



MANAV RACHNA UNIVERSITY

(Declared as State private University Vide Haryana Act No. 26 of 2014)
Plot-B, Sector-43, Aravali Hills, Delhi-Suraj-Kund Road, Faridabad

WHISTLEBLOWERS PROTECTION ON REPORTING DISCRIMINATION

Manav Rachna University (MRU) is committed to creating a safe and inclusive environment that upholds respect, dignity, and fairness. Recognizing the importance of addressing discrimination and misconduct, MRU has instituted a policy to protect individuals who report (or “whistleblow” on) discrimination, harassment, or any unethical behavior. This policy ensures that those who report concerns in good faith are safeguarded against retaliation and supported throughout the reporting process.

Objectives

1. To establish a safe reporting framework that encourages individuals to report discrimination or misconduct without fear of retribution.
2. To outline protections and confidentiality measures for whistleblowers.
3. To ensure transparency and fairness in investigating and addressing complaints of discrimination or retaliation.
4. To promote a campus culture of accountability and respect, deterring discrimination, harassment, or any form of misconduct.

Scope

This policy applies to all students, faculty, staff, contractual workers, and visitors of MRU. It covers:

- Incidents of discrimination or harassment based on gender, ethnicity, religion, disability, sexual orientation, age, or other protected characteristics.
- Retaliation or adverse actions taken against individuals who report discrimination or cooperate with investigations.
- Supportive measures for those who report or witness misconduct within MRU premises or at off-campus locations where University-related activities occur.



Definitions

1. Whistleblower: An individual who reports, in good faith, any instance of discrimination, harassment, or unethical behavior.
2. Discrimination: Any act that unfairly treats an individual or group based on their characteristics, such as race, gender, sexual orientation, etc.
3. Retaliation: Any adverse action taken against a whistleblower, including threats, demotion, suspension, harassment, or any form of discriminatory treatment as a result of their reporting or cooperation with an investigation.
4. Good Faith: Reporting done with honest intent, without malice, and with reasonable belief that the reported information is valid.

Principles of the Policy

1. Non-Retaliation: MRU strictly prohibits retaliation against any individual who, in good faith, reports discrimination or cooperates with an investigation.
2. Confidentiality: The identity of the whistleblower and details of the report will be kept confidential to the maximum extent possible, consistent with the need to conduct a thorough investigation.
3. Transparency and Fairness: MRU commits to transparent, fair, and unbiased handling of complaints, ensuring that both the complainant and accused have opportunities to be heard.

Reporting Process

1. Making a Report:
 - Reports of discrimination or retaliation may be made through MRU's designated channels, such as the Internal Complaints Committee (ICC), Human Resources (HR) office, or an online reporting portal, where available.
 - Reports can be made in writing or verbally and must provide as much detail as possible, including names, dates, descriptions, and any supporting evidence.
2. Anonymous Reporting:



- Whistleblowers may choose to report anonymously; however, providing a name may facilitate a more thorough investigation.
- MRU will take anonymous reports seriously but acknowledges that anonymous reporting may limit the scope of the investigation.

3. Whistleblower Support and Guidance:

- Whistleblowers will be provided with a point of contact to guide them through the process and offer assistance as necessary.
- MRU encourages individuals to seek support through available counseling and mental health resources if needed.

Investigation Process

1. Preliminary Review:

- Upon receiving a report, the designated committee (ICC, HR, or equivalent body) will conduct a preliminary review to assess the validity and seriousness of the allegations.
- If sufficient grounds exist, a formal investigation will be initiated.

2. Conducting the Investigation:

- The investigation will be carried out in a fair, objective, and confidential manner. All involved parties, including the whistleblower, witnesses, and accused, will have opportunities to provide their accounts and relevant evidence.
- Investigations will be concluded within a reasonable timeframe, ensuring timely resolutions.

3. Outcome and Communication:

- Upon completion of the investigation, findings and any corrective actions will be communicated to relevant parties while respecting confidentiality.
- If the allegations are substantiated, MRU will take appropriate disciplinary action against the offender, which may include warnings, suspension, or expulsion.

4. Protection from Retaliation:

- MRU will monitor for signs of retaliation against the whistleblower. Any report of retaliation will be investigated as a separate offense.



- Those found guilty of retaliatory actions will face disciplinary measures, as MRU has a zero-tolerance policy on retaliation.
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Whistleblower Protections

1. Confidentiality and Anonymity:

- MRU is committed to protecting the confidentiality of the whistleblower, including their identity and details of the report.
- Information will only be disclosed on a need-to-know basis or as required by law.

2. Supportive Measures:

- Academic and Employment Protections: Whistleblowers who are students or employees will be protected from adverse academic or employment actions. Reasonable adjustments may be provided to support them through the reporting process.
- Counseling and Support Services: MRU provides access to counseling and mental health resources for whistleblowers to ensure they feel supported during and after the investigation.

3. Legal Protection:

- MRU will uphold all legal protections available to whistleblowers, in line with national laws on anti-discrimination and whistleblower protections.
- If needed, whistleblowers may seek legal recourse if they believe their rights under this policy are violated.

4. Protection against Malicious Complaints:

- While MRU encourages all genuine reports, it also acknowledges that false accusations can cause harm. Malicious or knowingly false complaints may result in disciplinary action against the complainant, following a fair review.
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Roles and Responsibilities

1. University Administration:

- Ensure policy dissemination and awareness across campus.



- Provide resources and support for the investigation and resolution of complaints.
2. Internal Complaints Committee (ICC) and HR Department:
- Oversee investigations, uphold confidentiality, and ensure fair treatment for all parties.
 - Monitor and address any retaliation reports, providing redress where needed.
3. Students, Faculty, and Staff:
- Foster a respectful and supportive environment.
 - Report any instances of discrimination or retaliation and support peers who report concerns.
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Awareness and Training

1. Policy Awareness:

- MRU will conduct regular informational sessions on the Whistleblower Protection Policy for all students, faculty, and staff.
- Information about the policy, reporting procedures, and support services will be accessible through MRU's official communication channels, website, and campus posters.

2. Annual Sensitization Programs:

- The University will organize workshops and training to raise awareness about discrimination, ethics, and the importance of reporting in good faith.
 - Specialized training for those in leadership or supervisory roles will be provided to ensure they understand their responsibilities under this policy.
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Monitoring and Policy Review

1. Regular Review and Updates:

- MRU will periodically review this policy to ensure compliance with national laws, evolving best practices, and feedback from the University community.



- Any updates or changes to the policy will be communicated to all members of MRU in a timely manner.

2. Feedback Mechanism:

- MRU encourages feedback from students, faculty, and staff on the effectiveness of the policy and reporting mechanisms.
- Feedback can be submitted confidentially through designated channels to help improve the policy and foster an inclusive campus environment.

