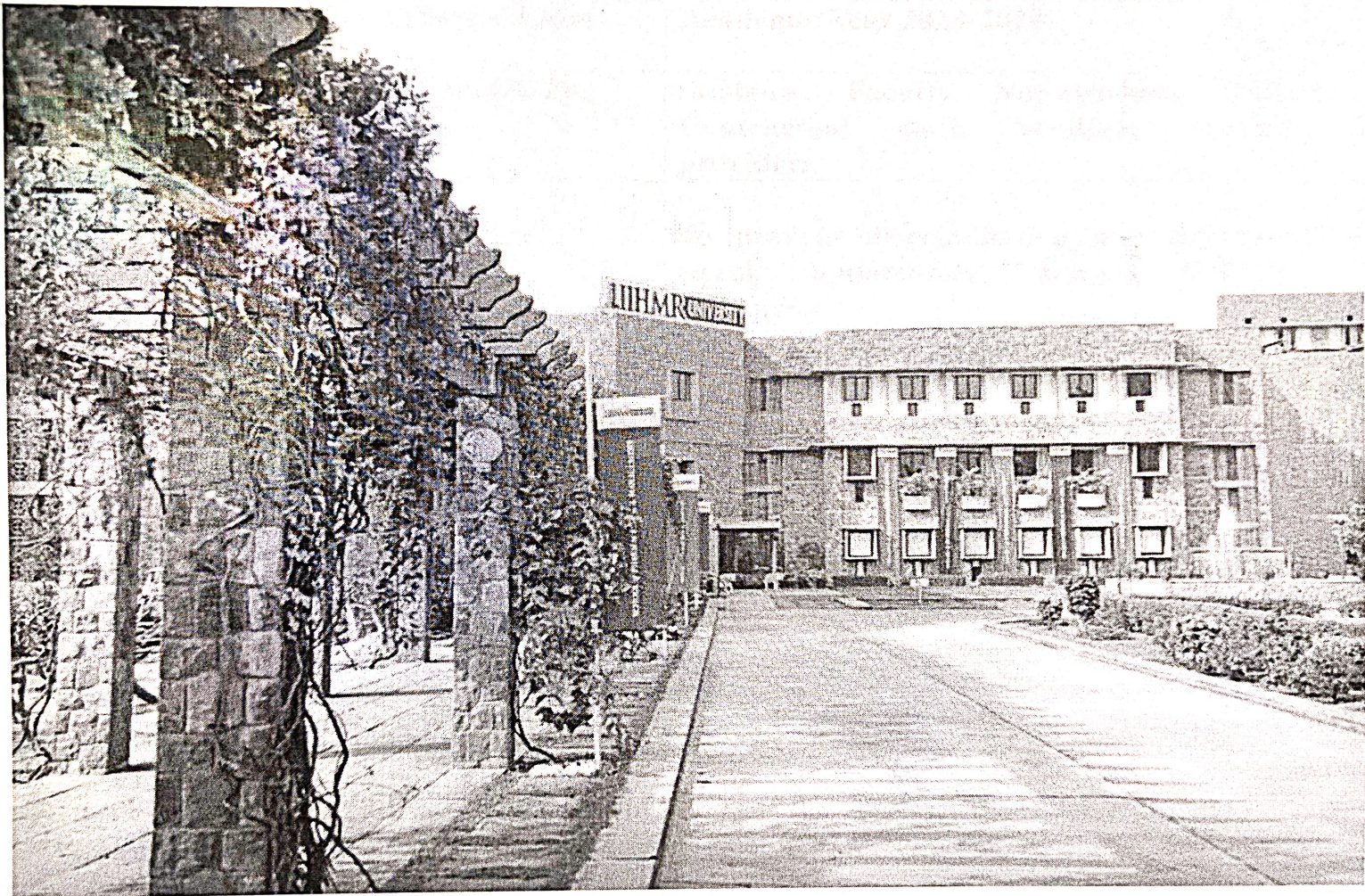




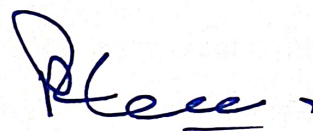
Policy on Anti- Discrimination



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Policy on Anti- Discrimination

S.No.	DETAILS	DATE/REMARKS
1	Policy Effective From	Academic Year 2023-2024
2	Policy Applicable For	Students, Faculty, Non-teaching staff, Contractual staff, Vendors, Service providers
3	Purpose of Policy	To prevent discrimination and promote equal opportunity across IIHMR University



PREAMBLE

IIHMR University, Jaipur is committed to fostering an academic and work environment in which every individual is treated with dignity, fairness and respect. The University values diversity and recognises that an inclusive campus is essential for high-quality teaching, research and community engagement.

