (including reasonable attorneys' fees), costs, and charges of any kind whatsoever, resulting from any third party claims, suits, demands, actions, proceedings, judgments, assessments, against each other occasioned by, arising out of or resulting from, without limitation,
 - a. any breach of the terms of this MOU by either Party including representations and warranties or
 - b. claims by third parties, including on account of injury, damage or illness directly arising from the provision of this MOU or
 - c. any claims against either Party arising from any negligent act or omission of either party or either Party's employees, agents or contractors or
 - d. for any loss or damage caused by an act / omission of either Party's employees.
- ii. Both parties shall also be entitled to claim damages for loss of reputation on account of the conduct/ behaviour or any action of the employee of either Party.
- iii. This indemnity shall survive the expiry and termination of this MOU.

8. NON-EXCLUSIVITY:

- i. Notwithstanding anything to the contrary elsewhere in the MOU, the Parties hereby agree and acknowledge that this is a non-exclusive arrangement, and that this arrangement does not in any way restricts any Party from entering into similar arrangements with third parties.



9. DISPUTE RESOLUTION AND GOVERNING LAW

- i. This MOU shall be governed by and construed and enforced in accordance with the laws of India.
- ii. Any dispute arising out of this MoU shall be settled amicable by the parties.
- iii. In case of non-settlement, the Parties shall be referred to arbitration by sole arbitrator to be appointed by the mutual consent of the Parties. If the parties are not able to agree on sole arbitrator within seven (7) days after the filing of the request for arbitration, then either Party may take steps for appointment of arbitrator under the Arbitration and Conciliation Act, 1996. The Arbitrator's award shall be final and binding on the Parties to the MOU.
- iv. The arbitration agreement and the proceeding there under shall be in accordance with the Indian Arbitration and Conciliation Act, 1996 as amended from time to time.
- v. The venue of arbitration shall be Faridabad.

10. JURISDICTION

Subject to provisions of Clause 9 above, the Parties irrevocably agree that the Courts in Delhi shall have exclusive jurisdiction on any matter arising out of this MOU.

11. ENTIRE MOU:

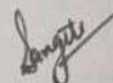
This MoU contains the entire MoU and understanding among the Parties hereto, with respect to the subject matter hereof. It supersedes all prior MoU's, understandings, inducements, and conditions (express, implied, verbal, written, or of any nature whatsoever with respect to the subject matter hereof). The express terms hereof control and supersede any course of performance and/or usage of the trade inconsistent with any of the terms hereof.

12. SEVERABILITY:

In an event when any provision of this MoU is found to be void and unenforceable by a Court of competent jurisdiction, the remaining provisions will still be enforced.

13. ASSIGNMENT

Neither Party may assign this MOU or any part thereof and/or any of its rights and/or obligations hereunder, to any third party, other than to its affiliates or successors due to corporate restructuring without the express written consent (not to be unreasonably withheld or delayed) of the other Party and any such assignment in contravention of this provision shall be void. This MOU shall be binding upon the successors and permitted assigns of both the Parties.



14. ENTIRE AGREEMENT

- a) This MOU constitute the entire Agreement between the Parties, and supersede any previous or contemporaneous communications, representations, MOUs or undertakings between the Parties, whether oral or written, regarding the subject matter of this MOU.
- b) This MOU may not be modified in any manner except by an instrument in writing signed by a duly authorized officer or representative of each of the Parties hereto. This paragraph may not be waived, expressly or implicitly.

15. GENERAL

15.1. BINDING ON SUCCESSOR

This MOU shall be binding on any successor in title, in the event of any acquisition, merger, divestiture of either Party. Accordingly, all rights and obligations of each Party in the event of acquisition, merger or divestiture shall mutatis mutandis pass on the successor in title or assignee.

15.2. WAIVER

Either Party's failure to exercise any of its rights under this MOU will not constitute or be deemed to constitute a waiver or forfeiture of such rights.

15.3. SURVIVAL

All the sections of this MOU which by their nature are intended to survive the termination, shall survive any termination of this MOU.

15.4. NOTICES

All notices related to this MOU shall be in writing and delivered by reliable overnight delivery service, to the registered address of each Party.

15.5. COMPLIANCE WITH LAWS:

The parties shall comply with all applicable laws and regulations. Notwithstanding the generality of the foregoing the parties shall comply with laws relating to anti-bribery and anti-corruption.

15.6. NO THIRD-PARTY BENEFICIARIES

This MOU shall not confer any rights or remedies upon any third-party other than the parties to this MOU and their respective successors and permitted assigns.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be duly executed on the date set forth above.

For and on Behalf of Amrita Hospitals



Signed by: Chief People Officer

Name:

For and on Behalf of Manav Rachna
Educational Institutions

Signed by: Registrar, MRIRS

Name:

3. MoU with Asian Hospital:

Memorandum of Understanding (MoU)

Between



MANAV RACHNA UNIVERSITY

FORMERLY MANAV RACHNA COLLEGE OF ENGINEERING
NAAC ACCREDITED 'A' GRADE INSTITUTION

Declared as State Private University under section 21 of the UGC act 1956

MANAV RACHNA UNIVERSITY

And



asian
Institute of Medical Sciences

Asian Institute of Medical Sciences, Faridabad

(Handwritten mark)

Dr. Ramesh Chandra,
MBBS, MD (Micro), PGDHHM,
Chairman - Safety, Quality,
Laboratory & Blood Bank Services
Asian Institute of Medical Sciences
Badkal Flyover Road, Sector - 21A,
Faridabad - 121001
HMC : 005899

(Handwritten signature)
Registrar

Manav Rachna University

43, Sector - 21A, Faridabad, Haryana

MEMORANDUM OF UNDERSTANDING
BETWEEN
MANAV RACHNA UNIVERSITY
AND
Asian Institute of Medical Sciences, Faridabad

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is made by and between the Manav Rachna University, Aravalli Hills, Manav Rachna Campus Road, Faridabad, Haryana (hereinafter MRU) and Asian Institute of Medical Sciences, Faridabad (Address). Both MRU and Asian Institute of Medical Sciences, Faridabad shall also be collectively referred to as the "Parties" or the "Institutions."

RECITALS

WHEREAS, MRU and Asian Institute of Medical Sciences, Faridabad both have health science-related programs and affiliated health care systems that are involved in Clinical & preventative healthcare and the healthcare management education of students; and

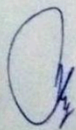
WHEREAS, MRU and Asian Institute of Medical Sciences, Faridabad desire to establish certain exchange programs beneficial to the respective educational and clinical Institutions and to promote the development of joint studies, and training activities, and other educational exchanges of mutual interest.

