

Anti-Discrimination Policy

Introduction

Woxsen University is committed to fostering an inclusive and equitable environment that respects the dignity, rights, and contributions of all individuals. The anti-discrimination policy reflects our dedication to eliminating bias, prejudice, and discrimination based on personal characteristics or beliefs. This policy aligns with the university's core values of Ethics, Responsibility, and Sustainability (ERS).

Policy Statement

Discrimination based on gender, caste, race, religion, disability, sexual orientation, marital or family status, physical or mental disability, gender identity, or any other legally protected characteristic is strictly prohibited at Woxsen University. We aim to cultivate a safe, welcoming, and fair environment for all students, faculty, staff, and visitors.

Scope of the Policy

This policy applies to all aspects of university life, including but not limited to:

- Admissions and recruitment processes.
- Academic programs and extracurricular activities.
- Employment practices, promotions, and evaluations.
- Access to campus facilities, resources, and services.

Policy Commitments

- 1. Zero Tolerance for Discrimination**
 - Verbal, physical, or written discriminatory actions are unacceptable.
 - Anti-discrimination provisions extend to all activities, including off-campus events or digital platforms.
- 2. Inclusive Practices**
 - All university programs will integrate inclusivity and accessibility in their design and execution.

- The university provides reasonable accommodations for individuals with disabilities.
- 3. Awareness and Education**
 - Regular training and workshops for students, faculty, and staff on diversity, equity, and inclusion.
 - Creation of awareness campaigns promoting inclusivity and anti-discrimination.
- 4. Grievance Redressal**
 - The university has an established grievance mechanism for reporting incidents of discrimination.
 - Complaints will be addressed promptly, confidentially, and impartially by a designated committee.
- 5. Prevention Measures**
 - Proactive measures to address unconscious bias and foster a culture of respect.
 - Monitoring and evaluation of policies to ensure continued relevance and effectiveness.

Disciplinary Action

Any individual found violating this policy will face disciplinary action, including but not limited to warnings, suspension, or expulsion, depending on the severity of the misconduct. The decision of the university authorities will be final and binding.

Implementation and Review

- The anti-discrimination policy will be reviewed biennially to incorporate evolving best practices and legal requirements.
- Feedback from stakeholders will be considered during policy updates.

This policy was approved by the Management Team on 12th March 2021 and last reviewed on 30th July 2024.