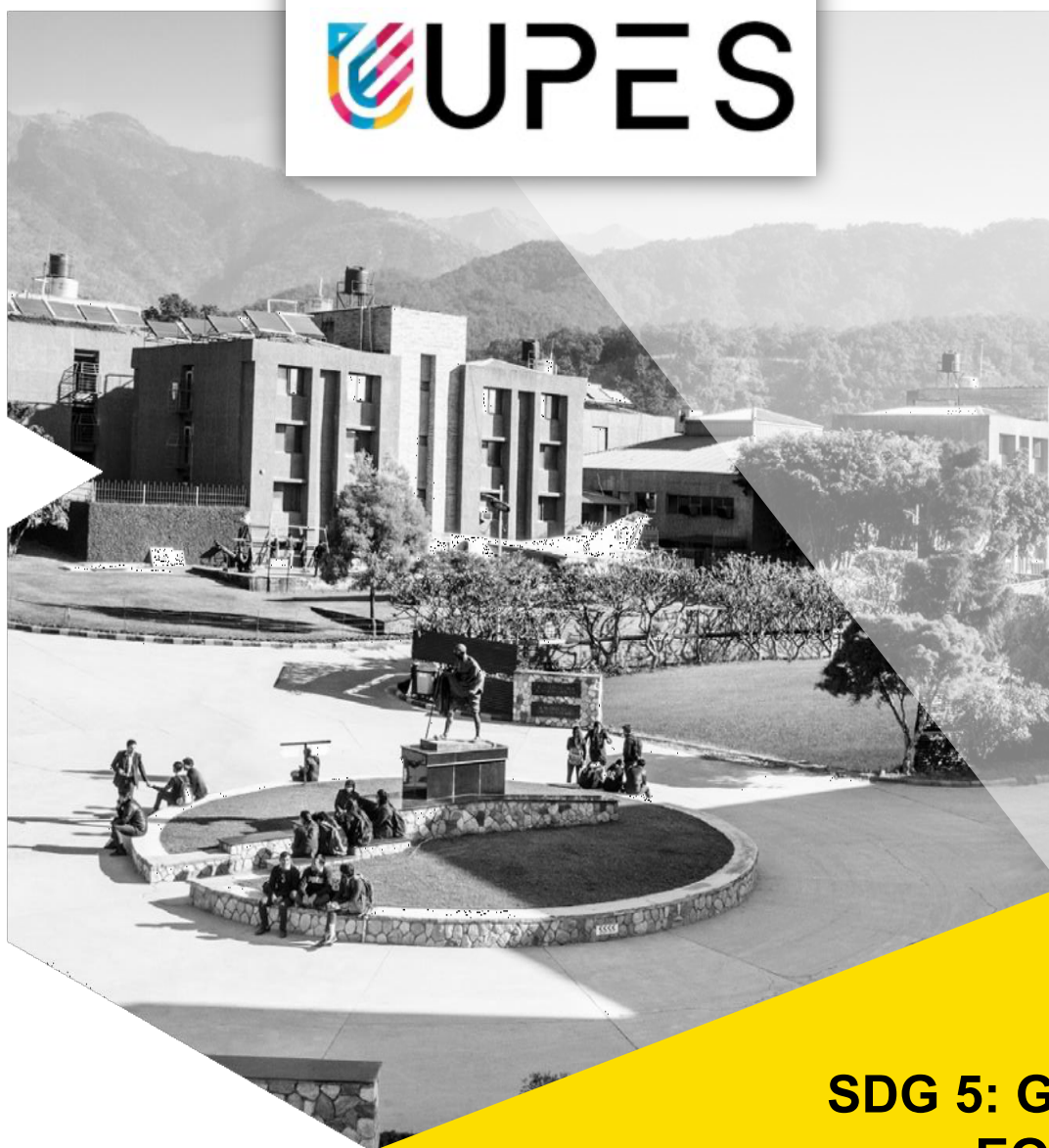




# SUSTAINABLE DEVELOPMENT GOALS



**SDG 5: GENDER  
EQUALITY**

**2025**

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## 5.6.8 Does your university as a body have measurement/tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap?