NOW THEREFORE, in contemplation of the mutually beneficial relationships to be established, and in consideration of the mutual promises and covenants contained herein, the sufficiency of which is hereby agreed to and accepted, the Parties agree as follows:

TERMS

1. Purpose of the MOU: Definition

- 1.1 The primary objective of this MOU is to create a means for cooperative efforts between MRU and Asian Institute of Medical Sciences, Faridabad to affect the academic and clinical interchange of faculty, and students, and clinical, academic and research information between the two Institutions.
- 1.2 The Parties agree that this MOU will provide the foundation and framework for later particular projects, developed by clinical, academic and administrative units from the two Institutions.
- 1.3 "Home Institution" refers to the Institution sending its student(s), to the other Institution for the purposes of study, learning, student clinical electives, teaching and/or research.
- 1.4 "Receiving Institution" refers to the Institution hosting the visiting student(s), faculty member(s) from the other Institution for the purposes of study, learning, student clinical electives, teaching, and/or research.



Dr. Ramesh Chandna,
MBBS, MD (Micro), PGDHHM
Chairman - Safety, Quality,
Laboratory & Blood Bank Services
Asian Institute of Medical Sciences
Badkal Flyover Road, Sector -21A,
Faridabad - 121001
Haryana - 121001


Registrar
Manav Rachna University
43, Aravali Hills, Suraj Kund Road,
Faridabad-121001

2. Validation Period of this MOU.

This Memorandum of Understanding shall remain in place until:

- 2.1 Superseded by such a separate formal written agreement(s);
- 2.2 Terminated by either Party upon written notice of not less than ninety (90) days; or
- 2.3 At the latest, three (3) years from the execution of same, unless the Parties mutually agree in writing to extend same.

3. Coordination Committee

3.1. To facilitate this MOU, a MRU- Asian Institute of Medical Sciences, Faridabad Collaboration Coordination Committee will be formed. The Committee will be composed of members from both Institutions with one Chair and one Liaison from each Institution. It will be the Committee's responsibility to carry out collaboration-related duties and to report to the Deans of MRU and Regional Director & Medical Superintendent of Asian Institute of Medical Sciences, Faridabad.

Members from MRU:

- Chair
- Liaison

Members from Asian Institute of Medical Sciences, Faridabad

- Chair
- Liaison

4. Areas of Collaboration

The Dean/ Chief Executives/ Medical Director of both Institutions, the areas of potential collaboration between the Parties in the fields of education, teaching, research and innovation shall include, but not be limited to:

4.1 Medical Management Education

4.1.1 The Home Institutions may ask the Receiving Institution to send delegations staff and/or faculty members to visit the other Institution to learn about the other's educational system and curriculum design and periodically guide them to for the updation of Healthcare Management Program. The Receiving Institution is expected to provide assistance in arrangements. A detailed schedule and plan of the visit must be worked out with the Coordination Committee prior to the visit.

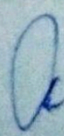
4.2 Student Training Process


4.2.1 Students of the program will be placed on Internship rotation in different departments like Human Resource, IT, Finance, Pharmacy Management, Non-Pharmacy, Bio-Medical, Quality Control, Front Office, Operations, Fire & Safety etc. in order to give a practical exposure and real life learning of Hospital Environment.

4.2.2. Students will undergo Summer Internship as follows:

- 2nd Semester Students – 6 weeks (May – June)
- 4th Semester Students – 4 months (March end –July)
- 6th Semester Students:- 4 Months – Last week March onwards (Job/Internship opportunities)

Time to time the students will be provided the access to know seminars and webinars conducted by the Receiving Institution.


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Phone: 0281999


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Faridabad-121001

4.2.3 Students must meet all applicable regulatory and admission standards of the Receiving Institution.

4.2.3 The Home Institution is responsible for collecting and reviewing student requests and applications for study and formally recommending qualified students to the Receiving Institution for the study desired. Members of the "COORDINATION COMMITTEE" from each respective Institution will oversee the experience for each student.

4.2.4 The Receiving Institution will make the final determination as to the acceptance of the student in each case, according to its policies and standards, and will notify the Home Institution in writing of the acceptance or rejection. The Home Institution will notify the student of the decision.

4.2.5 Each student accepted by the Receiving Institution will be expected to participate in the Receiving Institution at the same level of competency as any other student participating in the Program.

4.2.6 The Receiving Institution will have the right to remove any student from the Program due any indiscipline or misbehavior. In this instance, the Receiving Institution will provide written notification to the Home Institution. The Home Institution will comply with the request for removal immediately.

4.2.7 General orientation to a Program will be provided by the Receiving Institution, and orientation to a particular student elective rotation at a clinical site will be the responsibility of the clinical site.

4.2.8 For a student of one Institution wishing to participate in a student elective departmental rotation or to undertake a short-term non-degree Internship/training/dissertation under a specific faculty member(s) at the other Institution, the following must be completed:

4.2.10 Travel, living expenses, and other associated costs related to the student's attendance at the Receiving Institution will be the responsibility of the student. Tuition or fees will not be charged by the Receiving Institution.

4.3 Research/ Training/Internship Collaborations

4.3.1 Both Institutions will encourage students to undertake research projects during their internship trainings in hospital/health management in areas of mutual interest.

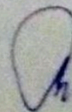
4.3.2 In such joint projects between the two Institutions, care will be taken to assure that there will be parity in the numbers and institutional ranks of the personnel involved. Any resulting publications shall include an acknowledgement of the contributions of each Institution in accordance with customary scientific practices.

4.4 Exchange and Visit of Hospital Staff Members & Faculty Members

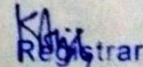
4.4.1 The process for establishing an exchange of Hospital Staff Members & Faculty Members will be as follows:

4.4.1.1. The staff members from the Receiving organisation will be conducting certain *industry specific subjects*, the approval of which will be taken from both Home and Receiving Institutions. The inviting Institution is expected to pay for all of the related costs and expenses of same.

4.4.1.2. The staff / faculty member of one Institution invited by the other Institution to *give lectures, present at conferences, perform services, or contribute in other ways to the benefit of the inviting Institution*; the inviting Institution is expected to pay for all of the related costs and expenses of same. The faculty members of the receiving institution



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may be asked to teach 1 or 2 subjects in a given semester at the remuneration rate of INR 5000/ hour for a maximum of 16 lectures per subject within the time frame of 1 semester.

5. Applicable Rules; Emergencies.

The Parties agree that the clinical and academic requirements of both Institutions will be respected and that all current policies, rules, regulations, and/or guidelines covering matters applicable to a Program will be shared with, and carefully followed by, the staff members of the hospital, faculty members and students participating in the Program. In the event of a student exposure to infectious or environmental hazards or other occupational injuries as a result of the clinical or research assignment, the student will seek immediate medical attention consistent with the site's occupational exposure procedures. Such emergency care will be provided at the usual and customary charges.

6. Relationship of the Parties.

This MOU shall **not** be construed to create a relationship of a joint venture, partnership, brokers, employees, servants or agents between the Parties. The Parties to this MOU are acting as independent contractors representing their own respective independent Institution. With respect to any employee compensation for services provided in connection with this MOU, each Institution will be responsible for paying their own employees (including faculty), and properly withholding their own employees' taxes and other costs and fees as may be required.

