

ORGANISATION HAS AN INTERNAL REPORTING SYSTEM TO ASSURE THE CONFIDENTIALITY OF WHISTLEBLOWERS OR A GRIEVANCE PROCEDURE FOR STAFF CONCERNING AN EMPLOYMENT MATTER

An internal reporting system has been put in place at Marwadi University to safeguard whistleblowers' privacy. At Marwadi University we think that protecting whistleblowers is crucial to encouraging staff members to come forward with any information or concerns about unethical or unlawful activities occurring within the University. It guarantees that possible problems are handled with in a timely and suitable manner and contributes to maintaining transparency.

To maintain the confidentiality of whistleblowers, the following best practices are being followed:

1. **Anonymity:** If possible, whistleblowers expose issues in an anonymous manner. Either specialized third-party reporting platforms are used to do this.
2. **Safe Reporting Channels:** We guarantee that the reporting system is safe and that unauthorized personnel cannot access it. To safeguard the data, we use encryption and other security techniques.
3. **Limited Access:** We only provide the information to those who are directly in charge of looking into and resolving the problems that have been raised. This protects the whistleblowers identify and helps stop disclosures.
4. **Clear Policy:** Marwadi University has a clear whistleblower policy that describes how to disclose, what protections are available to whistleblowers, and what happens if they are retaliated against.
5. **Training and Awareness:** We inform and educate staff members on the value of exposing unethical activity as well as the safeguards provided to those who do so. This ensures that reporting is a healthy process and creates a supportive workplace.
6. **Quick Response:** Our core staff conducts unbiased, timely investigations into matters that are brought to our attention. More workers will come forward if you show that you are committed to resolving problems.

7. **Non-Retaliation Policy:** There is a strict policy in action, against retaliation toward whistleblowers, making it clear that any form of retaliation will not be tolerated.
8. **Legal Advice:** To make sure whistleblowers are aware of their rights and protections, we give them access to legal advice or counsel if necessary.

At Marwadi University, we never forget how important it is to create an environment of transparency and trust to motivate staff members to share concerns. In addition to setting an example, leaders show their dedication to morality and honesty.

