



Whistleblowing Policy

Policy Statement

O.P. Jindal Global University (JGU) has established a Whistleblowing Policy to encourage all members of the university community to report suspected violations of law or university policy. This policy applies to all units of the university and all members, including faculty, academic appointees, staff, students, and contractors. It reinforces JGU's commitment to non-retaliation for individuals who, in good faith, raise concerns or report violations.

Purpose

The whistleblowing policy intends to encourage all member of the JGU community to report suspected violation of law or university policy. The policy will reinforce JGU's non- retaliation policy for any member of the community who in good faith voices concerns, seeks advice, files a complaint or grievance, seeks the aid of Human Resources, or opposes actual or perceived violation of JGU's policy or unlawful acts.

Intended Personnel

This policy applies to all members of the JGU community, including faculty, academic appointees, staff, students, and contractors. Individuals responsible for handling reports, including supervisors, Human Resources, the Chief Compliance Officer, and relevant committees are no exceptions to the policy.

Definitions

Whistle-blower

An individual who reports suspected violations of law or university policy in good faith.

Retaliation

Any adverse action taken against an individual as a result of their good faith report or complaint.

Confidentiality

The protection of the whistle-blower's identity to the extent permitted by law and necessary for investigation purposes.

Procedures

Section (a)

Whistleblower confidentiality

JGU is committed to protecting the confidentiality of whistleblowers who report concerns in good faith. Whistleblowers' identities will be kept confidential to the extent permitted by law and consistent with the need to investigate and address reported concerns.

Non-retaliation policy

Retaliation against whistleblowers for reporting concerns in good faith is strictly prohibited and will result in disciplinary action, up to and including termination of employment. Employees who experience or witness retaliation are encouraged to report such incidents promptly.

Reporting procedure

Departments must maintain accurate records of waste generation, landfill disposal, and recycling. Regular reports should be submitted to the designated waste management authority within the university.

Grievance Procedure

JGU is committed to providing employees with a fair and accessible grievance procedure for addressing workplace concerns and disputes. Employees who have concerns about their employment, working conditions, or treatment by colleagues or supervisors may file a grievance which will be addressed promptly, fairly and impartially. Employees will be provided with an opportunity to present their concerns and evidence.

Investigation and Resolution

Reports of concerns or grievances will be investigated promptly and thoroughly by designated officials, such as Human Resources Department, Compliance officer, or appropriate authorities such as Committee on Gender Sensitization Against Sexual Harassment (COGSASH) and Anti-Discrimination committee.

Roles and Responsibilities

This section would present an outline for the roles and responsibilities of the University office or individuals referenced in the policy and procedure.

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Chief Proctor's Office Karan Latayan	klatayan@jgu.edu.in
Centre for Wellness and Counselling Services Arghya Kumar Nath	aknath@jgu.edu.in

Reporting Concerns and Retaliation Policy

Concerns regarding non-compliance or suggestions for improving waste management practices should be reported to the designated waste management authority. The university maintains a zero-tolerance policy for retaliation against individuals who report concerns in good faith. All reports will be investigated, and corrective actions will be implemented as necessary.