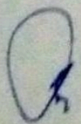
This Memorandum of Understanding is a **non-contractual, non-binding** statement of the Parties' desire to engage in the exchange programs and activities outlined herein. This Memorandum of Understanding is **not binding or enforceable** on either Party by the other, and creates **no legal responsibilities or obligations**. In no event shall either Party be liable to the other for any direct, indirect, consequential, special (including multiple or punitive), or incidental damages of any kind arising from, and/or related to this MOU.


7. Use of Institutions' Name: Advertising and Publicity.

Neither Institution will use the other Institution's name, or any name that is likely to suggest that it is related to the other Institution, in any advertising, promotion or sales literature without first obtaining the express written consent of the other Institution.

8. Confidentiality


The parties anticipate that within the context of this MOU it may be necessary or helpful to transfer information/data of otherwise sensitive or company-confidential nature pertaining to students progress and update during the training period. All such information exchanged between the Parties shall be considered Confidential Information and shall not be used by the Parties except in the furtherance of the aims of this MOU, and further, neither Party, without the other Party's express written consent, shall disclose to any third party any such Confidential Information.


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HMA - 005289


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Correspondence:

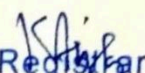
Dr. Kameshwar Singh would be the coordinator (MRU) for all academic purposes and Dr. Hilal Ahmed, Regional Director and Medical Superintendent would be the coordinator for all purposes on the behalf of Asian Hospital.


7.12.21

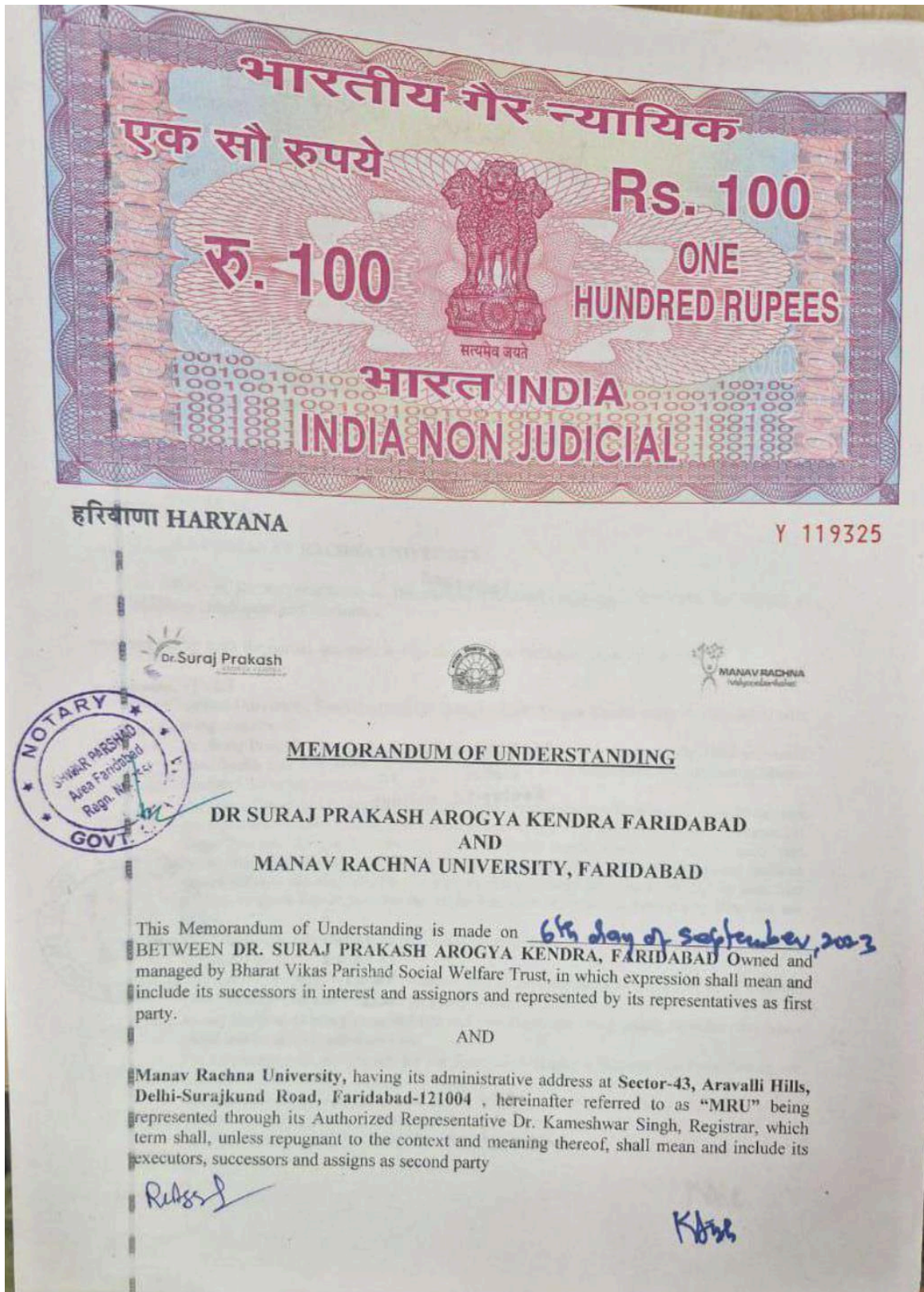
For Asian Institute of Medical Sciences, Faridabad

For MRU

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4. MoU with Dr. Suraj Prakash Arogya Kendra:



BACKGROUND

Bharat Vikas Parishad is a Service cum Sanskar oriented Socio-cultural voluntary Organisation. It was established in 1963 in Delhi by our Founder General Secretary, Dr. Suraj Prakash, to give a platform to Elite and well off citizens of the society to work for upliftment of underprivileged sections of society with प्रेरणावाक्य "नरसेवा- नारायणः सेवा" of Swami Vivekanand. Now Bharat Vikas Parishad is a National NGO with about 1500 branches & 70,000 families under its fold.

Bharat Vikas Parishad has established about 50 Medical Centers all over India to serve the ailing Humanity including Kota, Chandigarh, Gurugram, Hisar, Patna just to name a few.

On the similar lines, Bharat Vikas Parishad Faridabad branch has formed a trust with the name- "Bharat Vikas Parishad Social Welfare Trust", and has started Dr. Suraj Prakash Arogya Kendra in Sector-8, Faridabad. It has multispecialty OPD, 20 bedded Dialysis center & all Diagnostic modalities like Lab, X-ray, Ultrasound, CT-Scan, Digital Mammography, wholebody Dexa scan, Echo, TMT, Holter, PFT, ECG etc. (all operational)

It also have Eye Center where all surgeries are done. Dr. Suraj Prakash Arogya Kendra has also started ENT department with state of art and NABH compliant Operation theatre, Day Care Medical Oncology (chemo) Center .we provide all these services at very very affordable rates. We are also in the process of starting Eye Bank and Cornea Transplantation services.

