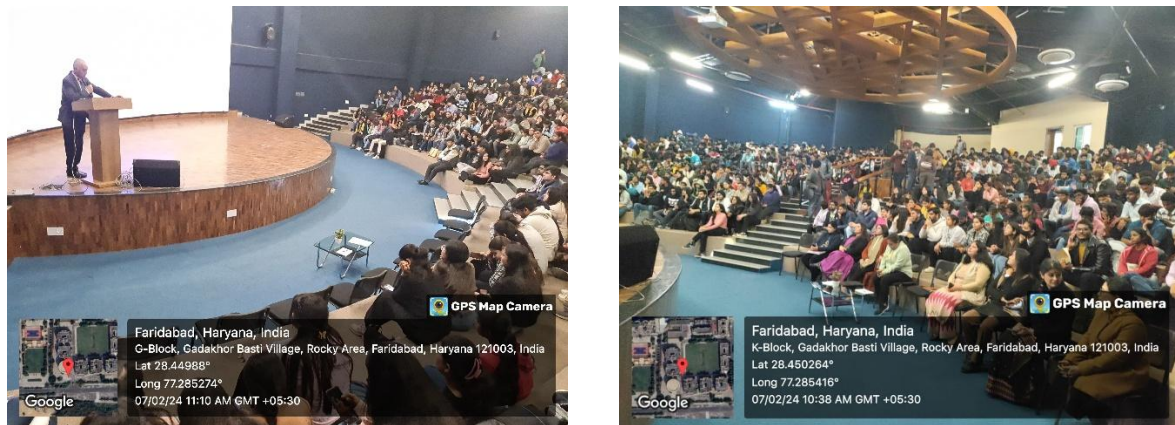


### **5.6.8. Policies Protecting Those Reporting Discrimination:**

Manav Rachna University (MRU) is firmly committed to creating, sustaining, and advancing an environment of equity, inclusivity, dignity, and respect for all members of its community. The University recognizes that a truly inclusive academic and professional environment can only be achieved when all individuals feel safe, valued, and empowered to voice their concerns without fear of prejudice or retaliation. In alignment with this commitment, MRU has established comprehensive policies, procedures, and institutional mechanisms that explicitly protect individuals who report instances of discrimination, harassment, or any form of unfair treatment, from educational or employment disadvantages. These are:

- 1. Women Cell:** It provides gender sensitive information and awareness among students. The cell ensures a congenial work atmosphere in the campus.
- 2. Gender Sensitization Cell:** It provides an integrated and interdisciplinary approach to understand the social and cultural issues of gender that shapes the experience of men and women in the society. It creates gender sensitization and awareness about it among students and faculty fraternity alike.
- 3. Internal Complaints Committee:** It look into all the cases relating to sexual harassment of students/employees working in the university, investigate the same as per procedure laid down in the act and rules made therein and make recommendations to the competent authority for decision.
- 4. Gender Pay Equity Policy:** It supports the principle of equal opportunities in employment and believes on the principle that the faculty and staff shall receive equal pay and treatment.
- 5. Women Access Policy:** It aims to acknowledge the significance of gender parity and equity as essential components in creating a diverse and inclusive university environment. It encourages and enhances the participation of women within its student body, faculty and leadership roles.
- 6. Whistleblower Protection Policy:** It protects individuals who reports discrimination, harassment or any unethical behaviour. This policy ensures that those who report concerns in good faith are safeguard against retaliation and supported throughout the reporting process.
- 7. Student Grievance Redressal Committee:** This committee looks into the grievances as prescribed in the clause 3(f) of the UGC regulation 2023 of students enrolled with the university.
- 8. Equity, Diversity, Inclusiveness and Non-Discriminatory Policy:** This policy is to foster a culture of equity and inclusion to ensure that all members of the community thrive regardless of their background, identity or circumstances.

These mechanisms empower all students, faculty, and staff members to report concerns or complaints related to any form of misconduct or policy violation. This includes, but is not limited to, breaches of the gender equity, as well as incidents involving harassment, discrimination, or other unethical behavior. The University's policies and procedures ensure that there are clear, accessible, and confidential channels for reporting such violations at all institutional levels.



**Fig. 1.** Expert Talk on Gender Sensitization

Gender Sensitization Cell, Manav Rachna University organized an Expert Talk on Gender Sensitization in G Block Mandala Auditorium on 7<sup>th</sup> Feb, 2024 for the students of all departments. Around 500 students attended the session. The session was taken by Mr. SN Shrivastava, IPS (Retd) is a former Commissioner of Police, Delhi.



**Fig. 2.** Session on POSH by Ms. Manleen Kaur