

ANTI-DISCRIMINATION AND ANTI- HARASSMENT **POLICY AND PROCEDURES**

University has a long standing commitment to the diversity of its faculty, staff, and student body. University is committed to preserving an environment that respects the personal rights and dignity of each member of its community and providing an environment that is free from all forms of discrimination and harassment.

The Anti-Discrimination and Anti-Harassment Policy provides the overall philosophy and specific approaches for addressing discrimination, harassment, and/or related retaliation issues.

The Anti-Discrimination and Anti-Harassment Policy combines and replaces the predecessor Sexual Harassment Policy and the Anti-Discriminatory Harassment Policy.

Policy

It is the policy of Marwadi University that no person shall be the object of discrimination or harassment on the basis of race, color, ethnicity, religion, sex, gender, gender identity or expression, sexual orientation, national origin, age, marital status, pregnancy, parental status, family relationship status, physical or mental disability, military status, genetic information or other status protected by local, state, or national law in its employment or its educational settings. University reserves the right to take actions that are consistent with its policies and procedures to deal with individuals found to have engaged in harassment, discrimination and/or retaliation in violation of this policy.

Prohibited Conduct

- Prohibited Discrimination
- Prohibited Harassment
- Prohibited Sexual and Relationship Violence
- Prohibited Retaliation



Reporting

Complaint Reporting Options

The University strongly encourages individuals who have been the subject of, or have witnessed, or are aware of, discrimination, harassment, to make complaint as soon as possible. The ability to investigate a complaint may be impacted if it is not made within a reasonable time period after the alleged occurrence(s).

An individual's options for reporting conduct that may be a violation of this policy are detailed below. Reports from third parties who have not themselves been involved in an instance of discrimination, harassment or retaliation are accepted.

Education and Awareness

University will conduct regular educational programs and training sessions to raise awareness about anti-discrimination, anti-harassment, and cultural sensitivity among all members of the institution.

Confidentiality

University is committed to balancing the interests of all parties involved in discrimination, harassment, and/or retaliation complaints. To the extent possible, University will limit the disclosure of information related to the complaint and its investigation. Nonetheless, University cannot promise confidentiality of any information received in a complaint or during an investigation.

Other Resources

Although the University encourages individuals to utilize the complaint process described above to resolve any complaints, use of this process does not prohibit the filing of a complaint with external agencies at any time.

nyadava
EXECUTIVE REGISTRAR
MARWADI UNIVERSITY