AND WHEREAS,

DETAILS OF MANAV RACHNA UNIVERSITY

This MOU is for empanment of DR SURAJ PRAKASH AROGYA KENDRA for benefit of University employees and Students.

Hereinafter both the parties are ready to sign this MoU on the below given conditions:-

OBJECTIVES

Manav Rachna University, Faridabad and Dr. Suraj Prakash Arogya Kendra enter into this MoU with the following objectives:

- Dr. Suraj Prakash Arogya Kendra will provide all day care and diagnostic facilities and world class health care services at the most affordable cost to the employees and students of Manav Rachna University Faridabad.
- For casual labor and house hold help Dr. Suraj Prakash Arogya Kendra will provide cataract eye operations totally free of cost including cost of IOL. For the same group of patients Dr. Suraj Prakash Arogya Kendra will provide health cards which will entitle such card holder/dependent family members for further discount (10% to 50%) on all hospital facilities except out-sourced departments like dialysis and pathology lab. The eligibility for such card holders is gross family income should be less than or upto one lakh eighty thousand per annum.
- The Employees and Students of the University will show their ID card at the Reception of the hospital to avail the services.
- The services to Employees and Students will be on cash basis as per Rate list of hospital. {Revised Rate List will be shared on yearly basis}
- As our Hospital is being expanded fast and new Deptt. are being added, New Services when added will be shared with Rate List.
- The University will provide site for our Hospital to display a Signage board mentioning our services.
- Hospital will hold Medical camps jointly with University in University campus, in our Campus and villages for Awareness about important Diseases like Breast cancer and other important Diseases and Eye camps for cataract operations.



Rakesh

KVMS

FINANCIAL TERMS

There is no direct financial obligation on either institution unless specifically agreed to. The financial requirement of individual institutions for joint project proposals will be separately mentioned in joint projects while submitting to funding agencies. Before start of any activity, financial terms will be decided pertaining to that particular activity in advance.

DURATION

This MOU shall come into effect from the day of signature by both institutions initially for duration of three years and which can be further extended by both the parties on the mutual basis.

TERMINATION

Either institution may terminate this MoU provided with a written notice to this intent is given to the other at least three months prior to the termination.

INTELLECTUAL PROPERTY RIGHT (IPR)

Rights regarding publications, patents, royalty, ownership of software, design, product developed, etc. under the scope of this MoU, shall be decided by the two parties by mutual consent.

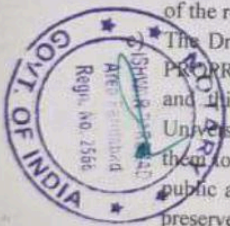
Intellectual Properties, which are in possession of Dr. Suraj Prakash Arogya Kendra prior to this MoU or to be acquired outside the collaborative project with Dr. Suraj Prakash Arogya Kendra, will remain the exclusive property of Dr. Suraj Prakash Arogya Kendra. Intellectual Properties which are in possession of Manav Rachna University Faridabad, prior to this MoU or to be acquired outside the collaborative project with Dr. Suraj Prakash Arogya Kendra will remain the exclusive property of Manav University, Faridabad.

CONFIDENTIALITY

- a) During the Term of MoU, either party may provide to the other confidential information that it considers essential for the conduct of any PROJECT at their sole discretion.
- b) PROPRIETARY INFORMATION for the purposes of this MoU shall include all data, samples discoveries, inventions, technical information, reports, known-how and other information related to and disclosed by either party to the other in any form of written material and it shall be the duty of the receiving party to maintain its confidentiality.

The Dr. Suraj Prakash Arogya Kendra and Manav Rachna University, Faridabad agree to hold PROPRIETARY INFORMATION in confidence and to protect it against disclosure to the public and third parties. Accordingly, both Dr. Suraj Prakash Arogya Kendra and Manav Rachna University, Faridabad shall employ protective measures fully commensurate with those used by them to protect their own trade secrets and other confidential information from disclosure to the public and to third parties, but in no event less than ordinary degree of care required by law to preserve the secrecy of information that under such law is deemed confidential. By way of example, such efforts will include the act of obtaining the execution of suitable confidentiality MoUs from other parties and from other persons to whom such information is disclosed in the course of execution of the PROJECT and to retrieve the connected documents on completion of the project where given for the same.

- d) The Dr. Suraj Prakash Arogya Kendra and Manav Rachna University, Faridabad agree to use PROPRIETARY INFORMATION only for the specific project during the term of such project.
- e) The Dr. Suraj Prakash Arogya Kendra and Manav Rachna University, Faridabad agree not to copy, reproduce or otherwise reduce to writing any Part of PROPRIETARY INFORMATION except and only as may be reasonably necessary for the PROJECT which is well known to the other party.



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- f) INFORMATION disclosed by either party to the other in the form of result of the study/ research originating from the projects under the MoU shall be treated as confidential and should not be shared with any third party, including any country, without the expressed permission of giving party.
- g) Both Dr. Suraj Prakash Arogya Kendra and Manav Rachna University, Faridabad will be free to publish research results out of projects under this MoU that does not contain proprietary information. In case it contains proprietary information decision to publish will be on a mutual consent basis so as to ensure protection of the related intellectual property.
- h) The non-disclosure clause will survive five years from the date of expiry of this MoU.

SEVERABILITY

If any provision of this agreement became invalid unenforceable, or prohibited by law such provisions shall be considered as inoperative and remainder will be operative and shall continue remain valid.

FORCE MAJEURE

The parties shall not be liable for any failure or delay in its performance under this MoU due to acts of God, acts of civil or military authority, fires, epidemics, floods, earthquakes, riots, sabotage or disruptions, of production facilities, system failure technical mishaps, hacking, internet disruptions, loss of data, communications failure, strikes, work stoppages, or other industrial disputes.

DISPUTE RESOLUTION/ JURISDICTIONS OF COURT

Both parties hereby undertake to use their best efforts to mutually resolve any dispute[s] that may arise as between them from the interpretation and enforcement of this MoU. And if any dispute is not resolved amicably, the District & Sessions Courts at Faridabad and Punjab and Haryana High Court at Chandigarh have the Jurisdiction to resolve the matter.

CO-ORDINATION COMMITTEE

The following will constitute the Coordination Committee to monitor and review the collaborative program (s) between the two institutions:

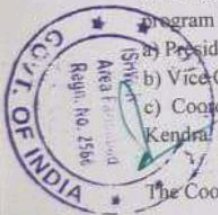
- a) President, Dr. Suraj Prakash Arogya Kendra or his nominee(s)
- b) Vice-Chancellor, Manav Rachna University or his nominee(s)
- c) Coordinators both from Manav Rachna University, Faridabad and Dr. Suraj Prakash Arogya Kendra (one each)

The Coordination Committee shall:

- a) Review the progress of the identified programs (at least twice a year)
- b) Consider the addition/deletion of areas of co-operation between the two entities during review.
- c) Consider the continuance of the MoU.