### Policy protecting people who report discrimination from educational or employment disadvantage

UPES has an institution-wide framework—policies, committees, and channels—that protects students and employees who report discrimination or related misconduct from disadvantage or retaliation.

#### 1. Protection is embedded through

- i. A Student Grievance Redressal Mechanism with Ombudsperson and online portal,
- ii. An Anti-Discrimination Committee and Internal Complaints Committee (ICC) under India's POSH Act,
- iii. A published Whistleblower/Anti-Corruption policy providing explicit non-retaliation for reporters,
- iv. An Academic Integrity policy that bars victimization of good-faith complainants—together covering both educational and employment contexts. These provisions are public, include contacts and timelines, and require confidential, neutral handling of cases [1] [2].

#### 2. Public policies and rules that operationalize non-retaliation

##### A. Student Grievance Redressal (non-retaliation in education)

- **University mechanism & Ombudsperson.** UPES publicly states it operates a **Student Grievance Redressal Mechanism** in line with UGC regulations, with named University Officers, an **Ombudsperson** (email provided), and a dedicated **grievance portal** for confidential submissions and tracking. The page specifies that complaints are closed within the regulatory timeframes [3].
- **Confidential, neutral handling.** University evidence for SDG 5.6.8 describes the mechanism as **prompt, neutral, and confidential**, with a constituted committee to ensure **speedy resolution**, including for **sexual harassment and ragging cases**. This establishes that students can seek redress **without fear of disadvantage** [4].

## B. Anti-Discrimination & Sexual Harassment redressal (specialized channels)

- **Anti-Discrimination Committee (ADC).** The ADC **oversees steps to prevent discrimination** on protected attributes (gender, caste, religion, disability, sexual orientation, etc.) and functions as a formal complaint route [5].
- **Internal Complaints Committee (ICC) under POSH.** UPES affirms that its POSH provisions are framed per the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, with **time-bound** case handling and institutional support to the complainant—key safeguards against retaliation during and after reporting [5].
- **Student Affairs portal.** The Student Affairs section reiterates commitment to **fair and equitable grievance handling**, and references the ICC for sexual harassment, giving students a visible, accessible route [6].

## C. Whistleblower / Anti-Corruption & Fraud policy (explicit non-retaliation in employment)

- UPES has a Policy on Preventive Measures Against Corruption and Fraudulent Practices that encourages reporting and states clearly that whistleblowers who report in good faith are protected from retaliation and afforded confidentiality. This is a direct, explicit non-retaliation clause safeguarding staff and others against employment disadvantage for reporting wrongdoing, which includes discrimination-related concerns raised through appropriate channels [7].

## D. Academic Integrity policy (non-victimization clause, cross-cutting culture of protection)

- The UPES Academic Integrity policy states that no person will suffer discrimination or victimization for raising an allegation in good faith. While situated in the integrity context, the clause evidences an institutional zero-tolerance posture toward retaliation, reinforcing protection for good-faith reporters across academic processes [2].

## E. Equality, Diversity & Inclusion (EDI) & campus-wide committees

- The University's **EDI policy** and governance pages show the **Anti-Discrimination committee**, **Anti-Ragging** structures, and other safeguards linked from the official "Mandatory Disclosure" page—consolidating where students and staff can seek help [8].

