



SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY)

(Established under section 3 of the UGC Act 1956)

Re-Accredited by NAAC with 'A++' Grade | Awarded Category - I by UGC

Founder: Prof. Dr. S. B. Mujumdar M.Sc. Ph.D. (Awarded Padma Bhushan and Padma Shri by President of India)

Anti-Discrimination and Anti-Harassment Policy

Symbiosis International (Deemed University), Pune, India

Introduction

Symbiosis International (Deemed University) is committed to providing a safe, inclusive, and respectful environment for all members of its community, including students, faculty, staff, and visitors. This Anti-Discrimination and Anti-Harassment Policy aims to promote a culture that prohibits any form of discrimination or harassment based on race, color, religion, gender, sexual orientation, disability, age, or any other protected characteristic. This policy outlines the university's stance against such behaviors and establishes procedures for reporting and addressing any instances that may occur.

Policy Statement

Symbiosis International (Deemed University) is dedicated to fostering a diverse, equitable, and inclusive campus environment. We strictly prohibit any form of discrimination, harassment, or retaliation against any member of the university community based on personal characteristics protected by law. This policy applies to all aspects of university life, including academic programs, employment, and extracurricular activities.

Types of Prohibited Conduct:

1. **Discrimination:** The university prohibits treating any individual unfairly or differently based on their protected characteristics. Discrimination can manifest in various forms, including unequal treatment in admission, hiring, promotion, or disciplinary decisions.
2. **Harassment:** Harassment refers to unwelcome conduct, either verbal, physical, or visual, based on protected characteristics, which creates an intimidating, hostile, or offensive environment for the victim.
3. **Sexual Harassment:** Symbiosis International (Deemed University) explicitly prohibits any form of sexual harassment, including unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.
4. **Retaliation:** Retaliation against any individual who reports discrimination or harassment, or who participates in an investigation, is strictly prohibited.

Reporting Procedures: Any individual who believes they have experienced or witnessed discrimination or harassment in any form is encouraged to report the incident promptly. Reporting options include:



SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY)

(Established under section 3 of the UGC Act 1956)

Re-Accredited by NAAC with 'A++' Grade | Awarded Category - I by UGC

Founder: Prof. Dr. S. B. Mujumdar M.Sc. Ph.D. (Awarded Padma Bhushan and Padma Shri by President of India)

1. Direct Reporting: Individuals can report incidents to their supervisor, faculty member, head of department, or any responsible authority within the university.
2. Formal Complaint: Individuals can file a formal complaint through the university's designated complaint mechanisms.
3. Anonymous Reporting: The university provides mechanisms for anonymous reporting to encourage individuals who fear retaliation to come forward.

Investigation and Resolution: Upon receiving a complaint, the university will conduct a thorough and impartial investigation. Confidentiality will be maintained to the extent possible, and all parties involved will be treated with respect. If an investigation substantiates the claims of discrimination or harassment, appropriate corrective and disciplinary action will be taken in accordance with university policies and procedures.

Non-Retaliation: Symbiosis International (Deemed University) strictly prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation. Retaliatory actions will be subject to disciplinary measures.

Awareness and Training: The university will conduct regular awareness programs and training sessions to educate the university community about this policy and their rights and responsibilities concerning discrimination and harassment.

Review and Amendment: This policy will be reviewed periodically and amended as necessary to ensure its continued effectiveness and alignment with evolving legal and social norms.

Conclusion: Symbiosis International (Deemed University) is committed to maintaining a positive and respectful learning and working environment that values diversity and inclusion. This Anti-Discrimination and Anti-Harassment Policy reflects our dedication to upholding these principles and fostering a culture of respect and dignity for all members of the university community.

Approved By:

Dr R Raman

Director – Strategy and Development