



SRI SRI
UNIVERSITY
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SRI SRI UNIVERSITY

World University Rankings 2023-24



**Society, Economy, Income, Equal opportunities,
Discrimination, Policy**

Table of Contents

- 1. About Us**
- 2. Highlights**
- 3. Our Catchment**
- 4. Inequalities and Our Policies**
- 5. Inequalities and Administrative Set-Up**
- 6. Promotion of Humanity and Human Rights**
- 7. Facilities for Persons with Disabilities**
- 8. Other Services**

1. About Us

Sri Sri University was established as a State Private University in Odisha, India which started its first academic year in 2012 and has been envisioned by Global Humanitarian, Gurudev Sri Sri Ravi Shankar ji. The University offers a range of pivotal, unique, and cutting-edge undergraduate, postgraduate degree programs under eight Faculties, short-term, diploma, and certificate courses, Doctoral studies (Ph. D.), that offers the best of the East and offers the best of the West.

The impressive list of undergraduate programmes offered at Sri Sri University includes B. Sc. (Data Science), B. Sc. (Osteopathy), B. Sc. (Psychology & Contemplative Studies), B. Sc. (Food, Nutrition, and Dietetics), B. Sc. (Agri-business), Bachelor in Interior Design, etc., and that of post graduate programmes offered includes M.Sc. Osteopathy (first time in Asia), MBA (Entrepreneurship), MBA (General Management), MBA (Agri-Business Management), M.Com., M.A./M.Sc. in Psychology and Contemplative Behaviour, M.Sc. Environment Science, B. Tech. & M. Tech. (Artificial Intelligence & Machine Learning), etc.

Located in a sprawling 188- acre green lush campus, Sri Sri University takes pride in offering a curriculum that enriches both domain expertise and life skills. It provides a unique social culture that nurtures a rich learning environment and aids excellence in students through its virtually smoke-free, alcohol-free, drug-free, and completely vegetarian campus. The University defines Excellence as an academic process of motivating the students to learn in ways that make a sustained, substantial, and positive influence on how they think, act, and feel which defines our core value of **Learn-Lead-Serve**.

Sri Sri University has been ranked by Times Higher Education World University Impact Rankings on Sustainable Development Goals (SDGs) in the band of 601-800 based on all 17 SDGs. In the top six individual SDGs, Sri Sri University was ranked in the band of **101-200** for SDG 2: Zero Hunger, SDG 6: Clean Water and Sanitation, and SDG 15: Life on Land, and in the band of **201-300** for SDG 7: Affordable Clean energy, SDG 11: Sustainable Cities and Communities, and SDG 12: Responsible Consumption and Production. Sri Sri University has been ranked **1st in Odisha**,

7th in India, and 233rd in the world as per UI Green Metric Awards World University Rankings 2023.

Being from the parentage of the Art of Living, one of the largest volunteer based organization in the world, and given the stature of the work of our founder Poojya Gurudev Sri Sri Ravi Shankar ji in the last four decades, we aspire to contribute in finding solutions to the problems faced by the world at large by way of conflict resolution, agriculture, Arts & Crafts, etc. Few of our initiatives in this regard includes the creation of Sri Sri University Resource Centre for Climate Change & Sustainability Education & Practices, Sri Sri Advanced Global Centre for Conflict Resolution and Peace Studies, and Sri Sri Centre for Advanced Research in Water Resources and Environment Management, to name a few.



2. Introduction

Inequality affects the social, economic and environmental dimensions of sustainable development differently. Inequality occurs in various forms of discrimination on the basis of race, religion, ethnicity and gender. It generally impedes access of underrepresented groups to education, employment prospects, social justice etc. In developing countries, unrepresented groups (economically weaker section, minorities, ethnic groups, tribal, etc.) have a much higher share of the population, which affects the economy differently. Lack of education and skills is a

serious problem for many people, which adversely affects the economy. Social inequality triggers social unrest while economic inequality is attributed to economic instability.

