AMITY UNIVERSITY
RAJASTHAN

Kant Kalwar, NH-11-C,
Jaipur (Rajasthan) 303002
Tel: 01426 - 405678
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Anti-Discrimination & Anti-Harassment Policy

Date: 09/12/2024

1. Introduction and Scope

Amity University Rajasthan (AUR) reiterates its commitment to provide an environment of equity, dignity, and respect to all stakeholders. The University adopts a Zero Tolerance Policy against any form of discrimination, harassment, or unfair treatment based on gender, caste, religion, disability, or other identities.

An **Anti-Discrimination Officer**, an Internal Complaints Committee (ICC), and a Gender Cell have been constituted to implement this policy effectively and ensure continual compliance.

2. Objectives

- To safeguard the rights and dignity of every member of the University community.
- To eliminate all forms of discrimination and harassment, whether direct or indirect, explicit or implicit.
- To promote an inclusive and equitable learning and working environment.
- To ensure prompt and fair redressal of complaints and prevent recurrence of such incidents.
- To foster a culture of mutual respect, empathy, and accountability aligned with the Sustainable Development Goals (SDGs).

3. Definition of Discrimination and Harassment

1. **Discrimination** means any distinction, exclusion, or preference having the purpose or effect of nullifying equality of treatment or opportunity in education, employment, or participation based on caste, creed, religion, language, ethnicity, gender, sexual orientation, age, or disability.
2. **Harassment** includes any unwelcome conduct (verbal, physical, or digital) that demeans, intimidates, or humiliates an individual or creates a hostile environment.
3. **Sexual Harassment** shall be interpreted as per the **POSH Act (2013)** and **UGC Regulations (2015)**.

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4. Applicability

This policy applies to:

- Students (regular, distance, part-time, or exchange)
- Faculty members (permanent, visiting, adjunct, or contractual)
- Non-teaching and administrative staff
- Research scholars and project fellows
- Alumni engaged in university activities
- Vendors, contractors, and outsourced workers
- Visitors and other external stakeholders interacting with the University

5. Areas of Operation

The policy addresses all forms of discrimination and harassment on the following grounds:

- Gender, sexual orientation, or gender identity
- Caste, religion, ethnicity, or nationality
- Disability, health condition, or neurodiversity
- Age, marital status, or socio-economic background
- Language, culture, or personal belief system
- Digital/cyber harassment through university platforms

6. Types of Prohibited Behavior

- Sexual harassment and gender-based misconduct
- Verbal or psychological bullying, ragging, or intimidation
- Discriminatory grading, admission, or employment practices
- Retaliation or victimization of complainants/witnesses
- Harassment through electronic communication or social media
- Exclusion or humiliation based on identity or ideology

7. Complaint, Inquiry and Appeal Procedure

1. **Initial Submission:** Any aggrieved individual may submit a written complaint to the **Head of Department/Director** within 15 days of the incident.
2. **Departmental Resolution:** The HoD/Director shall inquire and attempt resolution within 15 days, submitting an **Action Taken Report** to the Anti-Discrimination Officer.

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3. **Escalation:** If unresolved or unsatisfactory, the complaint shall be forwarded to the **Anti-Discrimination Officer (ADO)** within 15 additional days.
4. **Investigation:** The ADO shall investigate and recommend action to the **Vice Chancellor** within 30 days.
5. **Appeal:** Any aggrieved person may appeal to the Vice Chancellor within 90 days from the order of the ADO.
6. **Confidentiality:** All proceedings shall be handled confidentially to protect the identity and dignity of the parties involved.

8. Roles and Responsibilities

- **Anti-Discrimination Officer (ADO):** Coordinates receipt, review, and redressal of complaints; maintains records; submits annual compliance reports to UGC.
- **Internal Complaints Committee (ICC):** Handles gender-related cases as per UGC POSH Regulations.
- **Gender Cell:** Conducts awareness, training, and gender sensitization programs.
- **Prevention of Caste-Based Discrimination Committee:** Addresses grievances related to SC/ST/OBC categories (vide AUR/REG/5177 dated 10/02/2021).
- **Student Grievance Redressal Committee:** Ensures fair resolution of student-related issues in compliance with UGC (Redressal of Grievances) Regulations, 2023.

9. Support and Protection

- Victims may seek **counselling, psychological support, and academic adjustments** during proceedings.
- The University ensures **non-retaliation** against complainants and witnesses.
- Confidentiality is strictly maintained throughout the process.

10. Awareness, Capacity Building & Prevention

- **Mandatory orientation** on anti-discrimination and anti-harassment provisions for all new students and staff.
- **Annual workshops, gender sensitization drives, and inclusion awareness programs** organized by Gender Cell and IQAC.
- **Training for committee members and administrators** on unbiased investigation and trauma-informed redressal.
- Observance of **International Women's Day**, **Human Rights Day**, and **Zero Discrimination Day** as part of institutional culture.

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11. Disciplinary Measures

Any person found guilty of discrimination or harassment shall face disciplinary action commensurate with the gravity of the offense, including:

- Written warning, suspension, or expulsion (for students)
- Suspension, demotion, or termination (for employees)
- Blacklisting or cancellation of contract (for vendors or external stakeholders)

12. Monitoring, Review & Continuous Improvement

- The **Anti-Discrimination Officer** shall submit an **annual compliance report** to the Vice Chancellor and UGC.
- The policy shall be **reviewed biennially** or as per new UGC notifications.
- Feedback from students, faculty, and staff shall inform policy refinements and preventive strategies.

13. Policy Statement

Amity University Rajasthan reaffirms its dedication to ensuring a campus that embodies equity, empathy, inclusivity, and respect for diversity. The University aspires to remain a model of good practice in promoting a safe, inclusive, and empowering environment for learning and growth.