



## SRI SRI UNIVERSITY

(Established under UGC State Private University Regulation 2003)

Sri Sri Vihar, Ward # 3, Bidyadharpur, Arilo, Cuttack, Odisha 754006

Name of Policy	Policies protecting those reporting discrimination	Department responsible	Executive Registrar & HR
Department	All	Prepared by	Captain CS Panda
Effective date	09.07.2020	Checked by	Director Operations
Last Review date	23-06, 2023	Approved by	Executive Registrar
Number of pages	02	Reference number	SSU/ER/2023/271A

### 1. Purpose:

The university is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, it is expected that all relationships among persons in the office will be business-like and free of explicit bias, prejudice and harassment. This policy to ensure that all its employees can work in an environment free from unlawful harassment, discrimination and retaliation. All concerned are to be familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.

### 2. Responsibility Centre: Executive Registrar & HR

### 3. Procedure:

- Ensure equal employment opportunity without discrimination or harassment on the basis of race, colour, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law.
- Encourage reporting of all perceived incidents of discrimination or harassment for prompt and thorough investigation of reports.
- Prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- Ensure Sexual harassment is dealt with immediately.
- Harassment on the basis of any other protected characteristic to be strictly prohibited.
- Encourage reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position.
- Encourages the prompt reporting of complaints or concerns so that rapid and constructive action can be taken before relationships become irreparably strained.

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- (h) Ensure any reported allegations of harassment, discrimination or retaliation are to be investigated promptly.
- (i) Confidentiality needs to be maintained throughout the investigatory process to the extent consistent with adequate investigation and appropriate corrective action.
- (j) Disciplinary action to be taken for false and malicious complaints of harassment, discrimination or retaliation.

4. Conditions. Nil

*Ch. [Signature]*  
23/6/23  
Executive Registrar