SDG10 addresses inequalities within and among countries. It calls for nations to reduce inequalities in income as well as those based on age, sex, disability, race, ethnicity, origin, religion, or economic or other status within a country. The goal also addresses inequalities among countries and calls for support for safe migration and mobility of people. Reduced Inequality revolves around the following indicators

10.1 Reducing income inequalities

10.2 Promoting universal social, economic and political inclusion

10.3 Ensure equal opportunities and end discrimination

10.4 Adopt fiscal and social policies that promotes equality

10.5 improved regulation of global financial markets and institutions

10.6 Enhanced representation for developing countries in financial institutions

10.7 Responsible and well-managed migration policies

10. a Special and differential treatment for developing countries

10.b Encourage development assistance and investment in least developed countries

10.c Reduced transaction costs for migrant remittances

Reducing both within and between-country inequality requires equitable resource distribution, investing in education and skills development, implementing social protection measures, combating discrimination, supporting marginalized groups and fostering international cooperation for fair trade and financial systems. The incomes of the poorest 40 per cent of the population had been growing faster than the national average in most countries. But emerging yet inconclusive evidence suggests that COVID-19 may have put a dent in this positive trend of falling within-country inequality. The pandemic has also caused the largest rise in between-country inequality in three decades.

Economic inequality is negatively correlated with environmental quality and is not considered good for environmental sustainability. Considering the facts that nearly 800 million people are

living in extreme poverty, and only 1% of the population controls more than 50% wealth of the world. Also, the people from economically weaker sections give priority to their livelihood, which is embedded in the environment and natural resources. There are justified causes that the disadvantage groups are not able to develop adaptive response to the climate change, which is one of the major global environmental concerns and important goals of the agenda 2030. These groups are more susceptible to the climate change and are not able to cope with the adverse impacts of the climate change. One can understand that reduction in inequality is essential to address all the dimensions (social, environmental, economic, and political) of the sustainable development goals (SDGs).

The reducing inequalities are directly linked to other sustainable development goals like SDG1 (No Poverty), SDG2 (Zero Hunger), SDG3 (Good Health and Well-being), SDG4 (Quality Education), SDG5 (Gender Equality), SDG6 (Clean Water and Sanitation), SDG7 (Affordable and Clean Energy), and SDG8 (Decent Work and Economic growth). Our efforts to reduce inequality can be an important contribution to achieving other Sustainable Development Goals mentioned above.

3. Our Catchment

An estimated 1.3 billion people in the year 2023 – or 1 in 6 people worldwide – experience significant disability. Persons with disabilities die earlier, have poorer health, and experience more limitations in everyday functioning than the rest of the population due to health inequities.

Neurological conditions are now the leading cause of ill health and disability worldwide. The overall amount of disability, illness and premature death (known as disability-adjusted life years, DALYs) caused by neurological conditions has increased by 18% since 1990. It has become very crucial to Promote the rights and well-being of persons with disabilities at every level of society and development, and to raise awareness of the situation of persons with disabilities in all aspects of political, social, economic, and cultural life. The Sri Sri University runs on the parallel vision as laid down by the Art of Living, which is the parent working body of the University.

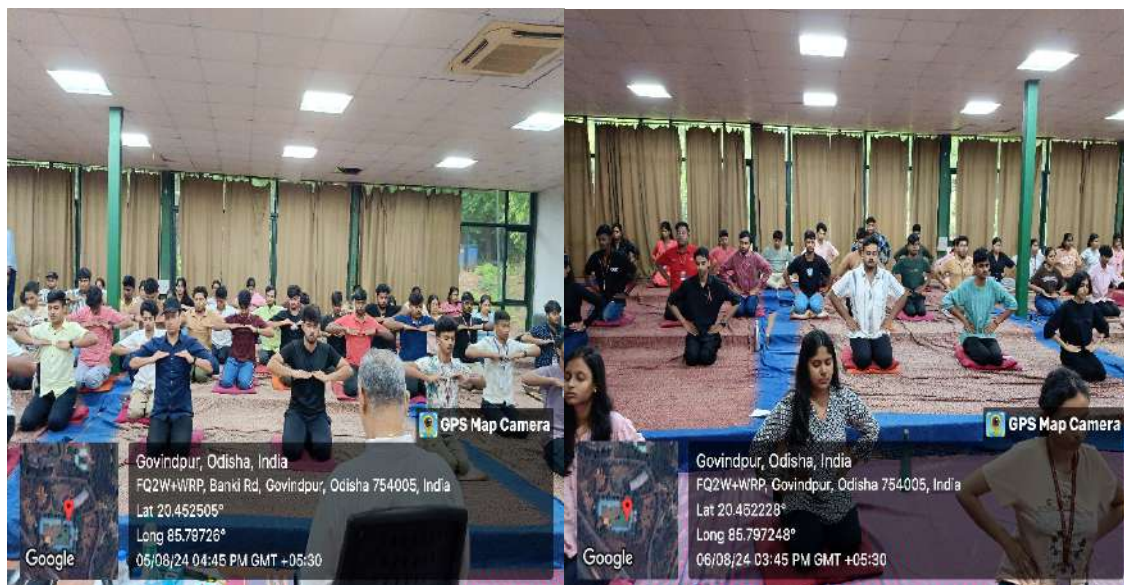
The Art of Living offers numerous, highly effective educational and self-development programs and tools that facilitate the elimination of stress. These tools also foster deep and profound inner peace, happiness, and well-being for all individuals.