Any difference of opinion arising on any matters under the preview of the MoU will be referred to the President, Dr. Suraj Prakash Arogya Kendra and Vice Chancellor, Manav Rachna University, Faridabad for resolution through mutual consent.

Both the parties hereto set their hands and signed the MoU on the day, month and year mentioned above. It has been executed in two originals; one has been retained by Manav Rachna University, Faridabad and the other by Dr. Suraj Prakash Arogya Kendra .



Handwritten signature in blue ink.

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Both the parties hereto set their hands and signed the MoU on the day, month and year mentioned above. It has been executed in two originals; one has been retained by Manav Rachna International Institute of Research & Studies, Faridabad and the other by Dr. Suraj Prakash Arogya Kendra .

Dr. Suraj Prakash Arogya Kendra
6/9/23

Dr. Suraj Prakash Arogya Kendra,
Research & Sector-8, Faridabad

K. S. Singh

University
Manav Rachna International Institute of
Studies, Faridabad

(Dr. RAMESH AGGARWAL)
Medical Director



I know the deponent
executant who has Signed /
Thumb impression before me,

[Signature]
Attested as
Notary Public
Govt. of India

6 SEP 2023

5. MoU with Heartfulness Education Trust:

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as "**MOU**") has been agreed, made and executed on this [10th]th day of [March], [2023]

Between

HEARTFULNESS EDUCATION TRUST, a registered trust having its registered office at no. 40-15-9/12, Nandamuri Road, Venkateswarapuram Post Office, Vijayawada - 520 010, Andhra Pradesh, India (hereinafter referred to as "**HET**", which expression shall unless repugnant to the context and meaning thereof mean and include its successors, administrators, authorized representatives and permitted assigns);

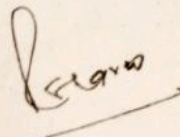
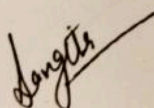
And

MANAV RACHNA UNIVERSITY, Sector - 43, Delhi Surajkund Road, Aravali hills, Faridabad - 121002 (Haryana) a state private university established under state private university Act, 2006 (herein after referred to as **MRU**) of the first part.

(**HET** and **MRU** shall hereinafter be collectively referred to as the "**Parties**" and individually referred to as "**Party**" in this MOU)

WHEREAS:

- i) **HET** is a public charitable trust registered under the Indian Trust Act, 1882 *inter alia* with an objective to impart Heartfulness approach to various wellness programmes including relaxation, meditation, values based educational programmes for schools, colleges, government organizations, corporates etc., made available to all who are willingly interested in individual development and wellbeing. **HET** is also engaged in conducting various Teachers' training programmes in collaboration with Certain State Governments/ Education Institutions.
- ii) **MRU** is a State University by statutory enactment to cater to the growing requirements of Higher Education of the region in general, and of Faridabad district, in particular. **MRU** desires to provide and inculcate in its students' values and inner development in order for them to perform better



B. Sanitary Pad Dispensers – Promoting Women’s Health and Well-being:

Manav Rachna University has installed sanitary pad dispensers across campus as part of its commitment to promoting women’s health, hygiene, and dignity. This facility ensures that female faculty, staff, and students have easy and discreet access to essential menstrual hygiene products, especially during emergencies. By addressing a vital aspect of women’s well-being, the initiative helps prevent discomfort, infections, and absenteeism caused by lack of accessibility. It also fosters a supportive and inclusive environment that prioritizes health and self-care. Through this thoughtful provision, the university underscores the importance of menstrual hygiene as a fundamental component of physical and emotional well-being, empowering women to participate fully and confidently in their academic and professional responsibilities.



C. Bank Facility – Tie-up with Punjab National Bank (PNB)

Manav Rachna University has established a dedicated banking facility in collaboration with Punjab National Bank (PNB) to ensure the financial well-being and convenience of its faculty and staff. Easy access to banking services such as salary accounts, loans, insurance schemes, and digital transactions within the campus helps reduce financial stress and saves valuable time. The tie-up offers preferential loan rates and quick processing for education, housing, and personal needs, promoting a sense of financial security and stability. Financial peace of mind directly contributes to better mental health and overall well-being, allowing faculty members to focus on their professional and personal growth. This initiative reflects the university's holistic approach to employee welfare—recognizing that financial stability is an essential pillar of a healthy, balanced, and fulfilling life.

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5152
9.31

Lease

**Indian-Non Judicial Stamp
Haryana Government**

Date: 21/07/2016

Certificate No. EOU2016G2451

GRN No. 19922812

Stamp Duty Paid : ₹ 10500.
(Rs. Only)

Penalty : ₹ 0
(Rs. Zero Only)

Seller / First Party Detail

Name: Manav Rachna Internationaluniver
H.No.: X Floor: X Street: Sec 43
City: Suraj kund badhkal road fbd District: Faridabad State: Haryana
E-mail: gmadmin@mriu.edu.in Phone: 9560299070
Others:

Buyer / Second Party Detail

Name: Punjab National Bank
H.No.: 7 Floor: X Street: X
City: Bhikaji cama place new District: New delhi State: Delhi
E-mail: bo8895@pnb.co.in Phone: 9968304190
Others:

Purpose: LEASE DEED

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**LEASE DEED (Entire Period)
STAMP DUTY FOR RS. 10500/-**

Re
2
22/7

THIS LEASE is made at Faridabad this 22nd day of July, 2016, effective from 01.03.2016
between:-

CONTD..P.2..

Signature



**कुंते पंजाब नेशनल बैंक
For PUNJAB NATIONAL BANK**

Signature

प्रलेख नः 5152

दिनांक 22/07/2016

डीड संबंधी विवरण	
डीड का नाम	LEASE
तहसील/सब-तहसील	फरीदाबाद
गांव/शहर	फरीदाबाद

धन संबंधी विवरण	
राशि जिस पर स्टाम्प ड्यूटी लगाई 300,000.00 रुपये	स्टाम्प ड्यूटी की राशि 10,500.00 रुपये
रजिस्ट्रेशन फीस की राशि 1,000.00 रुपये	पेस्टिंग शुल्क 6.00 रुपये

rafted By: self

Service Charge: 200.00 रुपये

यह प्रलेख आज दिनांक 22/07/2016 दिन शुक्रवार समय 11:04:00AM बजे श्री/श्रीमती/कुमारी Manav Rachna In पुत्र/पुत्री/पत्नी श्री/श्रीमती/कुमारी G.M निवासी Fbd द्वारा पंजीकरण हेतु प्रस्तुत किया गया।

