

---

## **Anti-Discriminatory Policy**

### **Policy Statement**

JGU is committed to maintaining an academic, residential, and professional environment that is free from all forms of discrimination, harassment, and inequality. Every member of the JGU community, including students, faculty, staff, visitors, contractors, and partners, has the right to be treated with dignity, fairness, and respect irrespective of race, religion, gender, caste, class, color, ethnicity, nationality, language, disability, age, sexual orientation, gender identity or expression, marital or civil partnership status, or any other status protected by law or university regulations. These commitments reflect JGU's alignment with constitutional guarantees, national laws, and international human rights norms.

### **Scope**

This policy applies to all members of the University community on campus, during university-related activities and events, use of university facilities (physical and digital), and off-campus conduct that has an impact on campus community welfare or the University's reputation.

### **Prohibited Discrimination and Harassment**

- I. **Discrimination:** Unequal treatment or denial of opportunities based on protected characteristics.
- II. **Harassment:** Offensive, intimidating, or hostile behavior, verbal or physical, including jokes, slurs, gestures, and unwanted conduct.
- III. **Sexual harassment:** Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature as detailed under COGSASH policy.
- IV. **Bullying:** Repeated hostile behavior causing distress or undermining well-being or performance.
- V. **Retaliation:** Any adverse action against individuals reporting or participating in investigations of discrimination.

### **Institutional Mechanisms and Redress**

- I. ***Anti-Discrimination Committee:*** Investigates complaints on all forms of discrimination (race, religion, gender, caste, sexual orientation, age, disability, etc.), monitors grievance resolution, develops and updates the University's anti-discrimination framework, undertakes educational awareness measures, and submits periodic reports to the Registrar.
- II. ***Gender Sensitization Committee (COGSASH):*** Handles sexual harassment and gender-based discrimination complaints per UGC and legal mandates.

- III. ***Disability Issues Committee:*** Addresses academic and infrastructural support for members with disabilities, ensuring compliance with the Rights of Persons with Disabilities Act and UGC regulations.
- IV. ***Grievance Redressal Committee:*** Handles broader grievances relating to amenities, admissions, scholarships, examination, quality of education, and general university services, ensuring no discrimination in access or redress.

### **Reporting and Complaint Procedure**

- I. University maintains accessible, confidential online portals and designated committee points of contact for reporting discrimination without fear of reprisal.
  - a) Complaints can be submitted via email to designated offices such as the Anti-Discrimination Committee, Human Resources Department, or the Office of the Registrar.
  - b) There is an online complaint portal managed by the Anti-Discrimination Committee for lodging grievances confidentially.
  - c) Complaints can also be made in writing or orally to the Member Secretary of the Anti-Discrimination Committee, Chief Proctor, or authorized university officers.
  - d) Anonymity can be requested by the complainant if preferred.
  - e) All complaints are treated with utmost confidentiality, with information shared only on a need-to-know basis to protect privacy and prevent retaliation.
  - f) The university strictly prohibits any retaliation against individuals who report concerns or participate in investigations.
  - g) For specifics, members can reach out or write to the Anti-Discrimination Committee or related bodies within JGU's administrative framework, and will receive guidance on the procedure and support available
- II. Complaints may be made by victims, witnesses, or others with authorization.
- III. Timely, fair, impartial investigation; support for aggrieved parties; transparency throughout the process.
- IV. Strict protection of complainant and witness confidentiality as per university and legal norms; prohibition of retaliation against complainants or witnesses.

### **Consequences of Violation**

- I. Graduated penalties as per university regulations (warning, sensitization training, suspension, loss of privileges, expulsion, and if required, reporting to external authorities), depending on the gravity of violation.
- II. Reformatory, educational, and restorative redress in addition to formal punitive action.

### **Awareness, Education, and Positive Integration**

- I. Mandatory induction/orientation for all incoming students, staff, and faculty on anti-discrimination provisions, reporting protocols, and inclusive community values.
- II. Sensitization workshops, awareness campaigns, and periodic surveys to sustain an inclusive climate.
- III. Promotion of substantive equality and active integration through curricular and extracurricular activities, cultural events, and leadership programs.

### **Monitoring, Review, and Accountability**

- I. Continuous monitoring of policy effectiveness and data-driven improvements.

- II. Annual public reports on incidents, resolutions, and initiatives preserving confidentiality.
- III. Periodic policy review aligned with evolving legal standards and best practices for educational equity.