

UPES ANTI-DISCRIMINATION POLICY

1. Purpose

1.1 This Policy establishes the institutional framework for preventing, addressing, and redressing discrimination within the UPES community.

1.2 The objectives of this Policy are to:

1.2.1 Ensure that all students are treated with dignity, fairness, and respect within the academic and campus environment.

1.2.2 Prevent discrimination that may restrict equal access to education, facilities, and opportunities.

1.2.3 Provide a transparent and accessible mechanism for reporting and addressing concerns related to discrimination.

1.2.4 Promote a culture of equality, diversity, and mutual respect across the University.

1.2.5 Align institutional practices with applicable legal provisions and guidelines issued by the University Grants Commission and other relevant authorities.

2. Scope and Applicability

This Policy applies to:

2.1 All students enrolled in undergraduate, postgraduate, doctoral, and other academic programmes offered by UPES.

2.2 All academic and non-academic environments within the University including classrooms, laboratories, hostels, campus facilities, student activities, internships, and institutional services.

2.3 All members of the University community including students, faculty, staff, and any individuals interacting with students within the institutional environment.

3. Definition of Discrimination

3.1 Discrimination refers to any distinction, exclusion, restriction, or harassment directed toward an individual or group that undermines equal participation in academic activities, campus life, or institutional opportunities.

3.2 Discrimination may occur on the basis of factors including, but not limited to:

- caste or social background
- religion or belief
- gender or gender identity
- sexual orientation
- disability
- language
- ethnicity or regional origin
- nationality
- economic background
- age or any other personal characteristic

3.3 Discrimination may occur in direct, indirect, systemic, or behavioral forms.

4. Institutional Principles

UPES affirms the following principles in maintaining an inclusive campus environment:

4.1 Equality of Opportunity

All students shall have equal access to academic programmes, campus resources, institutional services, and opportunities.

4.2 Respect and Dignity

Every member of the University community is expected to engage in respectful conduct that upholds the dignity of others.

4.3 Non-Discrimination

Acts of discrimination are inconsistent with the values and governance principles of the University and shall be addressed through appropriate institutional mechanisms.

4.4 Fair and Confidential Processes

Complaints related to discrimination shall be handled through fair, transparent, and confidential procedures.

5. Anti-Discrimination Cell

5.1 UPES shall establish an **Anti-Discrimination Cell** to address concerns related to discrimination within the campus community.

5.2 The Cell shall function as the institutional body responsible for:

- receiving complaints related to discrimination
- examining concerns raised by students
- facilitating inquiry where necessary
- recommending corrective or disciplinary measures
- promoting awareness on equality and inclusive campus conduct

5.3 The Cell shall operate in coordination with other institutional mechanisms where required.

6. Composition of the Anti-Discrimination Cell

6.1 The Anti-Discrimination Cell shall typically consist of:

- Chairperson – A senior University official nominated by the Vice Chancellor
- Faculty Members representing different Schools
- Representative from Human Resources / Administration
- Student Representatives
- Any additional member co-opted by the University where required

6.2 The **composition, tenure, and appointment of members** of the Anti-Discrimination Cell shall be notified separately through an official University order issued with the approval of the Vice Chancellor.

7. Reporting and Complaint Mechanism

7.1 Any student who believes they have experienced discrimination may submit a complaint to the Anti-Discrimination Cell through designated institutional channels.

7.2 Complaints may be submitted through email, written application, or other channels notified by the University.

7.3 Upon receipt of a complaint, the Anti-Discrimination Cell shall review the matter and determine appropriate steps for examination or inquiry.

7.4 The Cell may seek inputs from concerned departments or individuals where necessary.

7.5 Complaints shall be addressed in a fair, timely, and confidential manner.

7.6 No student shall face retaliation or adverse consequences for raising concerns related to discrimination in good faith.

8. Relationship with Other Institutional Mechanisms

Certain complaints may fall within the jurisdiction of other institutional bodies. In such cases, the matter may be referred to the appropriate mechanism, including:

- Internal Complaints Committee for sexual harassment matters
- Anti-Ragging Committee for ragging-related incidents
- Student Grievance Redressal Committee for academic or administrative grievances
- Disability Inclusion mechanisms for accessibility-related accommodations

9. Responsibilities of the University Community

Members of the University community are expected to:

- 9.1 Treat all individuals with dignity and respect.
- 9.2 Refrain from behavior that may constitute discrimination, harassment, or exclusion.
- 9.3 Cooperate with institutional processes addressing discrimination-related concerns.

10. Awareness and Preventive Measures

- 10.1 The University shall promote awareness and sensitization initiatives aimed at fostering an inclusive campus environment.
- 10.2 Such initiatives may include orientation sessions, workshops, and awareness programmes related to equality, diversity, and respectful campus conduct.

11. Confidentiality

All complaints and proceedings under this Policy shall be treated with strict confidentiality. Information shall be shared only with individuals directly involved in addressing the matter.

12. Authority

- 12.1 The **Vice Chancellor shall be the final authority** for interpretation and implementation of this Policy.
- 12.2 The University reserves the right to review, amend, or update this Policy in accordance with institutional governance processes.



Mr. Manish Madaan
Registrar



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