## 3. Structures, scope and coverage

Component	Who is covered	What it does	Where published / evidence
Student Grievance Redressal Mechanism + Ombudsperson + Online Portal	All students (academic & non-academic issues, incl. discrimination)	Intake, triage, committee review; confidential, neutral, time-bound resolution; escalation to Ombudsperson	Mandatory Disclosure (contacts, Ombudsperson, portal), SDG 5.6.8 evidence note

Anti-Discrimination Committee	Students & employees	Prevents and addresses discrimination on protected grounds; formal redress route	ADC PDF
Internal Complaints Committee (ICC) – POSH	Women employees & students (POSH Act scope)	Time-bound inquiry, support to complainant, cessation of harassment; legal compliance	ADC/ICC description
Whistleblower / Anti-Corruption & Fraud Policy	Employees and community members acting in good faith	Explicit non-retaliation and confidentiality for whistleblowers	Corruption & Fraud policy PDF
Academic Integrity	Students & faculty	Protects good-faith reporters from discrimination/victimization	Academic Integrity PDF
Student Affairs portal	Students	Single window for grievance commitments; ICC reference	Student Affairs page
Mandatory Disclosure hub	Public	Lists committees, officers, contacts; links Anti-Discrimination, Anti-Ragging, Grievance	Mandatory Disclosure page

#### 4. How protection from disadvantage is ensured in practice

- **Multiple protected channels:** Students can file via the **Grievance Portal** or approach the **Ombudsperson**; discrimination-specific issues can go to the **ADC** or **ICC** as relevant. This multiplicity lowers barriers and distributes risk away from a single point of failure [3].
- **Confidential, neutral processing:** UPES's SDG 5.6.8 evidence emphasizes **confidential** and **neutral** handling with **speedy resolution**, reducing exposure to retaliation and academic disadvantage during the process [1].
- **Explicit non-retaliation clauses:**
  - Employment/non-academic context: The Whistleblower/Anti-Corruption policy gives a clear, explicit commitment to protect whistleblowers from retaliation, addressing potential employment disadvantage [7].
  - Academic context: The Academic Integrity policy prohibits discrimination or victimization of good-faith reporters, addressing potential educational disadvantage [2].
- **Legal alignment:** The **ICC** is constituted and operated under the **POSH Act, 2013**, which requires due-process protections and support for complainants—guardrails that deter retaliation [5].

#### 5. Accessibility & transparency (public evidence)

- **Public page with contacts & Ombudsperson:** Names/emails for the Vice-Chancellor, Registrar, and **Ombudsperson**, plus a dedicated **grievance email** and links to committees, are posted on UPES's official **Mandatory Disclosure** hub [3].

- **Grievance portal (online):** Centralized, trackable submission channel referenced in the SDG 5.6.8 evidence [1].
- **Student Affairs commitment:** Plain-language commitment to **fair and equitable** grievance handling and clarity on the ICC appear on the **Student Affairs** page [6].

THE criterion (illustrative)	UPES evidence mapped
Policy explicitly protects those reporting discrimination from academic/employment disadvantage	Whistleblower/Anti-Corruption policy (explicit non-retaliation); Academic Integrity policy (no discrimination/victimization for good-faith reports) [7] [2].
Formal complaint process is in place for discrimination	Anti-Discrimination Committee and ICC (POSH); Student Grievance Redressal Mechanism with Ombudsperson and portal [5].
Accessibility & confidentiality	Grievance portal; SDG evidence noting confidential and neutral handling; public contacts of officers/ombudsperson [1].
Timeliness / closure within regulation	Public commitment to close complaints within UGC timeframes [3].

## References

- [1] UPES, "8 Does your university as a body have a policy that protects those reporting discrimination," [Online]. Available: <https://www.upes.ac.in/assets/pdf/SDG5/5.6/5.6.8.pdf>. [Accessed 09 2025].
- [2] UPES, "Academic-Integrity," [Online]. Available: [https://research.upes.ac.in/wp-content/uploads/2020/02/Academic-Integrity.pdf?utm\\_source=chatgpt.com](https://research.upes.ac.in/wp-content/uploads/2020/02/Academic-Integrity.pdf?utm_source=chatgpt.com). [Accessed 09 2025].
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