

Anti-Discrimination and Anti-Harassment Policy

Objective of the policy

- Ensure that all stakeholders of KPRIET, viz. Students, Faculty, Staff, Parents, Alumni, and Employers are made aware that harassment and discrimination are totally unacceptable and are not commensurate with the high standards of this Institution.
- Clear guidelines about what constitutes such behaviour.
- Methodologies to deal with such behaviour and the mechanism of administering these procedures.

Introduction to the policy

KPRIET is committed to providing to all its stakeholders a workplace ambience free from harassment and discrimination. The Institution fully realizes at all levels that such behaviour is inhuman and should not be tolerated.

This policy prohibits discrimination or harassment based on any of the following grounds or any combination of these.

- Religion
- Gender
- Caste
- Age
- Financial status
- Marital status
- Disability (mental, physical, developmental or learning disabilities)
- Race
- Ancestry
- Place of origin
- Ethnic origin
- Citizenship
- Colour

The policy will clearly define the types of behaviour that can be considered as harassment and/or discriminatory and sensitize all concerned about the same. The methods of reporting such behaviour and the procedures to be adopted for dealing with such incidents will be documented.

Periodic review of the policy and the effectiveness of its implementation will be carried out by the concerned Committee (s) and appropriate modifications will be effected.

Guidelines from Public Statutory and Non-Statutory Bodies/ Committees.

Indian Constitution encapsulates social safeguard measures for all citizens of **India** in Article 15 and Article 16. Article 15 mandates prohibition of **discrimination** on grounds of religion, race, caste, sex or place of birth.

Workplace discrimination legislation (**the Equality Act 2010**) protects employees with 'protected characteristics' from unfair treatment. Protected characteristics include gender, marital status, gender reassignment, pregnancy, maternity, race, disability, sexual orientation, religion or belief, and age.

Importance and Implementation at KPRIET

Being an educational institution vested with the responsibility of building a strong intellectual community, KPRIET endeavours to inculcate the habit of zero tolerance for harassment and discrimination in society in the young minds. Towards this end, the college aligns all its activities and ensures implementation of this policy in all the domains of its operation.

The protocols of behaviour, identification of deviations, reporting the deviations, handling the deviations and rectifying any damages are well documented and executed. Different committees are formed representing all stakeholders, and they oversee the implementation of the policy.

This policy will be reviewed annually by the competent authority and changes as deemed necessary will be incorporated.

Responsible Statutory and Non-Statutory Bodies/ Committees at KPRIET

The following Statutory and Non-Statutory Bodies/ Committees function at KPRIET and resolve any issues regarding harassment and discrimination in the respective areas

- Anti-Ragging Cell (ARC)
- Equal Opportunity Cell (EOC)
- Grievances and Redressal Committee (GRC)
- Internal Complaints Committee
- SC / ST Cell
- Women Empowerment Cell

Meeting Frequency

All these committees meet twice each semester. In case of any exigencies, additional meetings will be held.

First Implemented on	First Revision on	Last Revision on
11.06.2018	19 July,2023	9 July,2025

Details of Policy Framing Committee
1. Dr. S. Ramachandran, Professor & Head/ Chemical Engineering
2. Dr. S. Sumathi, Professor & Head, Computer Science and Engineering