



O.P. JINDAL GLOBAL
INSTITUTION OF EMINENCE DEEMED TO BE
UNIVERSITY
A Private University Promoting Public Service

ANTI HARASSMENT POLICY

1. Policy Statement

At O.P. Jindal Global University (JGU), it is our commitment to ensure that all members of the JGU community feel safe and are provided with an environment that is inclusive, equitable, and respectful. JGU has a zero-tolerance policy for harassment, discrimination, and retaliation in all its forms and manifestations, on-campus, off-campus during the course of university activities, and in the virtual world as well.

2. Purpose

The purpose of this policy is to prevent harassment and discrimination in all its forms and manifestations. The policy complies with the Sexual Harassment of Women at the Workplace Act, 2013 and addresses the changing face of harassment, including cyber-bullying and other misconduct in the virtual world.

3. Scope

This policy is applicable to students, faculty, staff, vendors, visitors, and digital interactions associated with the University.

4. Definitions

- **Harassment:** Any unwelcome conduct whether verbal, physical or visual which creates a hostile environment.
- **Sexual Harassment:** Includes unwelcome sexual advances or conduct.
- **Cyber Harassment:** Includes abuse, stalking, or disseminating information without consent.

5. Institutional Framework

This policy is applicable to students, faculty, staff, vendors, visitors, and digital interactions associated with the University.

- **COGSASH:** Sexual harassment cases
- **HR Department:** Employee grievances
- **Student Affairs Office:** Student grievances

6. Reporting Mechanisms

Complaints can be registered through:

Human Resources	(HR) hr@jgu.edu.in
COGSASH	cogsash@jgu.edu.in

7. Investigation Process

- Individuals who experience or witness harassment should report it at the earliest to the authorities.
- All complaints are investigated confidentially and in an unbiased manner within 10 days of reporting.
- Complaints can be submitted online or in person with details of the incident, date and any evidence if available.

8. Disciplinary Action

Disciplinary action includes warnings, suspension, termination, and expulsion.

9. Support & Wellness

The affected individuals are provided with counselling, academic adjustments, and safety provisions.

10. Retaliation Policy

It is strictly prohibited and punishable to retaliate against individuals who report harassment or participate in investigations. JGU has zero tolerance against retaliation and any violation of this may result in disciplinary action.
