



# Anti-Discriminatory Policy

## Purpose

O.P. Jindal Global University (JGU) is dedicated to fostering an environment of equality and respect for all individuals, with a focus on preventing discrimination and promoting gender equality. JGU has a zero-tolerance policy for all forms of discrimination, including but not limited to gender, sexual identity, religion, creed, and other protected categories. Through this policy, JGU aims to specifically address the needs and rights of individuals from marginalised gender identities, ensuring transgender persons are protected from unfair treatment, have equitable access to university resources, and feel supported within the campus community.

## Intended Personnel

This policy applies to all members of the JGU community, including but not limited to students, faculty, staff, working professionals, or person(s) associated in any capacity with the University, both in India and abroad. This policy ensures that all members of JGU community including staff, and faculty are provided with an equitable and including environment, free from gender-based discrimination and harmful practices.

## Definitions

### Discrimination

Any harmful practices or unwelcome conduct based on gender that creates an unsafe, unpleasant, or hostile environment, preventing fair treatment and equal opportunities.

### Harmful Practice

Includes violence, harassment, inappropriate sexual behavior, and other actions such as derogatory signs, jokes, and intimidation that reinforce gender biases.

### Retaliation

Any adverse action taken against an individual for making or supporting a claim of harassment or discrimination, including changes in work conditions or creating a hostile environment.

## Procedures

### **Prohibition of Discrimination**

Ensure no unfair treatment or denial of services based on gender and/or gender identity(s).

### **Equal Financial Opportunities**

Address and prevent unequal pay and financial disparities among marginalised gendered identities.

### **Inclusive Facilities**

Provide non-discriminatory education, sports, and recreational facilities for marginalised gendered identities.

### **Transparent Admissions**

Implement measures to increase the enrolment of the marginalised genders and maintain a balanced gender ratio.

### **Research and Industry Support**

Facilitate research grants and industry collaborations with a focus on gender inclusivity, and increase women and transgendered representation on boards.

### **Faculty Development**

Conduct programmes to ensure a safe, research-oriented environment for women and transgender faculty and researchers.

### **Workshops and Awareness**

Organise sessions to prevent harassment and violence against women.

### **Support Services**

Establish mental health support and a contact point for women facing challenges.

### **Disciplinary Actions**

Enforce strict penalties for violence, harassment, or discrimination against women.

## Policy Implementation

**Respectful Communication:** All staff and educators must use appropriate names, pronouns, and terms for transgender individuals.

**Education and Awareness:** Effective communication about gender identity and expression must be promoted, and curricula should support a gender-inclusive environment.

**Support Mechanisms:** Provide a space for feedback and address concerns related to transgender and nonbinary inclusion.

## Actions Against Violations

**Prohibited Conduct:** Discrimination, denial of services, and unfair treatment based on gender identity are prohibited.

**Inclusive Facilities:** Ensure that educational, sports, and recreational facilities are accessible and inclusive for transgender persons.

**Gender Sensitization:** Promote awareness and understanding of transgender issues among the JGU community.

**Complaint Mechanism:** Establish effective procedures to address conduct that creates a hostile environment.

**Support Services:** Create a point of contact and provide mental health support for transgender individuals.

**Disciplinary Actions:** Implement strict penalties for violence, harassment, or discrimination.

## Roles and Responsibilities

This section would present an outline for the roles and responsibilities of the University office or individuals referenced in the policy and procedure

|  |                              |
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| <b>Office of Safety, Security and Vigilance</b><br>Preeti Samntaray (Senior Manager) | preeti.samantaray@jgu.edu.in |
| <b>Chief Proctor's Office</b><br>Karan Latayan                                       | klatayan@jgu.edu.in          |
| <b>Centre for Wellness and Counselling Services</b><br>Arghya Kumar Nath             | aknath@jgu.edu.in            |

## Reporting Concerns and Retaliation Policy

JGU has a zero-tolerance policy for retaliation against anyone who reports discrimination or harassment. Individuals are encouraged to report concerns without fear of retaliation. All reports will be taken seriously and addressed with the utmost level of support from respective departments.