

TEZPUR UNIVERSITY
Guidelines on Anti-Harassment/ Promotion of Equality, Diversity, and Inclusion

Notification

No.F.13-1/97 (GA-I)/Vol-IV
dated 22.05.2019

The competent authority of Tezpur University has approved the following policy on Anti-Harassment/ Promotion of Equality, Diversity, and Inclusion:

1. An Anti-Discrimination officer not below the Rank of Associate Professor or Deputy Registrar be appointed.
2. Tezpur University will practice and promote Equality, Diversity, and Inclusion (EDI) actively and promote these principles in various ways as stated:
 - (a) safeguard the interests of the students without any prejudice to their caste, creed, religion, language, ethnicity, gender, and disability.
 - (b) eliminate discrimination against or harassment of any student in all forms in higher educational institutions by prohibiting it and by providing for preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.
 - (c) promote equality among students of all sections of the society.
 - (d) Commitment to an inclusive curriculum is reflected in our efforts to incorporate diverse perspectives, cultures, and voices into our courses, thereby providing a well-rounded educational experience and promoting understanding and empathy among students.
 - (e) prioritizes the needs of students and staff with disabilities by implementing wheelchair-accessible ramps, elevators, assistive technologies, and specialized software to ensure inclusive accessibility throughout our facilities.
 - (f) address specific needs within our community, such as the Gender Inclusivity course prepared for TU for inter-disciplinary Course at Graduation level. This initiative aims to provide comprehensive education on gender inclusivity, fostering understanding and acceptance among our students.
 - (g) Centre for Inclusive Development, aimed at uplifting underprivileged students through education, training, engagement, and counseling.
 - (h) SCT Cell dedicated to the upliftment of students and employees belonging to SC/ST categories, addressing grievances and welfare concerns.
3. The University will conduct awareness programme on Definition of "discrimination" as follows:
 - (a) **Discrimination**
"Discrimination" means any distinction, exclusion, limitation or preference which has the purpose or effect of nullifying or impairing equality of treatment in education and in particular, of depriving a student or group of students on the basis of caste, creed, religion, language, ethnicity, gender and disability of access to education of any type at any level.
 - (b) **Harassment**
"Harassment" means unwanted conduct which is persistent and demeans, humiliates or creates a hostile and intimidating environment.
 - (c) **Person with Disability**
"Person with disability" means a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others.
 - (d) **Queer/LGBTQ+**
Queer people may identify as gay, lesbian, bisexual, transgender, non-binary, genderqueer, or other identities within the LGBTQ+ spectrum. The term emphasizes non-conformity to traditional gender and sexual norms and celebrates diversity within the community.

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4. Mechanism for implementation

The University already has a well laid down mechanism of hearing student complaint. Since this existing mechanism has been fine-tuned over the time, the implementation mechanism of Anti-Discrimination Regulation will involve it for quick and efficient functioning.

The following mechanism for preventing Discrimination is therefore adopted:

- 1) All students shall be made aware of the provision of the Antidiscrimination Regulation during the orientation programme conducted for the newly admitted students by the University.
- 2) Any complaint of discrimination by a student in the academic department and centre.
 - a. Any complaint of discrimination by a student in the academic department and centre shall be submitted in writing to the respective Head of the department/centre.
 - b. The Head of Dept./Centre will enquire about the matter and, if found genuine, take appropriate action. If the complaint is satisfactorily resolved the head of dept./centre shall prepare an action taken report and the students shall submit the complaint and report to the Anti-Discrimination Officer.
 - c. If the complaint is against an act of the HoD/controlling officer, it will be directly submitted to the Dean of the concerned school or Superior Officer as the case may be.
 - d. The complainant is not satisfied with the action taken or in the event of no action within 15 days, she/he will forward the complaint to the respective Dean of the concerned school or superior officer. Such authority will review the matter with the involvement of the complainant and take appropriate action. The report again shall be forwarded to the Anti-Discrimination Officer for further needful.
 - e. If the complaint is against the Dean or Controlling Officer concerned, then the complainant shall submit it directly to the Anti-Discrimination Officer.
 - f. If the student is not satisfied with action taken at (d) above, in the event of no action at Dean level, she/he shall forward the complaint to the Antidiscrimination Officer. Anti-Discrimination Officer then shall make a detailed review/investigation of the matter and recommend appropriate action to the Vice Chancellor.
- 3) Any complaint of discrimination in the University by a student in matters not relating to Department/Centre/ Hostel shall be submitted directly to the Antidiscrimination Officer. Anti-discrimination Officer shall make necessary enquiry and submit recommendation to the Vice Chancellor.
- 4) University administration shall extend all cooperation to the Antidiscrimination Officer in the conduct of enquiry against any complaint.
- 5) Any person found guilty of indulging in acts of indiscrimination shall be warned in writing against such act.
- 6) The quantum of punishment for repeat of acts of indiscrimination by any person shall be recommended by a committee to be constituted by the Vice-Chancellor as per the provision of Government of India Rules.
- 7) The decision of the Vice Chancellor shall be final and binding.

Date: 22.05.2019

Copy for information to:

1. Vice-Chancellor, Tezpur University.
2. All Deans and Heads of the Departments/Centres, Tezpur University.
3. Webmaster, Tezpur University for placing in the TU website.
4. Deputy Registrar (GA), Tezpur University.
5. Concerned file.

Sd/-
Registrar


Registrar