These programs include breathing techniques, meditation, yoga, and practical wisdom for daily living, which has helped millions around the world to completely transform their lives. Much as making individual lives a little less stressful and a bit happier, the Art of Living is devoted to sweeping development through social initiatives as well. Some of the key reform steps taken by Sri Sri University in developing individual communities and society are:

- Initiatives in Integrated Community Development projects
- Education
- Health and hygiene
- Environment protection and sustainability
- Women empowerment and child protection
- Disaster relief management

The happiness program of Art of living is part of Induction for all students Faculties and employees including class D group of Sri Sri university “Sudarshan Kriya is a unique breathing technique taught in Happiness program which eliminates stress Fatigue and negative emotions such as anger, frustration and Depression, leaving you calm yet energized, focused yet relaxed. Sudarshan Kriya incorporates specific natural rhythms of the breath which harmonize the body, mind and emotions. Through the regular practice of Sudarshan Kriya and adopting lifestyle changes, many people are leading stress-free lives while carrying out all their regular responsibilities.

Equipped with clarity in observation, perception, and expression, as well as human values which are the need of the hour today, Sri Sri University prides itself in creating truly dynamic individuals for the world. In 2012, the University of Sri Sri University opened its doors and began to evolve as a center for top-quality education in India, aiming at bringing together “Best of East & Best of West”. The university is uniquely placed to offer education combining Western innovation with the ancient values and wisdom of the East.



4. Inequalities and Our Policies

i) Sri Sri University Committee for Social Protection.

The Committee for Social Protection of Sri Sri University is set up with the aim of facilitating the process of empowerment of students, staff and faculty coming especially from backward sections of society. The committee shall address all concerns within the university arising out of background related to ethnicity, caste, class, culture, language, minority status, disability in any form (People with Disability henceforth abbreviated as PWD) and place of origins for promotion of respect for each other and human dignity. The committee shall be headed by the Vice Chancellor of the University who is supported by a team of members. All members of the committee shall be members of Sri Sri University. The Policy ensures the process of accessing fellowships/scholarships, special sessions- coaching, remedial classes and personality development sessions for students and faculty belonging to SC/ST and Minority communities, and addresses concerns related to discrimination based on caste, class, ethnicity, religion, and place of origins that may arise among members of the Sri Sri University both within and out the university campus.

ii) Admission Reservation Policy

This policy ensure the commitments of Sri Sri University to provide the reservation to schedule tribe and schedule caste communities in accordance to the government of India. The applicants selected for admission on their merit shall not be counted against reserved seats. However, any modification made by the Government in the reservation policy is followed. The seats under reserved category will be de-reserved after three rounds of selection from among applicants only if no students of that category are available for sliding up for the course. For advancement of Economically Weaker Sections (EWS) of the society, and as per the Constitution 103'd Amendment Act 2019, 10 percent reservation in the admission to be provided to EWS categories. This reservation for EWS categories would be provided without disturbing the existing entitlements for SC/ST and OBC categories. Eligibility Criteria for the Economically Weaker Section (EWS). In addition the reservation is provided to the sport persons representing the country in the international Games and children or wife of the Martyrs / Ex-serviceman / in-service personnel of the Indian Armed Force. Four percent of the total number of seats in each department is reserved for physically handicapped students having 40% or above disability. For Kashmiri migrant's relaxations is given in various ways.

