



**2024**

## **Anti-Discrimination and Equal Opportunity Policy**



**Shree Guru Gobind  
Singh Tricentenary  
University  
(SGT University)  
Gurugram Haryana**

**Valid from: 12<sup>th</sup> Jan 2024.**



# Shree Guru Gobind Singh Tricentenary University

## Anti-Discrimination and Equal Opportunity Policy

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### 1. Preamble

Shree Guru Gobind Singh University (SGTU) reaffirms its unwavering commitment to ensuring a campus culture rooted in equality, dignity, and social justice. This policy is designed to eliminate all forms of discrimination and to foster an inclusive environment where every individual can thrive—regardless of caste, gender, religion, ethnicity, disability, sexual orientation, socio-economic background, or any other identity marker.

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### 2. Objectives

- To promote a safe, inclusive, and equitable environment across all university spaces.
- To ensure equal access and participation in academic, administrative, and extracurricular activities.
- To prevent and redress discriminatory practices through transparent, structured processes.
- To empower underrepresented and vulnerable communities through affirmative practices.
- To embed values of diversity, equity, and intersectionality across the university's systems.

### 3. Scope

This policy applies to:

- All students, teaching and non-teaching staff, administrative employees, contractual workers, service providers, researchers, visitors, and affiliated institutions of the University.

### 4. Definitions

- **Discrimination:** Any form of biased treatment that adversely affects an individual based on identity or affiliation.
- **Harassment:** Offensive or humiliating behavior that undermines a person's dignity or well-being.
- **Intersectionality:** Recognition that individuals may face multiple, layered forms of discrimination simultaneously.



- **Equal Opportunity:** Equitable access and treatment in all institutional affairs regardless of individual background.

## **5. Policy Commitments**

### **5.1 Zero Tolerance for Discrimination**

SGGSU strictly prohibits any form of direct or indirect discrimination on grounds including but not limited to:

- Caste (SC/ST/OBC), religion, or belief
- Gender or gender identity
- Disability or neurodivergence
- Sexual orientation
- Age, class, language, or nationality.

### **5.2 Equal Access and Inclusion**

- Fair and transparent processes for admission, recruitment, grading, promotion, and financial aid.
- Inclusive infrastructure such as ramps, tactile signage, Braille materials, gender-neutral washrooms.
- Proactive accommodation for persons with disabilities and other marginalized identities.

### **5.3 Intersectional Strategies**

- Dedicated outreach and mentoring for first-generation learners, queer and trans students, tribal communities, and socio-economically marginalized individuals.
- Culturally sensitive curriculum elements to reflect diverse narratives and lived experiences.

### **5.4 Community Sensitization and Outreach**

- Conduct regular awareness programs and inclusion workshops for all stakeholders.
- Mandatory sensitization sessions for contractual workers, vendors, partner institutions, and security personnel.

## **6. Institutional Structures**

### **6.1 Equal Opportunity Cell (EOC)**

- Acts as the primary node for policy implementation and grievance handling.



- Includes representatives from marginalized communities, student bodies, and legal experts.

## 6.2 Oversight Authority

- The **University Anti-Discrimination Oversight Council (UADOC)** will supervise the EOC.
- Headed by the Vice-Chancellor and includes Deans, an external advisor, and student representation.
- Responsible for annual audits, escalations, and strategic direction.

## 6.3 Appeals Committee

- Composed of three independent members not involved in the original grievance handling.
- Includes a legal expert, a gender/diversity specialist, and a senior faculty member.
- Members serve for a term of two years and are appointed by the Academic Council.

# 7. Grievance Redressal and Penalty Framework

## 7.1 Complaint Registration

- Complaints may be filed via email, a secure online portal, physical submission, or anonymously to the office of Registrar.
- All grievances are confidentially reviewed within 15 working days by the EOC.

## 7.2 Penalty Framework

Severity	Examples	Disciplinary Action
Level 1 (Minor)	Verbal microaggressions, stereotyping	Counselling + Warning
Level 2 (Moderate)	Bullying, slurs, exclusionary practices	Suspension/Grade Penalty
Level 3 (Severe)	Physical threats, public humiliation, systemic denial of rights	Expulsion/Dismissal + Police FIR (if needed)

## 7.3 Appeals Process

- Complainants/respondents dissatisfied with outcomes may appeal to the **Appeals Committee** within 10 working days.
- The committee must respond within 15 days of receiving the appeal.



## 8. Education and Capacity Building

### 8.1 Mandatory Staff and Student Training

- **Onboarding module** on diversity and non-discrimination for all new faculty, staff, and students.
- **Annual refresher training** on inclusive behavior, legal frameworks, and unconscious bias.

### 8.2 Curriculum and Research

- Integration of social justice, ethics, and intersectionality in academic content.
- Funding and support for research on equity, human rights, and marginalized communities.

## 9. Data, Feedback & Monitoring

### 9.1 Feedback Mechanism

- Annual **campus-wide anonymous surveys** to assess inclusion climate and perceptions.
- Results reviewed by EOC and shared in the public **Inclusion Report**.

### 9.2 Monitoring Indicators

- Diversity ratio in student/staff population
- Number and nature of complaints resolved
- Participation rates in equity programs
- Compliance with accessibility standards

### 9.3 Annual Diversity & Inclusion Report

- Published on the university website with statistics, interventions, outcomes, and action plans.

## 10. Review and Amendment

- The policy will be reviewed **annually** or as required due to legal, regulatory, or institutional changes.
- Suggestions for improvement can be submitted to the EOC or via the anonymous feedback mechanism.

## 11. Accountability

- Each department must designate a **Departmental Diversity Officer (DDO)** to ensure policy awareness and reporting.



Shree Guru Gobind Singh University envisions an academic ecosystem that champions equity, compassion, and human dignity. Through this policy, we pledge not only to eliminate discrimination but also to actively cultivate a vibrant, diverse, and inclusive university culture.