



Name of Policy	ANTI-DISCRIMINATION POLICY
Policy Effective From	Academic Session 2024-25
Policy Version	1



Career Point University, Kota

ANTI-DISCRIMINATION POLICY

The University values diversity in all its forms and is committed to ensuring that every member of its community is treated with **dignity and respect**. This policy reinforces the University's dedication to providing equal access to all activities, services, and programs, irrespective of individual characteristics, personal background, or socioeconomic status.

All members of the University community—including **students, employees, and visitors**—are expected to uphold a culture of mutual respect and consideration. The University strives to create an inclusive environment where everyone can actively participate in activities that support their personal and professional.

This policy **applies to all members of the University community, including faculty, staff, scholars, and students**. It also extends to **contractors, vendors, consultants, service providers, and visitors** who engage with the University in any capacity.

The policy covers all University-affiliated activities and engagements, including interactions that take place on campus, through digital platforms, or at facilities associated with the University. Its purpose is to ensure that the core values of respect, fairness, and non-discrimination are upheld in every environment connected with the institution.

All forms of discrimination against members of the University community are strictly prohibited. **Discrimination based on gender, gender identity, sexual orientation, race, ethnicity, caste, nationality, religion**, or any other belief system is unlawful and will not be tolerated.

The University also opposes unfair treatment based on age, disability, medical condition, socio-economic status, marital status, or political beliefs. All members of the University community are expected to uphold the values of respect, equality, and inclusion in their interactions. Any act of discrimination is considered a violation of the University's commitment to maintaining a culture of civility, integrity, and professional ethics.

Career Point University Kota states that discrimination refers to any unfair, unjust, or unequal treatment of an individual or group based on their protected characteristics. This may include **actions, words, policies, or practices** that deny or limit an individual's opportunities.

The University also defines harassment as any unwelcome conduct that undermines a person's dignity and creates an environment of offense, hostility, or humiliation. Such behavior negatively impacts the dignity and well-being of individuals.

All members of the University community are expected to interact with one another in a respectful and professional manner. Any behavior contrary to these expectations is considered a violation of the University's commitment to the principles of mutual respect, equality, and inclusivity.

The University maintains a strict **zero-tolerance policy** toward unfair or biased practices in areas such as admissions, academic evaluation, recruitment, or professional development. The University does not tolerate harassment, bullying, intimidation, or exclusion arising from discriminatory attitudes.

Any action that creates a hostile, offensive, or intimidating academic or professional environment is considered unacceptable and a violation of the University's standards. The University also ensures that discriminatory behavior is not permitted in any of its collaborations, partnerships, or community engagement activities.

At the University campus, any individual who experiences or witness's discrimination is encouraged to report the matter through the prescribed University procedures to their School Dean/Department Head, or the **Equal Opportunity Cell (EOC)**. These bodies are responsible for the fair and impartial assessment of all discrimination-related complaints.

The University is committed to handling such complaints with confidentiality, sensitivity, and prompt action. Any form of retaliation against individuals who report incidents or participate in the investigation process is strictly prohibited and will result in appropriate disciplinary action.

Based on the findings of the review, the University implements **appropriate disciplinary** or **corrective measures** in accordance with its internal policies. Depending on the severity of the case, actions may include professional counseling, formal warnings, suspension, expulsion, or termination of contracts. In instances involving serious misconduct or unlawful activities, the matter may also be referred to the appropriate legal authorities.

The University regularly organizes workshops and training programs to encourage responsible and respectful behavior among students, faculty, and staff.

Information related to anti-discrimination practices, institutional policies, and reporting procedures is made easily accessible and transparent to all members of the University community. Through open communication and awareness initiatives, the University seeks to empower everyone to uphold the values of fairness, inclusion, and respect within the academic environment.

The University has established measures to ensure that this policy remains relevant and aligned with institutional values as well as legal requirements. For this purpose, University officials periodically review the policy and related procedures.

Such reviews help enhance the policy's effectiveness and ensure its proper implementation across the campus. Through continuous evaluation and improvement, the University reinforces its commitment to fostering a fair, respectful, and inclusive environment for the entire community.

REGISTRAR
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Kota - Rajasthan