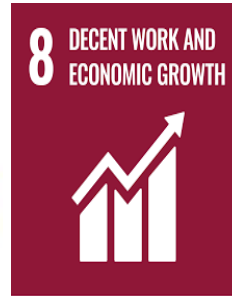




**MANAV RACHNA
UNIVERSITY**

Declared as State Private University Vide Haryana UGC Act 26 of 2014



8.2.3 Employment Policy on Discrimination

Manav Rachna University (MRU) has developed a comprehensive policy framework to address and prevent discrimination in the workplace. This policy encompasses all protected characteristics including religion, sexuality, gender, age, disability, and socio-economic status. MRU is committed to creating and maintaining an educational, working, and living environment free from discrimination and harassment. The University's policies are designed to foster an inclusive campus where all individuals are valued, respected, and empowered to reach their full potential, irrespective of their background or identity.

Key Points

1. Legal and Constitutional Alignment:

MRU's anti-discrimination policies are aligned with Indian constitutional provisions, particularly Articles 15 and 16, which prohibit discrimination based on religion, sex, ethnicity, caste, or birth. The university also adheres to relevant national policies including the Rights of Persons with Disabilities Act (2016), Transgender Persons (Protection of Rights) Act (2019), and guidelines issued by the UGC and the Government of India.

2. Comprehensive Protection:

The university prohibits discrimination and harassment based on characteristics such as race, color, religion, nationality, sex, gender identity/expression, age, disability, sexual orientation, marital status, ethnicity, pregnancy, economic status, and any other characteristic protected by law.

3. Scope of Application:

This policy applies to all members of MRU's community including students, regular and

contractual staff, applicants for employment or study, visitors, contractors, service providers, and suppliers.

4. Specialized Committees:

MRU has established the following for transparency and redressal:

- Internal Complaints Committee (ICC) for gender-based and workplace harassment. [ICC](#)
- Equal Opportunity Cell for equity and inclusion. [Equal Opportunity Cell](#)
- Grievance Redressal Cell for all forms of discrimination and bias. [Grievance-Redressal Committee](#)
- Special provisions for addressing issues of the third gender, disabilities, and women (e.g., gender neutral facilities and period leave policy for eligible persons). [Non discrimination](#)
- Anti-ragging Cell [Anti Ragging Committee](#)
- Discipline Committee - [Monitoring Committee](#)
- Employee Welfare Committee
- Gender Sensitization Cell [Gender Sensitization Cell](#)
- Standing Equivalence Committee

5. Gender Equality Initiatives:

MRU integrates gender policy with service rules, emphasizes gender in STEM through academic and outreach, facilitates a network of equality advisors, encourages open discussions on sexuality, and ensures safety and facilities for all genders. [Gender sensitization](#)

6. Reporting and Complaint Procedures:

All MRU stakeholders are encouraged to report instances of discrimination, harassment, or retaliation. The University has established fair and reliable procedures for investigation and prompt, effective remedy, with strong protections for privacy and against victimization.

7. Inclusive Workplace Practices:

- Conduct diversity and anti-bias training for all employees.

- Foster affinity groups and peer support networks, especially for underrepresented or marginalized employees.
- Conduct periodic climate surveys to assess satisfaction and surface improvement areas.
- Disabled friendly Campus [Inclusive Infrastructure](#)

8. Accountability and Continuous Improvement:

Annual reports will monitor progress on equity, diversity, and inclusion; policy effectiveness is regularly reviewed based on feedback, data, and changing regulations or best practice. Initiatives and practices will be adapted as necessary.

Conclusion:

MRU's employment policy on discrimination demonstrates a comprehensive, proactive commitment to a respectful, inclusive workplace and campus for all. By integrating legal benchmarks, specialized committees, gender and social equity initiatives, and continuous process improvement, MRU ensures dignity and opportunity regardless of individual identity or background.

Supporting Documents

- MRU Policy on Non-Discrimination:
<https://manavrachna.edu.in/assets/campus/mru/pdf/MRU%20Policy%20on%20Non-Discrimination.pdf>
- MRU Policy on Equity, Diversity, Inclusiveness and Non-Discriminatory Guidelines:
<https://www.manavrachna.edu.in/assets/campus/mru/pdf/MRU%20Policy%20On%20Equity,%20Diversity,%20Inclusiveness%20And%20Non-Discriminatory%20Guidelines.pdf>
- MRU Policy on Non-Discrimination for Third Gender:
<https://manavrachna.edu.in/assets/campus/mru/pdf/MRU%20Policy%20On%20Non-Discrimination%20For%20Third%20Gender.pdf>
- MRU Policy on Committee for Sc/ST
[Committee for SC /ST](#)