



SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited "A" Grade by NAAC | 12B Status by UGC | Approved by AICTE

www.sathyabama.ac.in

ANTI DISCRIMINATION POLICY

Sathyabama Institute of Science and Technology provides everybody with equal opportunity irrespective of caste, creed, language, or gender. The Institution ensures that every staff/student inside the campus enjoys equal rights in the process of offering or receiving education. The policy endeavours to make all the staff/students feel protected and valued when they work/study in Sathyabama. The Anti Discrimination cell looks after the related matters (if any) of depriving a student, or staff, or group of students on the basis of caste, creed, language, ethnicity, gender, or different ability.

Discrimination: Sathyabama defines discrimination as any act that brings unequal treatment of an employee or student, while they are in the college premises, or during any job inside or outside the campus, that they do for the university due to the **protected characteristics**. The discrimination maybe a one- time occurrence, or over a period of time.

Protected Characteristics: The discrimination among employees, students, vendors, visiting faculty based on the following characteristics are not accepted.

- Caste
- Religion
- Age
- Sex/Gender identity (pregnancy, childbirth etc)
- Physical or mental disability
- Disability (Vision impaired, hearing impaired etc)
- Nationality
- Marital status
- Physical appearance
- Any other characteristics that is protected by our National Law.

Policies:

- Sathyabama does not discriminate any student/staff on the basis of race, colour, religion, disability, national origin, or any other characteristic protected by applicable law.
- Our policy of Non-discrimination in campus applies to admission, opportunities, discipline, placements, participation in all events organised, access to benefits and training and all other aspects of campus life.
- Students with questions or concerns about any type of discrimination in the campus are encouraged to bring these issues to the attention of the Convener/Members of Anti Discrimination Cell through mail or in person. Students can voice their concerns and submit reports without fear of retaliation.

Applicability:

The policy applies to all the staff and students working in Sathyabama Institute of Science and Technology, and is not limited to the University premises. These are applicable in the University premises, as well as ‘on duty’ movement, field trips, sponsored social events, club activities and all the activities related to the university.

The policy is also extended to how Sathyabama interacts with its contractors, parents, vendors and visiting faculty.

Responsibilities of Convener and Members:

- It is imperative that Chairperson and Members of Anti-discrimination cell not only adhere to but enforce this Policy.
- The Chairperson and the members shall be unbiased in dealing with the complaints.
- All management and supervisory personnel have an affirmative duty and are required to promptly report any discrimination, harassment, retaliation or sexual assault that they observe, learn about from others, or reasonably suspect has occurred with respect to an employee.

Committee Members:

| S. No | Name of the Member | Designation |
|--------------|---------------------------------------|--------------------|
| 1. | Dr T Sasipraba, Vice Chancellor | Chair person |
| 2. | Dr S S Rau, Registrar | Member |
| 3. | Dr G Sundari, Director Administration | Member |

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| 4. | Dr.Poorna Pushpa kala, Associate Professor | Member |
| 5. | Dr.Gowri, Associate Professor | Member |
| 6. | MS Sheeba, Women Empowerment Bureau | Member |
| 7. | Mr Rajasekhar, Assistant Professor | Member |
| 8. | Dr. S Karthikeyan, Associate Professor | Member |
| 9. | Dr Lakshmanan, Professor | Member |
| 10. | Dr Ravi, Associate Professor | Member |

Anti-harassment policy:

Sathyabama Institute of Science and Technology, defines harassment as when a student or employees is treated badly through verbal, physical, sexual or any negative treatment, due to the employee or student's status as having a protected characteristics.

Sexual harassment included any unwanted sexual advances, suggestive comments, abusive language, gestures, obscene material, request for sexual favors from an employee for any official favour, sending sexual material via mail or whatsapp.

Sathyabama provides a safe and pleasant environment where everyone is treated with fairness and respect.

- The conduct prohibited by anti harassment policy, whether verbal, physical, or visual, includes any discriminatory action and any welcome or unwelcome conduct that is inflicted on someone because of that individual's protected status.
- Among the types of conduct prohibited by this policy are epithets, slurs, jokes, negative stereotyping, intimidating acts, and the circulation or posting of written or graphic materials that show hostility toward individuals because of their protected status.
- Anti harassment policy forbids harassment based on gender regardless of whether the offensive conduct is sexual in nature and regardless of whether it rises to the level of a legal violation.
- Any unwelcome conduct based on gender is also forbidden by this policy regardless of whether the individual engaged in harassment and the individual being harassed are of the same or are of different genders.

Confidentiality:

- The Institution will maintain the confidentiality of the complaint, and the privacy of

the persons involved, to the greatest extent possible, consistent with its goal of conducting a thorough and complete investigation and to the extent permitted by law.

Complaint Procedure:

Students and Staff members of the Institution are encouraged to report discrimination, harassment or retaliation, including but not limited to any Discriminatory Practice, in accordance with this Policy. The Institution may investigate any conduct that violates this Policy, even in the absence of a complaint, and take remedial action where appropriate.

The complaint can be made verbally or in written format to the Chairperson or any of the member, or shall send a mail to adc@sathyabama.ac.in. All complaints will have to be attended to, and resolved within a time frame of 7 days.