In line with the Constitution of India and applicable UGC regulations, the University affirms that no student, faculty member, staff member or visitor shall be discriminated against on the grounds of caste, sex, gender identity, sexual orientation, religion, language, ethnicity, nationality, disability, age, marital or parental status, or any other status protected under law. Discrimination undermines academic freedom and institutional integrity, and is therefore incompatible with the University's mission and values.

This Anti-Discrimination Policy sets out the principles and procedures through which IIHMR University prevents, identifies and responds to discrimination.

1. PURPOSE AND SCOPE

The purpose of this policy is to:

- Articulate the University's zero-tolerance stance towards discrimination in all academic, administrative and co-curricular activities.
- Provide a clear framework to prevent discriminatory practices and promote equitable access for all.
- Establish fair and timely mechanisms for addressing complaints of discrimination.
- Clarify the responsibilities of individuals and departments in upholding non-discrimination.

This policy applies to all students, faculty, staff, service providers, vendors and guests engaged in University-related activities, whether on campus, at field sites, partner locations or in virtual environments.

2. DEFINITIONS AND PROHIBITED CONDUCT

Discrimination means any distinction, exclusion, restriction or unfavourable treatment which has the purpose or effect of denying or impairing equality of opportunity or equal treatment based on protected characteristics.

Forms of discrimination include:

- Denial of admission, financial aid, accommodation or learning opportunities without valid reasons.
- Unequal treatment in academic assessment, grading, promotion or access to resources.
- Unfair practices in recruitment, employment decisions or workload distribution.
- Exclusion from committees, events or decision-making bodies.
- Derogatory remarks, slurs, stereotypes or hostile behaviour based on protected characteristics.
- Differential treatment in shared spaces (canteen, hostels, libraries, transport).

- Digital harassment or exclusion on social/institutional platforms.
- Any ostensibly neutral policy that disproportionately disadvantages a protected group.

3. INSTITUTIONAL MECHANISMS AND RESPONSIBILITIES

The University shall maintain appropriate structures to implement this policy:

- The **Equality, Diversity and Inclusion (EDI) Committee** advises on institutional policies, programmes and training related to equality, diversity and inclusion.
- **Statutory committees** deal with sexual harassment, disability support, student/staff grievances and other specific domains.
- **Designated nodal officers** in Schools and Departments receive and escalate concerns at an early stage.

All employees, especially Heads of Departments and senior leaders, are expected to model ethical behaviour, ensure transparent procedures in their areas (recruitment, procurement, examinations), and encourage staff to speak up about concerns.

4. REPORTING AND REDRESSAL

Any person who experiences or witnesses' discrimination is encouraged to:

- Informally raise the matter with the immediate teacher, supervisor or Head of Department, if appropriate and safe.
- Submit a **written complaint** to the designated grievance redressal committee, EDI Committee or relevant statutory body, as per University regulations.

Complaints should include a description of the incident(s), date(s), location(s), persons involved and any supporting materials.

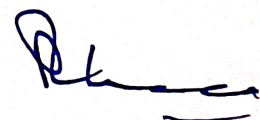
On receipt of a complaint, a preliminary review will determine whether the matter falls within this policy's scope. If it proceeds, an enquiry will be conducted in a fair and impartial manner, giving all parties an opportunity to present their version and supporting evidence.

Where discrimination is established, the University may take disciplinary action in accordance with applicable rules, ranging from counselling and warning to suspension or dismissal.

5. PROTECTION FROM RETALIATION

The University strictly prohibits retaliation or victimisation against any person who, in good faith:

- Raises a concern or files a complaint under this policy.
- Participates as a witness in an enquiry.
- Supports someone else in using this policy.



Any act of intimidation, threat, unfair negative evaluation or denial of opportunities linked to a complaint will itself be treated as misconduct and attract disciplinary action.

All records of complaints will be maintained securely and shared only with those who require it for legitimate institutional purposes.

6. AWARENESS AND REVIEW

IIHMR University will:

- Make this policy available on its website
- Include anti-discrimination orientation in induction programmes and periodically conduct refresher sessions and awareness campaigns.
- Encourage Schools and Departments to discuss case-based examples and good practices.

This policy will be reviewed periodically or earlier if required by changes in law or regulatory frameworks, on the recommendation of the EDI Committee and relevant bodies.

