



Name of Policy	Anti-Harassment and Respectful Workplace Policy
Policy Effective From	Academic Session 2024-25
Policy Version	1

CAREER POINT UNIVERSITY

(Established by the Government of Rajasthan Act No. 13/2012, u/s 2(f) of the UGC Act 1956)

University Campus : Alaniya, Jhalawar Road, Kota – 325 003 (Rajasthan)

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Anti-Harassment and Respectful Workplace Policy

The University is committed to maintaining a safe, respectful, and inclusive academic environment that promotes dignity, equality, and professional integrity. Harassment in any form undermines academic freedom, personal well-being, and institutional values.

This Anti-Harassment Policy establishes clear standards of conduct and procedures to prevent, report, investigate, and address harassment within the university community.

Objectives:

1. Ensure a harassment-free academic and working environment.
2. Protect the dignity and well-being of students, faculty, staff, and visitors.
3. Establish clear definitions and standards of unacceptable behaviour.
4. Provide transparent mechanisms for reporting and addressing harassment complaints.
5. Promote awareness, prevention, and education regarding harassment issues.

All members of the University community—including students, faculty members, staff, researchers, and visitors—are expected to contribute to a culture of mutual respect and professional conduct. The University aims to foster an environment where individuals can pursue academic, professional, and personal development free from intimidation, hostility, or harassment.

This policy applies to all members of the University community and extends to contractors, consultants, service providers, interns, and any individuals who engage with the University in any official capacity. It also applies to interactions involving external collaborators, partners, and visitors associated with University activities.

The provisions of this policy cover all University-related activities and engagements. This includes conduct that occurs on campus premises, during academic or administrative activities, through digital platforms, or at locations associated with University programs and events. The purpose of the policy is to ensure that the principles of dignity, safety, and professional respect are upheld in every environment connected with the institution.

The University strictly prohibits all forms of harassment that undermine the dignity, safety, or well-being of individuals. Harassment refers to any unwelcome behaviour, action, or communication that creates an environment of intimidation, hostility, humiliation, or offense for an individual or group.

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Kota - Rajasthan

Harassment may occur in various forms, including verbal, physical, psychological, or digital interactions. Examples may include offensive remarks, bullying, intimidation, threats, inappropriate physical behaviour, or persistent actions that negatively affect an individual's ability to participate comfortably in academic or professional activities.

Harassment may also occur in discriminatory forms, where individuals are targeted based on personal characteristics such as gender, gender identity, sexual orientation, race, ethnicity, nationality, religion, caste, disability, age, or socio-economic background. The University does not tolerate any behaviour that results in the exclusion, humiliation, or intimidation of individuals on such grounds.

All members of the University community are expected to interact with one another in a manner that reflects professionalism, courtesy, and respect. Behaviour that violates these expectations is considered inconsistent with the University's commitment to maintaining a supportive and respectful institutional environment.

The University maintains a strict **zero-tolerance approach toward harassment** in any academic, administrative, or professional setting. Harassment, bullying, intimidation, or hostile behaviour that disrupts a safe learning or working environment is considered a serious violation of institutional standards.

The University also ensures that harassment is not tolerated in any of its partnerships, collaborations, internships, or community engagement activities. Individuals representing the University are expected to uphold the same standards of respectful conduct in all professional interactions.

Any individual who experiences or witnesses' harassment is encouraged to report the matter through the appropriate University channels. Complaints may be brought to the attention of the relevant School Dean, Department Head, Human Resources Office, or the designated grievance redressal body.

The University is committed to handling all complaints with fairness, confidentiality, and sensitivity. All reports will be reviewed carefully and addressed through established institutional procedures to ensure impartial assessment and appropriate action.

Based on the findings of the review or investigation, the University may implement corrective or disciplinary measures in accordance with its internal regulations. Depending on the nature and severity of the misconduct, actions may include counselling, written warnings, suspension, expulsion from academic programs, or termination of employment or contractual engagement.

In cases involving serious misconduct or violations of law, the University may refer the matter to competent authorities in accordance with applicable regulations.


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