



ANTI-DISCRIMINATION AND
ANTI-HARASSMENT POLICY

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SWAMI VIVEKANAND SUBHARTI UNIVERSITY

Approved by UGC *Where Education is a Passion...*



Anti-Discrimination and Anti-Harassment Policy



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| S. No. | Particulars | Description |
|--------|--------------------------|---|
| 1 | Policy Number | U-07/SVSU/2024/1783 |
| 2 | Policy Statement | Swami Vivekanand Subharti University, Meerut, is committed to providing a workplace free from discrimination and harassment of any kind. All individuals are treated with respect and dignity, regardless of race, gender, age, religion, disability, sexual orientation, or any other protected characteristic. Any form of harassment, bullying, or discriminatory behaviour will not be tolerated and may result in disciplinary action. The University encourages everyone to speak up and report concerns to ensure a safe, inclusive, and respectful environment for all. |
| 3 | Scope of the Policy | This policy applies to all stakeholders associated with the University. It covers behaviour in the workplace, during work-related activities, and anywhere inside the University that may impact the work environment, including virtual platforms. |
| 4 | Policy Status | Original |
| 5 | Originated By | Gender Sensitization Cell, Equal Opportunity Cell and Internal Complaints Committee of the University |
| 6 | Reviewed By | Registrar |
| 7 | Effective Date of Policy | 31/08/2024 |
| 8 | Approving Authority | Hon'ble Vice Chancellor |
| 9 | Policy Review Date | |





1. Preamble

Swami Vivekanand Subharti University, Meerut upholds the constitutional values of equality, dignity, and justice and is committed to fostering a campus environment that is free from discrimination, harassment, and bias. The University recognizes diversity as a strength and promotes an inclusive academic culture where individuals from all backgrounds are respected and empowered.

The University adopts a zero-tolerance approach toward any form of discrimination or harassment and ensures a safe ecosystem for learning, research, and professional growth.

2. Objectives

The policy aims to establish a structured framework that not only prevents discriminatory practices but also actively promotes inclusivity. The objectives of this policy are:

- 2.1 To ensure equitable access to academic, administrative, and co-curricular opportunities.
- 2.2 To create a safe and respectful campus climate.
- 2.3 To provide accessible, transparent, and time-bound grievance redressal mechanisms.
- 2.4 To promote diversity, equity, and inclusion (DEI) as institutional core values.
- 2.5 To align institutional practices with UNSDG's.
- 2.6 To sensitize stakeholders through continuous awareness and capacity-building programs.

3. Scope

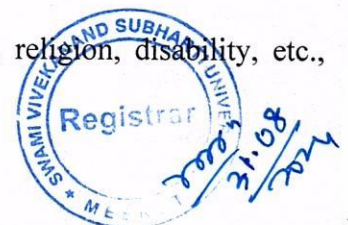
This policy has a comprehensive institutional applicability, ensuring that no stakeholder remains outside its protection. This policy applies to:

- 3.1. All students.
- 3.2 Teaching and non-teaching staff.
- 3.3 Contractual employees, consultants, vendors, and visitors.
- 3.4 University campus, all faculties, Departments, hostels, hospitals, outreach centres, and digital/online platforms.

4. Definitions

4.1. Discrimination

Any unfair treatment based on identity factors such as caste, gender, religion, disability, etc., including denial of opportunities or biased evaluation.





4.2. Harassment

Any unwelcome behavior (verbal, physical, psychological, or digital) that creates a hostile or intimidating environment.

4.3. Indirect Discrimination

Policies or practices that unintentionally disadvantage certain groups.

4.4. Victimization

Punishing or threatening individuals who report or participate in complaint processes.

5. Principles

The policy is governed by strong ethical and administrative principles:

- 5.1 Equity & Inclusivity: Equal opportunity for all stakeholders.
- 5.2 Zero Tolerance: Strict action against violations.
- 5.3 Fairness & Natural Justice: No bias in inquiry processes.
- 5.4 Confidentiality: Protection of identity and dignity.
- 5.5 Accountability: Institutional leadership responsible for implementation.
- 5.6 Transparency: Clear procedures and documentation.

6. Institutional Mechanisms

6.1 Equal Opportunity Cell (EOC)

The EOC acts as the nodal body for inclusion and equity:

- 6.1.1. Supports marginalized groups.
- 6.1.2. Provides academic, psychological, and career counselling.
- 6.1.3. Organizes awareness programs and sensitization workshops.
- 6.1.4. Monitors equity indicators and prepares reports.

6.2 Gender Sensitization Cell

- 6.2.1 Provide guidance in integrating /mainstreaming gender in all activities of the Institution
- 6.2.2 Organize awareness programmes on various gender issues including legislations to influence behaviour change.
- 6.2.3 To make the young boys and girls gender sensitive and create positive social norms
- 6.2.4 Recommending institutional reforms

6.3 Grievance Redressal Cell

- 6.3.1 First point of contact for complaints
- 6.3.2 Ensures time-bound inquiry process
- 6.3.3 Maintains records and documentation
- 6.3.4 Coordinates with other statutory bodies (ICC, Anti-Ragging Committee)





6.4 Minority Cell

- 6.4.1 Oversee all affairs related to Minority.
- 6.4.2 Address matters of deprivation based on caste, creed, language, ethnicity.
- 6.4.3 Provide support and assistance to minority students in academic and non-academic matters.
- 6.4.4 Eliminate discrimination and harassment in all forms.

6.5 Internal Complaints Committee

- 6.5.1 Ensuring a Safe and Supportive Environment.
- 6.5.2 Promoting Gender Equality.
- 6.5.3 Facilitating Fair and Transparent Processes.

6.6 Ombudsperson

- 6.6.1 Independent authority
- 6.6.2 Handles and appeals unresolved grievances
- 6.6.3 Ensures neutrality and fairness

6.7 Digital Complaint System

- 6.7.1 Online portal/email-based complaint mechanism
- 6.7.2 Enables accessibility and transparency
- 6.7.3 Supports anonymous reporting (if and when required)

7. Prohibited Conduct

The policy explicitly prohibits behaviour that compromise dignity and equality, such as:

- 7.1 Caste-based remarks, exclusion, or bias
- 7.2 Gender-based discrimination or harassment
- 7.3 Sexual harassment (as per POSH norms)
- 7.4 Bullying, ragging, or psychological intimidation
- 7.5 Verbal abuse, humiliation, or derogatory remarks
- 7.6 Cyber harassment, trolling, or digital misconduct
- 7.7 Denial of academic or institutional opportunities

8. Preventive Measures

8.1. Awareness Programs

- 8.1.1 Gender sensitization workshops.
- 8.1.2 Diversity and inclusion training.
- 8.1.3 Orientation sessions for new students.

8.2. Curriculum Integration

- 8.2.1 Inclusion of ethics, human values, and UNSDGs.
- 8.2.2 Case studies on equality and inclusion





8.3. Infrastructure Inclusivity

Barrier-free access (ramps, lifts, assistive tools).

9. Confidentiality & Protection

The University ensures:

- 9.1 Protection of complainant identity
- 9.2 No retaliation against complainants
- 9.3. Secure documentation and record handling
- 9.4 Sensitive handling of cases

10. Review & Continuous Improvement

This Policy shall be reviewed as and when required to assess its continued effectiveness and to incorporate any amendments necessitated by changes in applicable law or institutional requirements.

