

## **ANTI DISCRIMINATION POLICY**

Sunder Deep Pharmacy College provides everybody with equal opportunity irrespective of caste, creed, language, or gender. The Institution ensures that every staff/student inside the campus enjoys equal rights in the process of offering or receiving education. The policy endeavours to make all the staff/students feel protected and valued when they work/study in Sunder deep pharmacy college. The Anti-Discrimination cell looks after the related matters (if any) of depriving a student, or staff, or group of students on the basis of caste, creed, language, ethnicity, gender, or different ability.

**Discrimination:** Sunder deep pharmacy college defines discrimination as any act that brings unequal treatment of an employee or student, while they are in the college premises, or during any job inside or outside the campus, that they do for the institutions due to the protected characteristics. The discrimination maybe a one- time occurrence, or over a period of time.

**Protected Characteristics:** The discrimination among employees, students, vendors, visiting faculty based on the following characteristics are not accepted.

- Caste
- Religion
- Age
- Sex/Gender identity (pregnancy, childbirth etc.)
- Physical or mental disability
- Disability (Vision impaired, hearing impaired etc.)
- Nationality
- Marital status
- Physical appearance
- Any other characteristics that are protected by our National Law.

**Policies:**

- Sunder deep pharmacy college does not discriminate any student/staff on the basis of race, colour, religion, disability, national origin, or any other characteristic protected by applicable law.
- Our policy of Non-discrimination in campus applies to admission, opportunities, discipline, placements, participation in all events organized, access to benefits and training and all other aspects of campus life.
- Students with questions or concerns about any type of discrimination in the campus are encouraged to bring these issues to the attention of the Convener/Members of Anti-Discrimination Cell through mail or in person. Students can voice their concerns and submit reports without fear of retaliation.

**Applicability:**

The policy applies to all the staff and students working in Sunder deep pharmacy college, and is not limited to the institutions premises. These are applicable in the institutions premises, as well as 'on duty' movement, field trips, sponsored social events, club activities and all the activities related to the university.

The policy is also extended to how Sunder deep pharmacy college interacts with its contractors, parents, vendors and visiting faculty.

**Responsibilities of Convener and Members:**

- It is imperative that Chairperson and Members of Anti-discrimination cell not only adhere to but enforce this Policy.
- The Chairperson and the members shall be unbiased in dealing with the complaints.
- All management and supervisory personnel have an affirmative duty and are required to promptly report any discrimination, harassment, retaliation or sexual assault that they observe, learn about from others, or reasonably suspect has occurred with respect to an employee.

**Committee Members:**

S. No	Name of the Member	Designation
1.	Dr. Ram Dayal Gupta, Director, SDPC	Chair person
2.	Dr. Prasoon Kumar Saxena, HOD, SDPC	Faculty Representative
3.	Ms. Rabia Choudhary, Associate Professor	Coordinator
4.	Ms. Nargis Khan, Associate Professor	Member
5.	Mr. Dipesh, Assistant Professor	Member
6.	Mr. Surjeet Singh, Assistant Professor	Member
7.	Mr. Saurabh Jain	Admin Representative
8.	Mr. Sagar	Member
9.	Rajnish	Student Representative
10.	Pragya	Student Representative

**Confidentiality:**

- The Institution will maintain the confidentiality of the complaint, and the privacy of the persons involved, to the greatest extent possible, consistent with its goal of conducting a thorough and complete investigation and to the extent permitted by law.

**Complaint Procedure:**

Students and Staff members of the Institution are encouraged to report discrimination, harassment or retaliation, including but not limited to any Discriminatory Practice, in accordance with this Policy. The Institution may investigate any conduct that violates this Policy, even in the absence of a complaint, and take remedial action where appropriate.

The complaint can be made verbally or in written format to the Chairperson or any of the member, or shall send a complaint through complaint box. All complaints will have to be attended to, and resolved within a time frame of 7 days.