ii) Anti – Discrimination and Equal Employment Opportunity Policy

Sri Sri University (SSU) is dedicated to fostering a workplace that ensures equal employment opportunities and is free from all forms of discrimination. SSU recognizes workplace discrimination as a grave violation of the rights and freedoms of employees and prospective employees. Discrimination, in any form, further marginalizes individuals already facing biases

based on caste, class, religion, sexuality, gender identity, disability, and other factors. Such practices have profound adverse effects on an individual's mental, physical, and social well-being. SSU stands firmly against these unethical practices both in principle and in action.

The Indian Constitution enshrines the principles of equality and non-discrimination as fundamental rights. Article 14 guarantees equality before the law for all individuals. Article 15 prohibits discrimination based on religion, race, caste, sex, place of birth, or any combination thereof. Article 16 extends this protection to the realm of public employment. Additionally, Articles 15 and 16 allow for positive discrimination or affirmative action, enabling special measures for women, children, Scheduled Castes, Scheduled Tribes, and Other Backward Classes to address structural inequalities in Indian society.

SSU believes that adopting the Anti-Discrimination and Equal Opportunity Policy is a crucial step toward creating an inclusive workplace that values diversity. This policy ensures decisions are made free of bias and provides equal opportunities based on merit and relevant skills. The Anti-Discrimination and Equal Employment Opportunity Committee will oversee the policy's implementation, ensuring due process while preventing retaliation against individuals who lodge complaints under the policy.

Sri Sri University (SSU) is committed to fostering an inclusive, non-discriminatory workplace that upholds the principles of equality and diversity. SSU adopts a proactive stance against discrimination and ensures the Anti-Discrimination and Equal Opportunity Policy is implemented in spirit and action. Recognizing structural and individual vulnerabilities, SSU prioritizes substantive equality over neutrality, acknowledging that marginalized groups such as women, Dalits, Adivasis, Muslims, and persons with disabilities often face greater workplace discrimination.

The university strives to cultivate a diverse and representative workforce at all levels, including senior management. This involves proactive recruitment from marginalized communities, regular reviews of HR policies to eliminate barriers, and open channels for feedback. Periodic training sessions and expert consultations are conducted to address issues like gender, caste, religion, and disability, ensuring staff are sensitized to workplace diversity. Key aspects of the policy are displayed prominently in English and local languages.

SSU identifies protected characteristics, such as age, caste, gender identity, disability, and more, to prevent unfair treatment and promote equal opportunities. It ensures recruitment and employment decisions are free from bias while accommodating requests for reasonable adjustments to enable equitable participation. Complaints regarding workplace discrimination are handled by the Anti-Discrimination and Equal Employment Opportunity Committee through a fair and confidential process. Interim measures and final decisions are designed to safeguard complainants and uphold justice. SSU ensures no retaliation against individuals raising concerns, reinforcing its commitment to an inclusive and equitable work environment.

iii) Policies Protecting Those Reporting Discrimination

Sri Sri University (SSU) is committed to fostering a respectful and dignified work environment where individuals can thrive professionally without fear of discrimination, harassment, or retaliation. The university emphasizes equal employment opportunities and mandates that

workplace relationships remain professional, unbiased, and free from explicit prejudice. All employees are expected to be familiar with the university's policies, which ensure that complaints of harassment or discrimination are thoroughly investigated and resolved appropriately.

SSU's procedures promote inclusivity by prohibiting discrimination or harassment based on legally protected characteristics such as race, gender, disability, or religion. Employees are encouraged to report incidents promptly for thorough investigation, with the assurance of confidentiality and protection against retaliation. False or malicious complaints may lead to disciplinary actions. Immediate attention is given to issues of sexual harassment and other forms of discriminatory behavior, emphasizing the importance of maintaining a safe and equitable work atmosphere.

