



NON-DISCRIMINATION & ANTI -HARASSMENT POLICY

Non-discrimination & anti - harassment / Policy /V1.0

UPES

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1. Introduction

At UPES, our goal is to create and maintain a work and learning environment where everyone is respected, valued, and treated equally. In line with legal requirements and best practices in India, this policy strictly prohibits discrimination and harassment in any form. All members of our community, including employees, students, faculty, and staff, are expected to abide by these principles to foster an atmosphere of inclusivity and mutual respect.

2. Definitions

- **Discrimination:**

For the purpose of this policy, UPES defines discrimination as any preferential or adverse treatment—whether positive or negative—based on an individual's personal characteristics. Such characteristics include but are not limited to race, color, gender, age, national origin, religion, sexual orientation, marital or civil partnership status, and disability. Discriminatory practices, whether overt or subtle, are not permitted under any circumstance.

- **Harassment:**

For this policy, harassment is defined as any verbal or physical conduct that undermines the dignity of an individual or group. This includes behavior that:

- Creates an intimidating, hostile, or offensive environment;
- Unreasonably interferes with an individual's performance or work; and/or
- Negatively impacts an individual's opportunities for advancement or well-being.

Harassment may manifest in various forms, including derogatory remarks, demeaning jokes, or any other offensive communication—whether spoken, written, visual, or digital—that targets an individual or group based on their protected characteristics.

3. Policy Statement

UPES is committed to ensuring that every individual within our community enjoys a safe, respectful, and equitable environment. Discrimination or harassment of any kind will not be tolerated. All reports of such behavior will be taken seriously and addressed swiftly through established procedures. The University expects every member to contribute to a culture that not only prevents these behaviors but also promotes inclusivity and dignity.

4. Oversight and Accountability

- **Committee on Anti-Discrimination:**

The UPES Committee on Anti-Discrimination is charged with overseeing the implementation of this policy. This Committee will monitor practices on campus, ensuring that there are effective preventative measures in place to combat discrimination based on personal characteristics such as gender, race, caste, marital or civil partnership status, sexual orientation, religion or belief, age, and disability. The Committee will also be responsible for reviewing reports of harassment and discrimination, guiding investigations, and ensuring that all cases are managed in a prompt, fair, and confidential manner.

- **Reporting and Investigation:**

All reports of discriminatory or harassing behavior must be submitted through the designated channels. The University will conduct thorough investigations in accordance with procedural guidelines, ensuring the rights of all individuals are

respected. Remedial actions and sanctions will be applied as necessary in cases where policy breaches are confirmed.

5. Commitment to a Respectful Environment

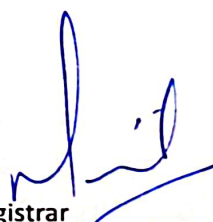
UPES strives to uphold the highest standards of professional and academic conduct. By adhering to this policy, we affirm our commitment to a campus environment where every member is empowered, free from bias and harassment, and able to contribute to our collective success.

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