


Discrimination-free Workplace Policy		
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## Objective

To establish a culture of diversity, inclusion, and equal opportunity within SR University (SRU), aligned with the principles of the National Education Policy (NEP) 2020, Sustainable Development Goals (SDGs), and global best practices.

## Policy Statement

SR University is committed to creating and maintaining a discrimination-free workplace where all individuals are treated with dignity and respect. This policy emphasizes zero tolerance for any form of discrimination based on religion, sexuality, gender, age, or refugee status, reflecting our values and dedication to academic and professional excellence.

## Non-Discrimination

SR University strictly prohibits all forms of discrimination, harassment, or victimization based on religion, sexuality, gender, age, or refugee status in:

- Recruitment and hiring processes.
- Promotions, compensation, and professional development.
- Interpersonal interactions among employees, students, and stakeholders.

## Equal Opportunity

The university upholds equal employment opportunities for all employees, job applicants, and students. Employment decisions will be based solely on merit, qualifications, and the institution's requirements, ensuring no bias or discrimination.

## Focus Areas

### 1. Gender Equality

- Ensuring equal access to opportunities, resources, and support irrespective of gender.
- Promoting policies to prevent gender-based harassment and empowering marginalized gender groups.

### 2. Sexual Orientation and Gender Identity

- Acknowledging the rights of all individuals to their identities.
- Ensuring the campus is inclusive and free of prejudice against members of different genders.



### **3. Religion**

- Promoting secular values and preventing bias or exclusion on the grounds of religion.
- Encouraging interfaith dialogue and mutual respect.

### **4. Age Diversity**

- Respecting and valuing the contributions of individuals across all age groups.
- Providing opportunities for skill enhancement and career growth for all age brackets.

### **5. Refugee Status**

- Supporting individuals with refugee status through dedicated programs and initiatives.
- Eliminating any discriminatory practices against this group.

### **Complaint Reporting**

- Any individual experiencing or witnessing discriminatory behavior is encouraged to report the matter to designated university authorities.
- The university guarantees confidentiality and protection against retaliation for those who file complaints.

### **Investigation and Resolution**

- Complaints will be thoroughly investigated, ensuring fairness, timeliness, and impartiality.
- Appropriate remedial actions will be taken to resolve the issue and support the affected party.

### **Prevention and Education**

SR University recognizes the importance of prevention and will:

- Conduct regular training and awareness programs for faculty, staff, and students on diversity, inclusion, and anti-discrimination principles.
- Develop resources to educate the community about biases and the value of an inclusive environment.

### **Governance and Review**

- This policy will be reviewed regularly to align with evolving best practices, regulatory changes, and the objectives of NEP 2020 and SDGs.
- Feedback from stakeholders will be incorporated to ensure continuous improvement.

SR University's commitment to fostering a discrimination-free workplace reflects our values of diversity, inclusion, and equity. Every member of our community is responsible for upholding these principles to build an environment where everyone is empowered to succeed and contribute meaningfully to the university's mission.



  
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