



Chhatrapati Shahu Ji Maharaj University Kanpur

Anti-Discrimination and Anti-Harassment Policy

LP
REGISTRAR
Chhatrapati Shahu Ji Maharaj University,
Kanpur

Anti-Discrimination and Anti-Harassment Policy

Introduction

Chhatrapati Shahu Ji Maharaj University, Kanpur is committed to providing an inclusive and respectful environment for all members of its community, including students, faculty, staff, and visitors. Discrimination and harassment based on race, color, ethnicity, religion, caste, gender, sexual orientation, disability, age, or any other protected characteristic are inconsistent with the values of our institution and will not be tolerated.

Scope

This policy applies to all members of the University including students, faculty, staff and other stakeholders. It covers conduct that occurs on university premises, at university-sponsored events, and in any other context that affects the university environment.

Definitions

Discrimination: Any unjust or prejudicial treatment of individuals or groups based on their race, color, ethnicity, religion, caste, gender, sexual orientation, disability, age, or any other protected characteristic.

Harassment: Any unwelcome conduct, whether verbal, physical, or visual, that creates an intimidating, hostile, or offensive environment, or that interferes with an individual's academic or work performance.

Prohibited Conduct

All members of the university are prohibited from engaging in discrimination or harassment.

This includes, but is not limited to:

Making derogatory or offensive remarks related to a person's protected characteristics.

Threatening, intimidating, or bullying individuals based on their identity.

Displaying or distributing offensive material, including written or visual content, that promotes discrimination or harassment.

Retaliating against individuals who report incidents of discrimination or harassment.

Reporting Procedures

Any individual who experiences or witnesses discrimination or harassment is encouraged to report the incident promptly. Reports can be made in person, in writing, or anonymously


REGISTRAR
Chhatrapati Shahu Ji Maharaj University,
Kanpur

through the university's reporting mechanisms. All reports will be taken seriously, and appropriate action will be taken to address the situation.

Investigation and Resolution

Upon receiving a report of discrimination or harassment, the university will conduct a prompt and impartial investigation. This may involve interviewing witnesses, gathering evidence, and taking any other steps necessary to determine the facts of the case.

If discrimination or harassment is substantiated, disciplinary action will be taken against the perpetrator(s) in accordance with university policies and procedures. This may include, but is not limited to, counselling, training, probation, suspension, or termination of employment or enrollment.

Confidentiality

The University will respect the privacy and confidentiality of all individuals involved in a report of discrimination or harassment to the greatest extent possible. Information will be shared only on a need-to-know basis, and efforts will be made to protect the identities of those involved.

Non-Retaliation

The University prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation. Any acts of retaliation will be subject to disciplinary action.

Education and Training

The University is committed to providing education and training programs to raise awareness about discrimination and harassment and to promote a culture of respect and inclusion. These programs will be offered regularly to students, faculty, and staff.


REGISTRAR
Chhatrapati Shahu Ji Maharaj University,
Kanpur