

Chitkara University Policy on Ensuring Fair and Equitable Pay for All Employees

Chitkara University is committed to the following principles of pay scale equity:

- **Equal pay for equal work.** All employees who perform substantially the same work, regardless of their gender, race, ethnicity, or other protected characteristic, will be paid the same wage.
- **Transparency.** The university will be transparent about its pay practices and will provide employees with information about their own pay and the pay of others in comparable positions.
- **Accountability.** The university will hold managers accountable for ensuring pay scale equity.

Measurements

The university will conduct regular pay audits to identify and address any gender pay gaps. The university will also track pay equity metrics over time to measure progress.

Elimination of Gender Pay Gaps

The university will take the following steps to eliminate gender pay gaps:

- **Conducting a pay equity analysis.** The university will conduct a pay equity analysis to identify any gender pay gaps.
- **Addressing pay disparities.** The university will address any gender pay gaps that are identified through the pay equity analysis.
- **Preventing future pay disparities.** The university will take steps to prevent future pay disparities, such as implementing a structured hiring and promotion process and providing training on unconscious bias.

Enforcement

This policy will be enforced by the Human Resources Department of Chitkara University. Any employee who believes that they have been discriminated against in their pay will be able to file a complaint with the Human Resources Department. The Human Resources Department will investigate all complaints and take appropriate action.

Effective Date

This policy is effective immediately from June 2020.

Revisions

The policy was reviewed and revised on June, 2022.