The Committee for Social Protection reinforces SSU's mission of inclusivity by supporting the empowerment of students, staff, and faculty from marginalized communities, including those from SC/ST, minority groups, and individuals with disabilities. Chaired by the Vice Chancellor, the committee addresses concerns related to caste, ethnicity, and socio-economic background. It facilitates access to scholarships, organizes remedial sessions, and conducts personality development programs to support academic and professional growth. Through these initiatives, SSU strives to create an environment of mutual respect, dignity, and equal opportunity for all its members within and beyond the campus.

5. Inequalities and Administrative Set-Up

A system for addressing inequalities in all forms has been set up by Sri Sri University. The university has established a committee on **Social Protection**, which provides redress mechanisms to deal with complaints of people belonging to the SCs, tribes and minorities. In particular, this Committee is committed to supporting the process by which students, employees and professionals from disadvantaged sections of society are empowered. The Committee deals with the issues of scholarships to vulnerable groups, teacher training and remedial education as well as implementation of Unrepresented Rights. Two additional committees, namely the **Equal Opportunities Committee** and the **Internal Complaints Committee**, have also been set up within the university to deal with any concerns raised by all



6. Promotion of Humanity and Human Rights

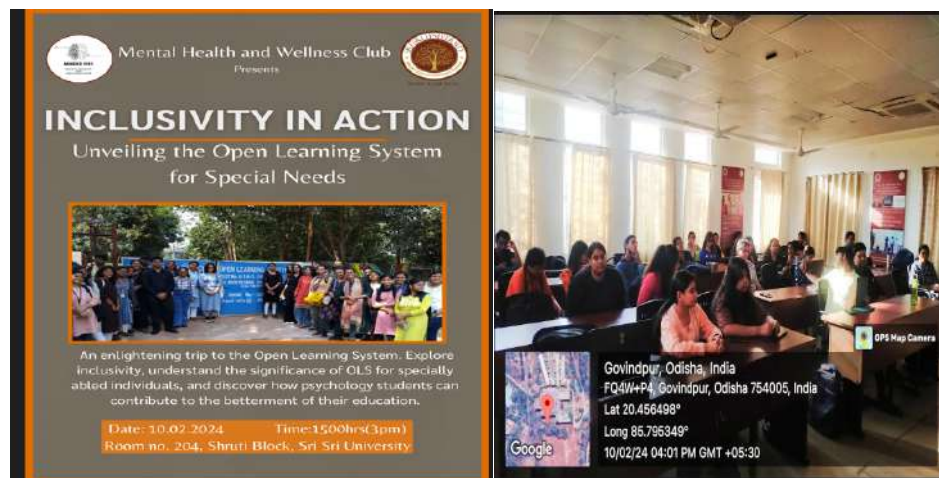
A blend of East and West, this unique blend preserves the ancient rich heritage and tradition of our country as well as appreciates the western inputs. The culture of Sri Sri University is in one word a perfect portrayal of “Unity in Diversity”. The campus is not only inclusive to the diversified background of people but also lives in symbiosis with different cultural tastes, events, and traditions

Various clubs, National Service scheme and Rover and Ranger volunteers are extensively engaged in various service oriented projects. They are encouraged to participate in nation building and environmental activities. The clubs organize workshops, competitions, publications and other events on the campus with a view to promoting social issues and raising awareness of equality, human values and human rights. Activities like visiting the nearby areas organizing Health Camps, Hygiene awareness, Cleaning, Road safety awareness, visiting primary schools for conducting various workshops like Hygiene Awareness Poetry and craft session etc. Conducting Blood donation programs, Satsang and meeting in Old age house, Distribution of food and clothes on every festival to less fortunate people is part of student’s life in Sri Sri University.





On February 10, 2024, the Mental Health and Wellness Club hosted an opening session titled "Understanding Inclusivity," focusing on children with disabilities, including Intellectual Disabilities (ID), Autism Spectrum Disorder (ASD), and Cerebral Palsy. The session highlighted the role of the Open Learning System (OLS) in supporting these children. Discussion the OLS's relevance for psychology students and the importance of firsthand experiences. Participants shared reflections from their visit, using picture cues to identify key takeaways. A brainstorming session helped to explore ways to enhance the OLS and how psychology students can contribute to improving support for especially abled children. The session deepens the understanding of inclusivity and advocacy.





