

## Anti Discrimination Policy

*Issue: 05; Revised on 2024*

Policy Created on	July 2009
1 <sup>st</sup> Revision amended on	IQAC Meeting held on 27 <sup>th</sup> October 2017
2 <sup>nd</sup> Revision amended on	IQAC Meeting held on 31 <sup>st</sup> March 2021
3 <sup>rd</sup> Revision amended on	IQAC Meeting held on 16 <sup>th</sup> June 2023
4 <sup>th</sup> Revision amended on	IQAC Meeting held on 8 <sup>th</sup> October 2024

### **PREAMBLE:**

B.S. Abdur Rahman Crescent Institute of Science and Technology (BSACIST) is committed to creating and maintaining a learning and working environment free from all forms of discrimination. This policy is established to ensure that every member of the BSACIST community is treated with dignity and respect, and has equal opportunities to participate fully in the institute's activities. This policy aligns with the principles of equality and non-discrimination embedded in universal human rights and aims to eliminate social exclusion.

### **SCOPE:**

This policy applies to all students, faculty, staff, and visitors of BSACIST. It covers all aspects of institute life, including but not limited to:

- Admissions
- Academics
- Employment
- Housing
- Extracurricular activities
- Use of institute facilities

## PROHIBITED DISCRIMINATION:

BSACIST prohibits discrimination based on, but not limited to, the following grounds:

- Gender
- Race
- Caste
- Marital or civil partnership status
- Sexual orientation
- Religion or belief
- Age
- Disability
- Language
- Ethnicity
- Economic and social situation

## SPECIFIC COMMITMENTS:

1. **Prevention of Caste-Based Discrimination:** BSACIST has constituted a committee to prevent caste-based discrimination. Any student, faculty, or staff member who feels aggrieved due to caste discrimination in any form can approach the committee immediately in person or via email. The identity of the complainant will be kept confidential, and a time-bound immediate action will be taken on the grievance. Appropriate action will be initiated against the defaulter.
2. **Gender Equality and Prevention of Sexual Harassment:** BSACIST is committed to promoting gender equality and eliminating all forms of violence against women and girls. The institute maintains a safe and secure work environment free from discrimination, in line with its zero-tolerance policy against sexual harassment. The Internal Complaints Committee (ICC) addresses grievances related to sexual harassment and other forms of discrimination.

3. **Support for Reporting Discrimination:** BSACIST protects those reporting discrimination from educational or employment disadvantage.
4. **Maternity and Paternity Support:** BSACIST follows the Maternity and Paternity policies of the State Government to support continued participation in education and employment.
5. **Committees for Specific Groups:** BSACIST has constituted committees to address the specific needs and concerns of OBC, Minority, and SC/ST students, faculty, and staff.

### REPORTING AND GRIEVANCE MECHANISM:

Any student, faculty, or staff member who believes they have experienced or witnessed discrimination is encouraged to report the incident immediately. Reports can be made to any of the following:

- Dean of Student Affairs
- Heads of Departments
- Members of the Anti-Discrimination Committee
- Internal Complaints Committee (for sexual harassment-related issues)
- OBC Committee Members
- Minority Committee Members
- SC/ST Committee Members

Reports can be made in person, via email, or in writing. All reports will be treated with confidentiality and investigated promptly and impartially.

### ANTI-DISCRIMINATION COMMITTEE:

BSACIST has constituted an Anti-Discrimination Committee to oversee the implementation of this policy and address any violations. The committee members are:

- Dr. Karthikeyan Ramalingam, Dean Student Affairs –  
[dean\\_student@crescent.education](mailto:dean_student@crescent.education)

- Dr Vasanthi P., Dean School of Infrastructure –  
[dean.infrastructure@crescent.education](mailto:dean.infrastructure@crescent.education)
- Dr MVV Prasad, Dean Pharmacy
- Dr P K Jawahar, HoD EIE
- Mr Abdur Rahman, Asst Professor Mech
- Ms Anitha, Asst Prof EIE
- Mr Ravinder, Asst Prof Maths

#### **RESPONSIBILITIES OF THE ANTI-DISCRIMINATION COMMITTEE:**

- Oversee steps to prevent any kind of discrimination on campus.
- Investigate all reports of discrimination promptly and impartially.
- Recommend appropriate disciplinary action against those found to have violated this policy.
- Develop and implement educational programs and training sessions to promote awareness of this policy and prevent discrimination.
- Regularly review and update this policy to ensure its effectiveness.

#### **DISCIPLINARY ACTION:**

Any student, faculty, or staff member found to have violated this policy will be subject to disciplinary action, up to and including expulsion or termination of employment.

#### **REVIEW:**

This policy will be reviewed and updated periodically to ensure its effectiveness and compliance with applicable laws and regulations.



**REGISTRAR**