

ANTI DISCRIMINATION POLICY

M. Praveen

Anti Discrimination Policy

Malla Reddy Vishwavidyapeeth (MRV) provides equal opportunities to everyone, irrespective of caste, creed, language, or gender. The institution ensures that every staff member and student on campus enjoys equal rights in the process of offering or receiving education. The policy aims to make all staff and students feel protected and valued while they work or study at MRV. The Anti-Discrimination Cell addresses any related issues involving the deprivation of a student, staff member, or group based on caste, creed, language, ethnicity, gender, or different ability.

Discrimination:

MRV defines discrimination as any act that results in unequal treatment of an employee or student while they are on the college premises or during any job inside or outside the campus, conducted for the university, due to protected characteristics. The discrimination may be a one-time occurrence or extend over a period of time.

Protected Characteristics:

Discrimination against employees, students, internal and external stakeholders based on the following characteristics shall be construed as an act of discrimination:

- 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 protected by national law

Nature of the Policy:

- MRV does not discriminate against any student or staff on the basis of race, color, religion, disability, national origin, or any other characteristic protected by applicable law.
- The non-discrimination policy applies to admission, opportunities, discipline, placements, participation in events, access to benefits, training, and all other aspects of campus life.
- Students with questions or concerns about any type of discrimination on campus are encouraged to bring these issues to the attention of the Convener or Members of the Anti-Discrimination

Committee through email or in person. Students can voice their concerns and submit reports without fear of retaliation.

Applicability:

The policy applies to all staff and students at Malla Reddy Vishwavidyapeeth (Deemed to be University). It is applicable not only within university premises but also during 'on-duty' movements, field trips, sponsored social events, club activities, and all activities related to the university.

Additionally, the policy extends to how MRV interacts with contractors, parents, vendors, and visiting faculty.

Responsibilities of the Convener and Members:

- It is imperative that the Chairperson and Members of the Anti-Discrimination Cell adhere to and enforce this policy.
- The Chairperson and members must remain unbiased in dealing with complaints.
- All management and supervisory personnel have an affirmative duty and are required to promptly report any discrimination, harassment, retaliation, or sexual assault they observe, learn about such incidences through an established procedure.

University Reserves its rights to modify, amend or replace including withdrawal of this policy

Manohar