Bal Chetna : This is a dynamic program that aims to empower underprivileged children of society to unlock their full potential. This program of 6 days brings joy and happiness to underprivileged kids. Knowledge on civic sense and life knowledge through various games are imparted to Children's. Kid's Yoga and Pranayam which helps them to overcome the anger anxiety and gain the focus, energy in life.



Nav Chetna Shivirs (NCS)

This is a dynamic program that consists of Yoga & meditation techniques that are specially designed for socially, economically, physically, or emotionally challenged sections of the society.

Spreading menstrual health and Hygiene amongst adolescent girls Processes under this program include interactive games, group discussions, creative assignments, and stress elimination techniques like breathing and pranayama.

Cultural and Social factors still hinder effective menstrual hygiene education for adolescent girls. Many mothers are hesitating to discuss menstruation and lack scientific knowledge about Puberty. Even when aware women in India rarely seek medical help for menstrual issues.

The stigma and lack of information at home and school leave many girls uninformed about menstruation its physical changes and proper hygiene practices. Menstruation often brings

societal restrictions, Impacting girl's freedom and self-expression. Inadequate menstrual hygiene lead to health issues like RTIs and PIDs. Thus promoting positive attitudes and good menstrual hygiene from the onset of menarche is essential for the health, education and dignity of girls. Numerous girls from rural background of surrounding villages near Sri Sri University envisioned to sensitized on menstrual hygiene

For the educated youth to become the flag bearers of important societal changes, it's necessary that they grow in an environment witnessing social responsibility at the core of individual and organizational development. The University believes that key changes occur through community participation and societal transformation. This is why the authority has been on its toes to provide a platform to the students and its faculty members to participate in various social outreach projects. The University has tied-up with various renowned institutions and organizations of the public and private sector and has organized a large number of projects towards inclusive development of underprivileged sections of the society. Here's a brief outlook of some of the eminent steps of ISR as undertaken by the University:

Sri Sri Gurukul : - Resonating with a symbiosis of the ancient Indian tradition of Vedic wisdom, Sri Sri Gurukul has been established in the premises of the Sri Sri University. For a true symbiosis of ancient teaching with modern tools, they are also taught the general curriculum. The students of SSU play an active role in teaching general subjects to the students of Gurukul. Gurukul presents a beautiful amalgamation of the values and cultures of the east and the west.

Accommodation, meals, educational expenses, stationery, clothes, and other basic requirements for the students of the Gurukul are been sponsored.





Sri Sri Koushal Vikas Kendra

Sri Sri Koushal Vikas Kendra (SSKVK) has been established in association with Schneider Electric on the 21st of December 2015. Under this program, over 900 trainees have been imparted skill development training in solar electrification, security guard training, hospitality, housekeeping etc. It aims to up-skilling the school drop-out youths.

This scheme in addition to providing vocational training also provided learnings of Art of Living techniques, which ultimately assisted them in character building, mental development, and maintaining a healthy body.



Rural Development - Rural India is calling! To reduce basic inequalities like sanitation, clean drinking water, electricity, economic development and so on. But for long-lasting change. Simply, because there is no point of building a toilet if no one uses it. No point of running a solar center if no one in the village can install solar lighting. No point of having a model village plan when problems of the community remain unaddressed.

With ever-growing numbers of villagers migrating to cities for better lifestyle and employment, there is an equal and bigger need to tend to the lack in rural India. And, to fix it. We believe that a key ingredient in the recipe for a sustainable change is community participation. Thus, when we build toilets, we sensitize masses to use them too. When we build solar centers, we train village youth to install and service solar lighting systems. When we talk about model villages, we gauge problems of a village and inspire the ones who understand them the best, the locals to become torchbearers of change. In short, to us, infrastructure development walks hand-in-hand with people development. With this basic model, we are working to:

provide solar lighting to remotest of villages, empower rural youth and women with skill development training build toilets and ensure communities use. To Provide clean drinking water. strengthen local governance, Making villages self-sustainable.

