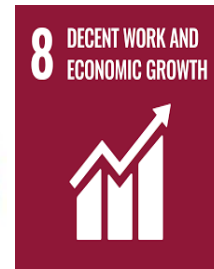




**MANAV RACHNA
UNIVERSITY**

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



8.2.9 Policy Against Forced Labour, Modern Slavery, Human Trafficking, and Child Labour

Manav Rachna University (MRU) is wholeheartedly committed to promoting ethical conduct and human rights across all its operations. This policy represents a zero-tolerance stance against forced labour, modern slavery, human trafficking, and child labour in adherence to applicable national and international laws such as International Labour Organization (ILO) standards, the United Nations Universal Declaration of Human Rights, and Indian labour laws. MRU ensures that all faculty, staff, students, contractors, suppliers, and partners uphold the highest standards of social and ethical responsibility, reflecting the university's dedication to humane treatment and social justice.

Brief Process Outline

- **Risk Assessment:** MRU conducts regular assessments to identify parts of the university and its supply chain potentially vulnerable to violations of labour and human rights, with appropriate mitigation strategies implemented.
- **Stakeholder Engagement:** Collaboration with internal and external partners raises awareness about issues like forced labour, trafficking, and child labour to foster vigilant and responsible communities.
- **Due Diligence:** Anti-slavery and ethical standards are incorporated into procurement and contracting processes, mandating adherence from all suppliers, contractors, and business partners.

- **Training and Awareness:** Faculty, staff, and students receive ongoing education to help recognize, prevent, and report incidences of forced labour or trafficking.
- **Reporting Mechanisms:** Confidential and secure channels—including hotlines, email, and designated offices—are available for reporting suspicions or violations, with protections assured for whistleblowers.
- **Investigation and Response:** MRU commits to thorough investigations of any allegations and the implementation of corrective actions as necessary.
- **Compliance and Monitoring:** The policy aligns with legal frameworks such as India’s Child Labour (Prohibition and Regulation) Act and international standards; an annual review cycle ensures its continued relevance and efficacy.

This policy and process reflects MRU’s proactive commitment to uphold human dignity and ethical labour practices throughout its community and operations.

Supporting Documents

1. Policy Against Forced Labour, Modern Slavery, Human Trafficking, and Child Labour, 2022 Policy document

<https://manavrachna.edu.in/assets/campus/mru/pdf/MRU%20Policy%20Against%20Forced%20Labour.%20Modern%20Slavery.%20Human%20Trafficking.%20and%20Child%20Labour.%202022.pdf>

2. MRU Policy on Employment Practice Appeal process

<https://mru.edu.in/wp-content/uploads/2024/11/MRU-Policy-on-Employment-practice-Appeal-process.pdf>