



ALLIANCE UNIVERSITY

Private University established in Karnataka State by Act No.34 of year 2010
Recognized by the University Grants Commission (UGC), New Delhi

POLICY ON ANTI-DISCRIMINATION

Title	Policy on Anti-Discrimination
Applies to	All University Stakeholders
Author	Office of the Registrar
Approved By	Registrar
Approval Year	2023
Review Frequency	Biennial (every two years) or upon regulatory change

Registrar
Alliance University



1. Preamble

Alliance University envisions being a transformative educational institution that fosters talent and promotes ethical, inclusive, and equitable development. In line with its vision and mission, the University is committed to cultivating a campus environment where every individual—regardless of identity, background, or belief—is treated with respect and dignity. This Anti-Discrimination Policy reaffirms the University's commitment to upholding the principles of equality, non-discrimination, and fairness as enshrined in the Constitution of India and international human rights instruments.

The policy is formulated in accordance with:

- The Constitution of India (Articles 14, 15, 16, 19, and 21)
- The University Grants Commission (Promotion of Equity in Higher Educational Institutions) Regulations, 2012
- The Rights of Persons with Disabilities Act, 2016
- The Transgender Persons (Protection of Rights) Act, 2019

2. Objectives

- To prohibit and prevent all forms of discrimination on campus.
- To establish effective mechanisms for redressal of discrimination complaints.
- To promote awareness and sensitization around diversity, equity, and inclusion.
- To foster a learning and working environment that reflects values of fairness and mutual respect.

3. Scope and Applicability

This policy is applicable to:

- Students (UG, PG, PhD)
- Faculty members
- Non-teaching staff and administrative personnel
- Research scholars and fellows
- Contractual workers, interns, and volunteers
- Visitors, vendors, and service providers

It applies to all University-related activities, both on campus and off campus, including fieldwork, internships, conferences, digital platforms, and virtual classrooms.



4. Definitions

- **Discrimination:** Any unjust or prejudicial treatment based on an individual's caste, religion, gender, sexual orientation, disability, nationality, language, ethnicity, or any other protected identity.
- **Protected Characteristics:** Includes but is not limited to caste, tribe, religion, gender identity, sex, sexual orientation, physical or mental disability, socio-economic status, age, and marital status.
- **Reasonable Accommodation:** Necessary and appropriate modification and adjustments without imposing a disproportionate or undue burden, to ensure persons with disabilities and transgender individuals enjoy equal rights and access.

5. Prohibited Conduct

Examples of discriminatory conduct include:

- Denial of admission, promotion, or grading based on protected characteristics.
- Use of derogatory language, slurs, or stereotypes.
- Exclusion from facilities, housing, or events.
- Bullying or harassment with discriminatory intent.
- Refusal to provide reasonable accommodations.
- Discriminatory treatment in recruitment or employment decisions.

6. Institutional Framework

a. Equal Opportunity Cell (EOC)

Responsible for policy implementation, grievance redressal, and capacity-building initiatives related to non-discrimination and equal opportunity.

b. Anti-Discrimination Monitoring Committee (ADMC)

Constituted with representatives from faculty, administration, students, and external experts to:

- Review of complaints and reports of discrimination.
- Monitor campus compliance with anti-discrimination norms.
- Submit annual reports to the IQAC and University administration.



7. Complaint Redressal Mechanism

- Complaints can be filed online or in writing to the EOC or ADMC.
- Anonymous complaints may be considered if accompanied by credible evidence.
- Preliminary review within 5 working days.
- Inquiry to be completed within 30 working days.
- Parties to receive written communication of findings and outcomes.
- Interim relief may be provided to the complainant (e.g., class reassignment, work relocation).

8. Disciplinary Actions

Upon confirmation of discriminatory conduct, the University may impose one or more of the following actions:

- Written warning or reprimand
- Suspension or expulsion (students)
- Suspension or termination (employees)
- Debarment from academic or administrative privileges
- Referral to external legal or regulatory authorities

9. Sensitization and Capacity Building

- Mandatory orientation on anti-discrimination norms for all new students and staff.
- Regular seminars and training on equity, unconscious bias, and inclusive pedagogy.
- Inclusion of anti-discrimination themes in curriculum and co-curricular activities.

10. Monitoring and Reporting

- EOC to conduct annual reviews and equity audits.
- Disaggregated data on complaints, resolutions, and actions to be maintained and analyzed.
- Reports to be submitted to the IQAC and made available to stakeholders.



11. Policy Review and Amendment

This policy shall be reviewed every two years or earlier if required due to statutory changes, institutional feedback, or identified gaps in implementation. Recommendations for revision may be submitted to the EOC.

12. Affirmation of Institutional Values

Alliance University affirms that any act of discrimination undermines its core values and will be met with prompt and proportionate action. Every member of the university community is expected to actively uphold the principles of equality, inclusiveness, and justice.