हस्ताक्षर प्रस्तुतकर्ता

Manav

उप/सयुक्त पंजीयन अधिकारी
फरीदाबाद

श्री Manav Rachna In thru Paramjit verma

उपरोक्त पट्टा श्री/श्रीमती/कुमारी Punjab National Bank thru Arun Dutta पट्टा लेने वाला हाजिर है प्रस्तुत प्रलेख के पक्षों को दोनों पक्षों के सनकर तथा समझकर स्वीकार किया। दोनों पक्षों की पहचान श्री/श्रीमती/कुमारी C S Sharma पुत्र/पुत्री/पत्नी श्री adv निवासी fbd व श्री/श्रीमती/कुमारी Mahender Sethi पुत्र/पुत्री/पत्नी श्री/श्रीमती/कुमारी Tek Chand निवासी fbd ने की।
साक्षी नः 1 को हम नम्बरदार/अधिवक्ता के रूप में जानते हैं तथा वह साक्षी नः 2 की पहचान करता है।

दिनांक 22/07/2016

उप/सयुक्त पंजीयन अधिकारी
फरीदाबाद

प्रमाणित किया जाता है कि पंजीकृत वसीका की स्कैन प्रति jantabandi.nic.in पर डाल दी गई है।

उप/सयुक्त पंजीयन अधिकारी
फरीदाबाद

कृते पंजाब नेशनल बैंक
For PUNJAB NATIONAL BANK

Department Manager

HARIS EX

मानव रचना
Manav Rachna



NIC-HSU



Manav Rachna International University, a Trust registered under the Indian Trust Act, 1882 vide Registration No. 17981 dated 27.03.2014 through Mr. Paramjit Verma, GM-Administration, authorized vide resolution dated 20.02.2016 (hereinafter called the "Lessor" which expression shall mean and include his heirs, executors, administrators and assigns) of the one part.
And

Punjab National Bank, a body corporate, constituted under the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970 having its Head Office at 7 Bhikaji Cama Place, New Delhi (hereinafter called the "Lessee") through Sh. Arun Dutta s/o Sh. B. B. Dutta, Manager Branch Office Manav Rachna International University, which expression shall mean and include its successors and assigns) of the other part.

WITNESSETH

THAT in consideration of the rent herein reserved and of the covenants on the part of parties, hereinafter contained, the Lessor demises unto the Lessee the building having a carpet area measuring 650 Sq. Ft. situated at Sector-43, Surajkund Badkhal Road, Faridabad, Haryana bounded as follows:

- NORTH: MRIU Campus
- SOUTH: MRIU Campus
- EAST: MRIU Campus
- WEST: Surajkund Road

With appurtenances belonging to it for the total term of 9 years (Nine Years) from 01.03.2016 paying during such period, for the total carpet / covered area of 650 Sq. Feet for the first block of 3 years period monthly rent at the rate of Rs 25000 (Rupees Twenty Five Thousands only) and for the subsequent blocks of 3 years each at monthly rent with increase at the rate of 15% compounded every three years in the rent at the end of respective previous block (i.e. Rs. 25000/- (Rupees Twenty Five Thousands only) for the first block, Rs. 28750/- (Rupees Twenty Eight Thousands Seven Hundred Fifty only) for the second block and Rs. 33062/- (Rupees Thirty Three Thousands Sixty Two only) for the third block per month}.

The rent is payable within a fortnight after the expiry of the month for which it shall be due.

It is agreed between the parties as follows:

CONTD..P.3..

Handwritten signature of Paramjit Verma



कृते पंजाब नेशनल बैंक
For PUNJAB NATIONAL BANK

Handwritten signature of Arun Dutta
प्रबन्धक / Manager
मानव रचना अन्तरराष्ट्रीय विश्वविद्यालय से०-४३, फरिदाबाद-121004
Manav Rachna International University Sec.-43, Faridabad-121004

:: 3 ::

(i) Either party at its absolute discretion and irrespective of the period of lease available can any time, terminate the lease and surrender/vacate the premises after giving three months notice in writing.

(ii) The bank will be entitled to use the premises for banking purposes including installation of ATM within the area proposed to be let out to Bank.

(iii) That all rates and taxes (including Service Tax on rent), Municipal or Government chargeable or payable at present or in future of the property hereby demised shall be payable by the Lessor and the Lessor undertakes to pay the same including composition fee, penalty for misuse, payable to any statutory body (ies) in respect of the above building and will ensure timely payment thereof to the concerned body. However, on failure to pay the same by the Lessor, the Bank as occupier of such property may pay the same and adjust it from the rents payable by the Bank in due course.

(iv) That the Lessor will make annual repairs/white- washing/ colour washing every year and distempering/ painting etc. once in 3 (Three) years. In case, he fails to do so, the bank shall be entitled to do these repairs and white-washing/ distempering/ painting and every other kind of repairs at its own expense and deduct the expenses so incurred out of the rent.

(v) That any fixture in the shape of counter, racks, partition, electric ceiling fans and strong room equipments e.g. iron doors or sheets or cage, which the Bank may during the continuation of this tenancy attach to the demised premises shall belong to the bank and shall be removable by the bank at the time of vacation of premises.

(vi) That during the currency of this tenancy, the tenant shall occupy the premises without any hindrance from the lessor or any other person claiming under him and shall also enjoy quiet and peaceful possession thereof.

(vii) That the Lessee shall be entitled to bring in and on the demised premises heavy iron safe or any number of safes and of any dimensions and weight and also its locker cabinets, strong room door frames and leaves and other fixtures and other articles of similar nature for its use in the course of its business and to install and fix up the same. All such things and articles shall continue to remain the property of the Lessee. The Lessee shall be entitled to remove at any time the various articles installed and fixed up by it in and on the demised premises at any time or on the termination of original or extended term of lease, as the case may be, which it may do by removing the door frames and leaves of the rooms etc. of the demised premises, if necessary. However, if the lessee deems it necessary to remove the door frames and/or leaves (leaf) or other fixtures belonging to the Lessor for the purpose of taking out its own articles, it shall re-fix same at his own cost.

CONTD..P.4..



Parvathy

कृते पंजाब नेशनल बैंक
For PUNJAB NATIONAL BANK

[Signature]
प्रबन्धक / Manager
भारत-चिनम अन्तरराष्ट्रीय विश्वविद्यालय से० 43, फरिदाबाद-121004
Mianav Rechner International University Sec.-43, Fardabad-121004


Extract of the Minutes of the Emergent Meeting of Board of Trustees of Manav Rachna International University (Trust) held on 20.02.2016 at 3:30 PM at registered office 5-E-1A, BP, NIT Faridabad



Further resolved that "Mr. Paramjit Verma, GM-Admin be and is hereby authorized to sign and register the lease agreement with Punjab National Bank for opening of their new branch in MRIU Campus at Sector-43, Surajkund Badkhal Road, Faridabad to take necessary action in this regard".

