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Smt. Taisaheb Kadam Sevabhavi Foundation & Research Center, Sonai's

YASH INSTITUTE OF PHARMACY

AURANGABAD (CHHATRAPATI SAMBHAJI NAGAR)

Accredited with Grade B++ by NAAC
An ISO 9001:2015 certified Organisation

Approved by Pharmacy Council of India, New Delhi.

Permanently affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad



DTE code : PH2153

Ref.

Date :

Policy number:- SS-SWG-11-2023/V00 W.e. f:01/01/2023

Anti-Discrimination Policy

Introduction

This policy establishes the commitment of Yash Institute of Pharmacy (YIP) to fostering an inclusive and equitable educational environment free from discrimination, harassment, or any form of unfair treatment based on race, religion, caste, gender, sexual orientation, age, disability, nationality, or any other protected characteristic.

Scope

This policy applies to all:

- Students
- Faculty
- Non-teaching staff
- Vendors, contractors, and visitors on campus
- Activities, events, and functions conducted under the YIP banner, whether on or off-campus

Legal Framework

This policy adheres to the following regulations:

- **Constitution of India** – Articles 14, 15, and 16 (Right to Equality)
- **The Protection of Civil Rights Act, 1955**
- **The Sexual Harassment of Women at Workplace Act, 2013**
- **The Rights of Persons with Disabilities Act, 2016**
- **NAAC, PCI, and ISO 21001:2018 Standards**

Policy Statement

Yash Institute of Pharmacy strictly prohibits any form of discrimination in:

- Admission processes
- Academic and extracurricular activities

- Recruitment and employment practices
- Access to resources, facilities, and support services

Objectives

1. **Promote Inclusion:** Ensure equal opportunities for all stakeholders irrespective of their background.
2. **Prevent Discrimination:** Detect and address any discriminatory practices in a timely manner.
3. **Foster Awareness:** Conduct regular workshops and training to create awareness about diversity, equity, and inclusion (DEI).
4. **Provide Redressal Mechanisms:** Offer a confidential and unbiased system to address grievances related to discrimination or harassment.

Definitions

- **Discrimination:** Unjust treatment of individuals based on protected characteristics.
- **Harassment:** Unwelcome behavior creating a hostile or intimidating environment.
- **Protected Characteristics:** Includes race, religion, caste, gender, age, disability, nationality, or sexual orientation.

Responsibilities

Administration

- Develop and implement programs to prevent discrimination.
- Ensure compliance with all applicable laws and institutional standards.

Faculty and Staff

- Serve as role models by promoting inclusivity and equality.
- Report incidents of discrimination or harassment promptly.

Students

- Treat peers, faculty, and staff with respect and dignity.
- Report concerns to the Anti-Discrimination Committee or Grievance Redressal Cell.

Grievance Redressal Mechanism

Reporting an Incident

- Complaints can be filed directly with the Anti-Discrimination Committee or through the designated online/offline portals.

Investigation Process

- The complaint will be investigated by a panel comprising at least three impartial members within 10 working days of receipt.

Resolution and Action

- Appropriate corrective actions, such as counseling, warnings, or disciplinary measures, will be taken based on the findings.

Anti-Discrimination Committee (ADC)

The ADC committee constituted as per guideline

Training and Awareness

- Mandatory DEI workshops for staff and students.
- Orientation programs for new students emphasizing the anti-discrimination policy.
- Collaboration with external agencies to ensure up-to-date training modules.

Monitoring and Evaluation

- Annual review of the policy and grievance data by the ADC.
- Feedback collection from stakeholders to improve the policy.

Consequences of Violation

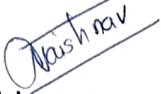
Individuals found guilty of violating this policy may face:

- Counseling sessions
- Written warnings
- Suspension or termination of employment/enrollment
- Legal action in severe cases

Policy Dissemination

- Published on the official YIP website.
- Displayed on campus notice boards.
- Shared during orientation and induction programs.

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