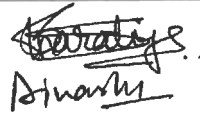






Non-Discrimination Policy

Document Control

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Applicable To	All JKLU Staff & Students (wherever applicable)

Purpose

JKLU is dedicated to fostering a diverse and inclusive workplace and learning environment where everyone feels valued, secure, and respected. The purpose of this policy is to create and uphold an environment at JK LakshmiPat University (JKLU) that is free from discrimination, harassment, and prejudice, ensuring equal treatment, safety, and respect for all individuals.

This policy complies with Indian laws and standards, including the Transgender Persons (Protection of Rights) Act, 2019, and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Objective

The objective of this policy is to prevent discrimination and harassment based on race, gender, age, religion, sexual orientation, disability, national origin, and other legally protected characteristics, including gender identity and expression. The policy aims to establish a framework that promotes fairness and equality in all interactions, decisions, and opportunities provided by the university.

Scope

This policy applies to all JKLU students, employees, contractual staff, third-party workers, and any other individual associated with the university. It covers all aspects of university life, including but not limited to recruitment, admissions, promotions, disciplinary actions, academic and workplace interactions, and access to university facilities.

Definitions

- **Discrimination:** Unfair treatment of individuals based on protected characteristics, such as race, gender, age, religion, disability, sexual orientation, gender identity, or gender expression.
- **Harassment:** Any unwelcome conduct, verbal or physical, that creates a hostile, intimidating, or offensive environment for an individual or group based on their personal characteristics.
- **Equal Opportunity:** JKLU's commitment to fair treatment of all individuals in recruitment, selection, promotion, and other employment practices, based solely on qualifications, performance, and merit.

Roles and Responsibilities

- **University Administration:** Accountable for the implementation and communication of this policy, fostering a culture of respect and inclusivity.



- **Human Resources Department:** Responsible for overseeing compliance, handling grievances, and conducting training on non-discrimination.
- **Supervisors and Managers:** Expected to foster a respectful work environment, address any discrimination concerns, and uphold the standards outlined in this policy.
- **All JKLU Employees, Students, and Affiliates:** Responsible for adhering to this policy, treating others with respect, and reporting incidents of discrimination or harassment.

Training and Awareness

JKLU is committed to providing regular training sessions and awareness programs on discrimination, diversity, and inclusivity. These initiatives educate students, faculty, and staff about their rights, encourage respectful interactions, and reinforce the importance of a discrimination-free environment.

Policy Statements

- JKLU upholds a strict policy of non-discrimination, ensuring equal treatment and respect for people of all genders, races, ethnicities, castes, creeds, nationalities, beliefs, religions, sexual orientations, gender identities, gender expressions, ages, abilities, and other protected characteristics.
- The University prohibits discrimination in any form, whether in recruitment, admissions, promotions, disciplinary actions, academic settings, or workplace interactions, ensuring that all individuals have fair and equal access to opportunities within the university community.
- Harassment of any kind, based on any characteristic, is strictly prohibited and will not be tolerated on university grounds or in any university-related capacity. JKLU extends this commitment beyond the campus, expecting respectful conduct in all interactions associated with the university.
- All employees, students, and affiliates are expected to uphold the principles of respect, dignity, and inclusivity, recognizing and valuing the unique backgrounds, rights, and perspectives of others.
- JKLU has established an Internal Complaints Committee (ICC) to provide a confidential and supportive mechanism for addressing and redressing issues of sexual harassment, in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.
- To oversee the prevention of discrimination on campus, JKLU has constituted an Anti-Discrimination Committee. This committee investigates complaints related to discrimination or pay inequity and implements corrective actions as needed. It is empowered



to operate confidentially, ensuring that anyone reporting discrimination is safeguarded from retaliation and supported throughout the process.

Policy Enforcement and Accountability

- All members of the JKLU community are expected to adhere to this policy and report incidents that may constitute discrimination or harassment.
- JKLU will take appropriate disciplinary actions, including suspension or termination, against individuals found in violation of this policy.

Feedback and Improvement

- **Employee and Student Feedback:** JKLU values feedback from all members of the university community regarding the effectiveness of this policy. Employees, students, and affiliates are encouraged to provide input on areas where the policy may be improved or adjusted to better meet evolving standards of equality and inclusivity.
- **Annual Policy Review:** The University will review the policy every two years, considering feedback, recent legal updates, and findings from incident reports and audits to make necessary improvements that strengthen our commitment to a discrimination-free environment.

Grievance and Appeal Process

- **Grievance Reporting:** Individuals who experience or witness discrimination, harassment, or any form of inequitable treatment can submit a formal grievance. Complaints may be submitted confidentially via email to the HR department or directly to the Anti-Discrimination Committee at hr@jkl.edu.in.
- **Investigation Process:** Upon receiving a complaint, the Anti-Discrimination Committee, in collaboration with the HR department, will conduct a fair and thorough investigation. Each case will be reviewed with impartiality, and recommended resolutions will be discussed with relevant parties to ensure a fair outcome.
- **Appeal Mechanism:** If a complainant is dissatisfied with the resolution provided, they may submit an appeal to the Pro-Vice Chancellor's office at provoc@jkl.edu.in. A committee, consisting of senior university officials, will review the appeal and provide a final decision, ensuring the process is conducted with transparency and respect for all parties involved.

Confidentiality

JKLU is committed to maintaining the confidentiality of all individuals involved in discrimination or harassment complaints. All grievance reports, investigations, and related information will be



treated with the highest level of discretion. Only those directly involved in the resolution process, including members of the HR department and designated committee members, will have access to relevant details. This commitment to confidentiality is integral to creating a safe environment for individuals to report concerns without fear of exposure or reprisal.

