



MANAV RACHNA
UNIVERSITY
Declared as State Private University vide Haryana Act 26 of 2014

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Plot-B, Sector-43, Aravali Hills, Delhi-Suraj-Kund Road, Faridabad

POLICY ON NON-DISCRIMINATION

Manav Rachna University (MRU) is committed to creating and maintaining an academic and work environment that is free of discrimination, harassment, and bullying. The university upholds the dignity of all individuals, providing an inclusive and equitable atmosphere that promotes respect for diversity, equality, and mutual respect. This Anti-Discrimination Policy outlines the university's commitment to preventing discrimination on various grounds and ensuring equal opportunities for all students, faculty, staff, and visitors.

Purpose

The purpose of this policy is to:

- Ensure a safe and respectful environment where all individuals are treated fairly, irrespective of their background, characteristics, or beliefs.
- Outline the types of discrimination that are prohibited.
- Establish procedures for reporting and addressing discrimination-related issues.
- Foster an inclusive community where diversity is valued and protected.

Scope

This policy applies to:

- All students, faculty, staff and administrative personnel of Manav Rachna University.
- All individuals involved in the academic and extracurricular activities of MRU, including contractors, suppliers, visitors and guests.
- All activities conducted within the university's premises, online platforms and other university-affiliated environments (including events, programs, and off-campus activities).

Definition of Discrimination

Discrimination refers to unfair or unequal treatment based on one or more protected characteristics. It involves any act, behavior, or decision that negatively impacts an individual or group based on these characteristics, and is prohibited under this policy.



Prohibited Grounds of Discrimination

Manav Rachna University prohibits discrimination on the following grounds:

- **Race and Ethnicity:** Discrimination based on race, color, national origin or ethnic background.
- **Gender and Sex:** Discrimination based on gender, including gender identity, gender expression and sexual orientation.
- **Disability:** Discrimination based on physical or mental disabilities.
- **Age:** Discrimination based on age, particularly against individuals who are younger or older.
- **Religion:** Discrimination based on religious beliefs, practices or affiliations.
- **Caste:** Discrimination based on caste or social status.
- **Marital Status:** Discrimination based on whether an individual is married, divorced or single.
- **Pregnancy and Maternity:** Discrimination based on pregnancy, childbirth, or related medical conditions.
- **Political Beliefs:** Discrimination based on political opinions or affiliations.
- **Language:** Discrimination based on linguistic background or ability.
- **Social and Economic Status:** Discrimination based on socioeconomic background or class.
- **Any Other Personal Characteristic:** Any other characteristic that is protected under applicable laws or university policy.

Forms of Discrimination

Discrimination can manifest in various forms, including but not limited to:

- **Direct Discrimination:** Treating an individual less favorably because of one of the protected characteristics.
- **Indirect Discrimination:** When policies, practices, or procedures that appear neutral disproportionately disadvantage individuals based on a protected characteristic.



- **Harassment:** Any unwelcome behavior related to a protected characteristic that creates a hostile, intimidating, or offensive environment.
- **Bullying:** Repeated and unreasonable behavior that creates a risk to health and safety, often targeting individuals due to their protected characteristics.
- **Victimization:** Treating someone unfairly because they have complained about discrimination or participated in an investigation.

University's Commitment

Manav Rachna University is committed to:

- Promoting diversity and inclusion in all aspects of academic and campus life.
- Upholding the principles of equality and non-discrimination through policies, practices and procedures.
- Providing training and awareness programs to students, faculty and staff on issues related to discrimination and inclusivity.
- Implementing fair and transparent mechanisms for addressing complaints related to discrimination.
- Ensuring that all individuals are treated with dignity and respect and that their rights and freedoms are protected.

Responsibilities of University Community

- **University Administration:** Ensure that anti-discrimination policies are effectively implemented and promote an environment free of discrimination. Develop resources, conduct awareness campaigns and support the reporting process.
- **Faculty and Staff:** Actively contribute to creating an inclusive and respectful environment by adhering to the policy, taking steps to prevent discriminatory behavior and reporting any incidents.
- **Students:** Respect the rights and dignity of others, contribute to an inclusive campus culture, and report any discriminatory incidents.
- **Visitors and Contractors:** Comply with the university's anti-discrimination policy while on campus and participate in promoting an inclusive environment.



Reporting Mechanism

Any individual who believes they have been subjected to discrimination, or have witnessed discrimination, can report the issue through the following channels:

- **In-Person Reporting:** Report to the designated Anti-Discrimination Officer or any faculty/staff member who will escalate the matter.
- **Email Reporting:** Send a formal complaint to the university's grievance redressal email address or any designated authority.
- **Online Reporting:** Use the university's online platform for submitting complaints or concerns about discrimination.

Reports should include:

- A detailed description of the incident(s), including date, time, and location.
- The individuals involved, including the perpetrator and any witnesses.
- Any supporting evidence (documents, recordings, etc.).

Investigation Procedure

Upon receiving a complaint of discrimination, the university will follow these steps:

1. **Acknowledgment:** The complaint will be acknowledged within 48 hours and a timeline will be communicated to the complainant.
2. **Initial Assessment:** The university will assess whether the complaint falls under the scope of this policy and determine the appropriate course of action.
3. **Investigation:** A thorough investigation will be conducted by a designated team, which may involve interviews with the complainant, the alleged perpetrator, and witnesses.
4. **Confidentiality:** All investigations will be handled with the utmost confidentiality to protect the privacy of those involved.
5. **Decision:** Once the investigation is complete, a decision will be made, and the complainant and accused will be notified of the outcome.
6. **Remedial Action:** If the complaint is upheld, appropriate remedial action will be taken, which may include disciplinary measures for the perpetrator.



Consequences of Violating the Policy

Individuals found guilty of discrimination may face disciplinary action, including but not limited to:

- Verbal or written warnings
- Suspension or expulsion (in the case of students)
- Termination of employment (in the case of staff or faculty)
- Legal action (in cases where the violation involves criminal activity)

The university will also take necessary steps to prevent further instances of discrimination, including revising policies, providing additional training, and ensuring continuous support for affected individuals.

Preventive Measures and Training

To foster an inclusive culture, MRU will:

- Conduct regular training and awareness programs for all students, faculty, and staff about diversity, inclusion, and anti-discrimination practices.
- Promote and encourage dialogue and activities that celebrate diversity.
- Implement monitoring mechanisms to assess the effectiveness of anti-discrimination efforts.

Review and Monitoring

This Anti-Discrimination Policy will be reviewed annually to ensure its relevance and effectiveness. Feedback from students, staff, and faculty will be incorporated into the review process. The university will monitor incidents of discrimination and take proactive steps to address emerging challenges.

Manav Rachna University is dedicated to maintaining a fair, equitable, and inclusive environment for all members of its community. Discrimination in any form is unacceptable and will not be tolerated. Through this Anti-Discrimination Policy, MRU ensures that all individuals are treated with dignity and respect, fostering an atmosphere of equality and inclusivity for all.