Certified True Copy

For Manav Rachna International University


(President)



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(xvi) Dispute Resolution: The Parties will endeavor to resolve by mutual negotiation any dispute arising between them in connection with this Agreement.

This Contract is governed by the laws of Republic of India and shall be subject to the exclusive jurisdiction of the courts in Faridabad.

(xvii) Any notice/ letter/ correspondence either through registered post/ courier/ fax shall be delivered/ served at the business address of the Parties.

(xviii) Force Majeure: Neither Party shall deemed to be in breach of its obligations hereunder if the performance thereof is delayed or prevented due to fire, floods, war, accidents, or any other cause beyond the control of the Party concerned.

In witness whereof, the Lease Deed is executed with one counterpart on the day, month and year above mentioned.

कृते पंजाब नेशनल बैंक
For PUNJAB NATIONAL BANK


प्रबन्धक / Manager
मानव रचना अंतरराष्ट्रीय विश्वविद्यालय से-43, फरिदाबाद-121004
Manav Rachna International University Sec.-43, Faridabad-121004




LESSOR
Mr. Paramjit Verma
General Manager
Manav Rachna International University




LESSEE
Mr. Arun Dutta
Branch Manager
Punjab National Bank

1 - WITNESS 

C.S. SHARMA
Advocate
Distt. Court, Faridabad

2 - WITNESS


MANAV RACHNA
SPECT. CH. TBC/CR/100
SE-1A BHUT (100)



D. Facilitate Holistic Development of Staff: Tie-Up with UNESCO:

Manav Rachna University's collaboration with UNESCO reflects its commitment to fostering holistic development and mental well-being among faculty members. This partnership provides access to global learning initiatives, leadership development programs, and intercultural exchanges that enrich personal growth and academic excellence. Through workshops, seminars, and awareness campaigns aligned with UNESCO's vision of education for sustainable development, faculty members gain valuable insights into mindfulness, stress management, and emotional intelligence.

The tie-up also facilitates participation in mental wellness projects and capacity-building programs that promote work-life balance, empathy, and positive engagement within the workplace. By connecting educators to international best practices and global wellness frameworks, MRU ensures that its faculty not only excel professionally but also maintain sound mental and emotional health. This initiative reinforces the university's belief that a mentally healthy and inspired faculty is the cornerstone of a vibrant academic community dedicated to nurturing the leaders of tomorrow.

Memorandum of Understanding

between



The United Nations Educational, Scientific, and Cultural Organization
Mahatma Gandhi Institute of Education for peace and Sustainable Development
Located at 35 Ferozshah Road, ICSSR Building, First Floor, New Delhi 110001

represented by
Dr Anantha DURAIAPPAH, Director

hereinafter referred to as "UNESCO MGIEP"

and



Manav Rachna University
Located at Manav Rachna Campus Rd, Gadakhori Basti Village, Sector 43, Faridabad,
Haryana 121004

hereinafter referred to as "Partner"

represented by

Dr. Kameshwar Singh, Registrar

UNESCO MGIEP and the Manav Rachna University together hereinafter referred to as
"the Parties"

Whereas, UNESCO MGIEP focuses on achieving the UN Sustainable Development Goal 4.7 towards education for building peaceful and sustainable societies across the world by developing programmes that promote social-emotional learning, innovate digital pedagogies and empower youth. UNESCO MGIEP is seeking to mobilize partners for the achievement of its strategic goals and programme priorities;

Whereas, UNESCO MGIEP, through its Rethinking Youth Programme is building the capacities of youth especially through universities to deliver and receive high quality social-emotional learning (SEL) leveraging the power of online experiential learning on the UNESCO MGIEP FramerSpace online learning platform;

Whereas, UNESCO MGIEP in partnership with Life University (USA) has developed the *Self-directed Emotional Learning for Empathy and Kindness* (SEEK) online self-directed course based on the *Compassionate Integrity Training* (CIT) course developed by Life University and hosted on the UNESCO MGIEP GDPR-compliant Framer Space Learning Platform.

Whereas, the Partner, Manav Rachna Centre for Peace and Sustainability is a University Centre of the Manav Rachna University and is recognized by University Grants Commission under Section 2(f) with the right to confer degrees as per Section 22 (1) of the UGC Act, 1956. Offering programs & courses in consonance with National policies for nation building and meeting global challenges; Designing Curriculum to match International standards, needs of Industry, civil society and for inculcation of traits of Creative Thinking and Critical Analysis as well as Human and Ethical values; Establishing strategic relationships with leading National and International corporates and universities for academic as well as research collaborations.

Whereas, the Partner would like to provide the Faculty Staff and students skills in social and emotional intelligence and resilience, interpersonal skills, and holistic systems-level thinking.

Now therefore, the Parties hereby agree as follows
Article 1 – Objectives

By the present Agreement, UNESCO MGIEP and the Partner agree, through joint and concerted cooperation:

- 1.1 For the Partner to sign up to **1000 Faculty, Staff, Students as a first trial cohort** to enrol and obtain completion certification in the UNESCO MGIEP SEEK online course by April 2022;
- 1.2 For UNESCO MGIEP to deploy a Partner branded instance of the SEEK course providing free-of-cost access for the agreed first cohort of learners;
- 1.3 To provide professional thematic and technical support for all enrolled learners;
- 1.4 To promote the deployment of SEEK through the Partner's key national and international events
- 1.5 Following the review of the first cohort, the Partner **may** agree to commit additional Staff and student learners through **2 cohorts of up to 2,500 students** each annually



for a mutually agreed fee of Rs 500 per learner for additional specialised services by UNESCO MGIEP.

Article 2 – Obligations of UNESCO MGIEP

- 2.1 UNESCO MGIEP agrees to execute the terms of the present Agreement;
- 2.2 UNESCO MGIEP will implement a Partner-branded instance of the SEEK course on the UNESCO FramersSpace platform
- 2.3 UNESCO MGIEP will provide learner support through the online Global SEEK Learner Community public access Masterclasses;
- 2.4 Only after a review and successful trial cohort and when the Partner may commit additional Staff and student learners through 2 additional cohorts of 2,500 learners each annually for a mutually agreed fee of Rs 500 per learner, MGIEP will provide the following additional specialized services:
 - a. Setup of the Partner Learner Community with dedicated learner support staff;
 - b. Special Masterclass sessions for the Partner learners;
 - c. UNESCO MGIEP will provide advanced training opportunities for up to 2 selected Faculty Staff to acquire Facilitator-level certification in SEEK;
 - d. UNESCO MGIEP will extensively promote the association with relevant stakeholders and invite the Partner to key national and international events.
 - e. Joint Social media promotions for SEEK outreach with the Partner
- 2.5 UNESCO MGIEP will provide full technical support for the UNESCO MGIEP SEEK course hosted on the UNESCO MGIEP FramersSpace digital learning platform including email support during Indian business hours and an escalation system of MGIEP personnel and set number of hours or days for the resolution of system issues;

Article 3 – Obligations of the Partner

- 3.1 The Partner agrees to execute the terms of the present Agreement;
- 3.2 The Partner may enroll up to 1,000 Faculty Staff and university students for the first trial cohort to enroll and obtain completion certification in SEEK by December 2021;
- 3.3 The Partner agrees to nominate up to 2 Faculty Staff to undertake further advanced Facilitator Training in order to provide thematic and technical support to future learners from their university;



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- 3.4 The Partner agrees to extensively promote the association with UNESCO MGIEP and the deployment of the SEEK course at key national and international events and relevant stakeholders;
- 3.5 The Partner may consider including SEEK as an optional credit course for building ethical values and 21st century skills for its students and provide a University certification of completion towards acquiring these credits.
- 3.6 Only after the successful completion and review of the trial cohort, the Partner **may** commit to the commercial deployment of SEEK at scale through the offer of a credit course offered annually to **2 cohorts of up to 2500** learners each for INR 500 per learner.