7. Facilities for Persons with Disabilities

The requirements of persons with disabilities are generally part of the plan in respect of all types of infrastructure at Sri Sri University. In the multi-story buildings of the university, lifts are available. The administrative wing, the dining hall and the theatre are equipped with ramps. In dormitory rooms, where the facilities are specially designed for disabled students, accommodation is made available. In order to make it possible for students and employees with a disability to easily use them, wheelchair is available in all types of blocks. There are shuttle services on campus, however, shuttle services are available for all university stakeholders at no cost but preference shall be given to students and staff with disabilities.

In the Sri Sri University, yoga and meditation are daily practices. In Sri Sri University, yoga and meditation are daily practices. The University is run by the well qualified and experienced teachers of the organization 'Art of Living', a university parent organization. The role of teachers in the student mentoring, counselling and peer support programmes shall be played by them.



8. Conclusion

Inequality remains a critical challenge, significantly impacting the social, economic, and environmental pillars of sustainable development. Manifesting through discrimination based on race, religion, ethnicity, gender, and economic status, inequality often limits access to education, employment, and social justice for underrepresented groups. Developing nations, where a significant portion of the population belongs to economically weaker or marginalized communities, face unique challenges in addressing this disparity. Social inequality fosters unrest, while economic inequality disrupts economic stability and sustainability. Additionally, inequality undermines environmental quality, exacerbating climate change vulnerabilities among disadvantaged groups. SDG10 (Reduced Inequalities) provides a comprehensive framework for addressing inequalities within and among countries. Its objectives include reducing income disparities, ensuring equal opportunities, promoting inclusion, and improving representation in global financial systems. These goals align closely with other SDGs, such as eradicating poverty, enhancing education, and promoting gender equality, demonstrating that reducing inequality is vital to achieving sustainable development.

Sri Sri University aligns its vision with global efforts to reduce inequality, emphasizing inclusive education, social protection, and community development. The university's policies, such as its

admission reservation policy and the Committee for Social Protection, ensure opportunities for marginalized groups while fostering respect and human dignity. Through initiatives in education, health, environmental sustainability, and empowerment, the university integrates the ethos of equality into its framework. Additionally, programs like the Art of Living's "Happiness Program" instill values of stress management and holistic well-being, enabling individuals to contribute effectively to societal progress.

Efforts to reduce inequality must prioritize equitable resource distribution, inclusive growth, and the empowerment of disadvantaged groups. Addressing inequality not only fulfills a moral imperative but also strengthens the interconnected goals of the 2030 Agenda, fostering a more sustainable, equitable, and resilient global society.

Sri Sri University (SSU) exemplifies its commitment to fostering an inclusive and equitable environment by adopting proactive policies and initiatives aimed at eradicating discrimination and promoting equal opportunities. Recognizing the diverse challenges faced by marginalized groups, SSU aligns its principles with constitutional mandates to ensure fairness, equality, and respect for all individuals. Its Anti-Discrimination and Equal Opportunity Policy is pivotal in creating a bias-free workplace where employment decisions are grounded in merit and relevant skills. The establishment of dedicated committees, such as the Committee for Social Protection and the Internal Complaints Committee, underscores SSU's proactive stance in addressing grievances and empowering underrepresented communities.

SSU goes beyond policy by embedding inclusivity in its administrative, cultural, and academic practices. Its initiatives, such as scholarships, remedial education, and personality development programs, directly support students and staff from disadvantaged backgrounds. The university also actively engages in community development through outreach projects, vocational training, and the promotion of human values. Programs like Nav Chetna Shivirs and menstrual health awareness campaigns address pressing societal issues, enhancing the quality of life for underprivileged groups.

Infrastructure at SSU is thoughtfully designed to accommodate persons with disabilities, ensuring accessibility and participation. Daily practices of yoga and meditation foster mental well-being, aligning with SSU's holistic approach to education. By integrating ancient wisdom with modern innovation, SSU not only empowers individuals but also contributes to sustainable societal transformation. Its dedication to equality and social justice solidifies its role as a model institution championing diversity and inclusion.