Article 4 – Media activities

- 4.1 The projects, their conception, their implementation, their development, their impact and their outcome will necessitate informational and promotional activities at the initiative of - and on the part of- the parties, separately or jointly.
- 4.2 Each party is authorized to use the name, the logo and any element of the other's identity, through the use of citations, references to, reproductions, representations on the occasion of the promotion of projects, of public relations, operations, of interviews, of relations with the media (press files, articles, releases etc.) throughout the world. This use, which must adhere to the image of the concerned party, must receive the prior and written consent by UNESCO MGIEP when it relates to information activities external to the Partner.
- 4.3 The media and information support (films, photographic pictures, etc.), as well as all the rights related to them, will belong exclusively to the Party who makes and finances them. They can only be used by the other Party after the latter obtains the prior consent of the proprietary party. Notwithstanding that, the proprietary party can refuse to authorize their use if the rights given up (copyright, trademark) do not cover the foreseen exploitations.

Article 5 – General Conditions

- 5.1 Use of the Name, Emblem or Official Seal of UNESCO MGIEP

Unless authorized in writing by UNESCO MGIEP, the Partner shall not use the name, acronym or official logo of UNESCO MGIEP, or any abbreviation of the name of UNESCO, for advertising or any other purposes.

- 5.2 Status of UNESCO

Supporting the objectives of UNESCO and of the United Nations Organization, the Partner will respect the status of UNESCO as an intergovernmental



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organization of the United Nations system with its own distinct Constitution. The Partner confirms that it is not directly involved in the production of goods or the delivery of services, which would be opposed to the objectives and principles of UNESCO, the United Nations Organization or other institutions of the United Nations system.

5.3 Status of the Partner

Nothing in this Agreement shall be construed as establishing a legal partnership (such as, by way of clarification, partnership liability), joint venture, agency, exclusive arrangement or other similar relationship. Neither the Partner nor anyone whom it may employ shall be considered as an agent of UNESCO MGIEP or a member of the staff of UNESCO MGIEP and, except as otherwise provided herein, shall not be entitled to any privileges, immunities, compensation or reimbursements, nor shall be authorized to commit UNESCO MGIEP to any expenditure or other obligations.

5.4 Conformity with Laws

The Partner agrees to respect the laws of the country it is operating in and guarantees that it will not permit any official of UNESCO MGIEP to receive a direct or indirect profit from this Agreement. Furthermore, The Partner certifies and warrants that it has not, nor have its members, been convicted of any crimes and that there are currently no lawsuits or legal actions being taken against it. Should this happen, The Partner undertakes to notify UNESCO MGIEP immediately.

5.5 Privileges and Immunities of UNESCO MGIEP

Nothing in or relating to the present Agreement shall be deemed a waiver of any of the privileges and immunities of UNESCO MGIEP. The Partner shall hold harmless, defend and indemnify UNESCO MGIEP against all lawsuits, claims, costs and liabilities resulting from any intellectual property disputes or other disputes occurring under the present Agreement and which arise out of acts or omissions of The Partner.

5.6 Assignment

None of the Parties shall assign, transfer, pledge or make other disposition of the present Agreement or any part thereof or of any of their rights, claims or obligations under the present Agreement except with the prior written approval of the other Parties. Any of the aforementioned actions taken without such written approval shall not be valid.

5.7 Settlements of Disputes

All disputes arising out of or in connection with the present Agreement shall be settled by mutual understanding. However, if no amicable settlement can be



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arrived at, any dispute shall be arbitrated according to the rules defined by UNCITRAL (United Nations Commission on International Trade Law).

5.8 Termination

- 5.8.1 Should either Party fail to meet its obligations, the other Party may terminate the present Agreement upon 3 (three) months' written notice to the other Party. The same will apply with respect to incidents making the realization of the Project extremely hazardous. In particular, the Partner may withdraw from the Project and cease all financial contributions if the funds it has contributed have not been directly available to the Project.
- 5.8.2 Upon the termination of the present Agreement, the Partner shall not use UNESCO MGIEP's name, emblem or official seal, or any abbreviation of the name of UNESCO MGIEP, for promoting the Project or any other purposes.
- 5.8.3 Upon the termination of the present Agreement, the Partner shall inform all relevant, past, actual or potential partners (including all persons or bodies that have been informed by the Partner of UNESCO MGIEP's participation in the Project(s)), that UNESCO (i) has terminated its Agreement with The Partner, (ii) is no longer participating in the Project(s).

5.9 Amendment

This Agreement, including this provision, may not be waived, modified or changed in any manner except by a written amendment signed by each of the parties hereto.

5.10 Non-Exclusivity

It is understood that this Agreement does not confer the Partner any exclusivity regarding activities such as those covered by this Agreement, and the Partner accepts that UNESCO MGIEP is currently collaborating on similar activities worldwide with other partners.

Article 6 – Notification

- 6.1 The addresses for service of notices under the present Agreement shall be:

For UNESCO MGIEP

Name: Prof. Anantha Duraiappah

Title: Director

Tel: +91 11 23072 35660

Mail: ak.duraiappah@unesco.org

For the Partner



K. Anantha Duraiappah

Name: Dr. Kameshwar Singh
Title: Registrar
Mail: registrar@mru.edu.in

- 6.2 Each Party shall inform the other Party immediately of any modification of the above address.

Article 7 – Duration

The present Framework Agreement enters into force upon signature by the parties, and remains in force until 31 January 2023.

Two months before the date of expiration of this Agreement, the Parties will mutually decide on whether to extend the present agreement or enter into a new agreement..

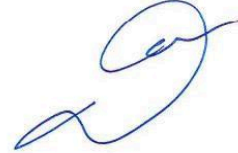
Done in two original copies on – November 2021 with English as the language of the official text.

For Manav Rachay University



Dr. Kameshwar Singh,
Registrar

For UNESCO MGIEP:



Prof. Anantha Duraiappah
Director