



Ref. No.: KRMU/Admin./O.O./2023-24/ 3719(A)

Date: 26.12.2023

**OFFICE ORDER**

**Subject: Revised Anti-Discrimination Policy, K.R. Mangalam University.**

The Anti-Discrimination Policy of K.R. Mangalam University first notified vide Office Order No. KRMU/Admin/O.O./2018-19/1319 dated 30 October 2018, has served as the guiding document to ensure equality, dignity, and inclusion for all members of the University community as approved in the 57<sup>th</sup> Board of Management, vide agenda item 57.21 held on 14.12.2023.

In light of the evolving higher-education ecosystem, national legal reforms, and University Grants Commission (UGC) directives, it was deemed necessary to undertake a comprehensive review and strengthening of this policy.

The present revision has been undertaken to:

- **Align with Updated Statutory Frameworks:**

Incorporate provisions of the latest UGC Regulations, 2023; Rights of Persons with Disabilities Act, 2016; and Gender Sensitization Guidelines 2021, ensuring full legal compliance.

- **Integrate Digital and Virtual Environments:**

Extend anti-discrimination protection to online teaching-learning platforms, hybrid classrooms, and virtual workspaces, addressing emerging digital-era challenges.

- **Strengthen Institutional Mechanisms:**

Introduce the University Anti-Discrimination Ombudsperson (UADO) and Discrimination Liaison Officers (DLOs) at the School level for faster grievance handling and oversight.

- **Advance Gender and Diversity Inclusion:**

Expand the scope of the policy to explicitly cover transgender, gender-non-conforming, and non-binary individuals; institutionalize the Gender Diversity Support Desk and gender-neutral facilities.

- **Promote Transparency and Accountability:**

Mandate annual publication of anonymized anti-discrimination statistics and introduce a Campus Equity Dashboard for monitoring compliance across Schools and Departments.

- **Build Capacity and Awareness:**





Introduce structured training, including Digital Harassment and AI Ethics modules for students and staff; initiate an annual “Inclusion Week” to foster equity awareness.

- **Integrate Monitoring and Data Systems:**

Launch a web-based reporting portal and data-driven evaluation under the Equal Opportunity Cell and IQAC for quarterly review and impact assessment.

This Office Order is issued with the approval of the Competent Authority and supersedes the earlier version dated 30 October 2018.

This is issued with the approval of competent authority.

 Registrar  
K.R. Mangalam University  
Sohna Road, Gurugram (Haryana)

**Registrar**  
**K.R. Mangalam University**

**Copy to:**

- Hon'ble Vice Chancellor – for kind information
- Dean- Academics
- Dean- Research
- Deans of all Schools
- Controller of Examinations
- Dean (Students Welfare)
- Chief Proctor
- HR Department
- Equal Opportunity Cell
- Internal Complaints Committee
- Anti-Ragging Committee
- All Faculty and Administrative Offices
- University Website
- Notice Boards
- Office Copy





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**REVISED ANTI-DISCRIMINATION POLICY, K.R. MANGALAM UNIVERSITY**

**(Revised 2024)**

**1. Policy Statement and Purpose**

K.R. Mangalam University reaffirms its commitment to equality, dignity, inclusion, and respect for every individual. Discrimination or harassment on any ground shall not be tolerated.

***(Revised in 2023):***

The University shall adopt a Zero-Tolerance Framework for any form of discrimination—physical, verbal, digital, or systemic—and establish mandatory annual equity compliance reporting by all Schools and Administrative Units to the Equal Opportunity Cell (EOC).

**2. Scope**

This Policy applies to all students, faculty, staff, job applicants, contractors, vendors, and visitors participating in University-related activities on or off campus, including digital and remote modes.

***(Revised in 2023):***

The scope now explicitly extends to digital learning platforms, hybrid classrooms, social media engagements, and virtual work environments where any University activity is conducted or represented.

**3. Prohibited Grounds for Discrimination**

Discrimination on the basis of race, caste, colour, sex, gender identity, religion, disability, age, sexual orientation, national origin, marital status, veteran status, or any protected characteristic is prohibited.

***(Revised in 2023):***

Added protection against algorithmic or AI-based biases, ensuring that automated systems used in admissions, recruitment, or assessment are regularly audited for non-discriminatory operation.

**4. Policy of Non-Discrimination Against Women**

KRMU commits to gender equality and women's empowerment through equal access to education, employment, and leadership.

***(Revised in 2023):***





- Inclusion of Gender Sensitization and Workplace Safety Modules in every School's orientation.
- Mandatory Gender Equity Review Report to be submitted annually by each School to the EOC.
- Integration of KRMU's Gender Audit findings into strategic planning.

### **5. Non-Discrimination Policies for Transgender and Gender-Non-Conforming Individuals**

KRMU prohibits any discrimination based on gender identity or expression and provides inclusive facilities and records.

*(Revised in 2023):*

- University ID cards and digital records shall include optional non-binary fields.
- Gender-neutral washrooms to be established in all academic and residential blocks by 2026.
- Creation of a Gender Diversity Support Desk within the Counselling Centre.

### **6. Employment Policy on Discrimination**

All employment decisions are based on merit and job-related criteria only.

*(Revised in 2023):*

- All job advertisements must include the statement "*KRMU is an Equal Opportunity Employer.*"
- AI-assisted recruitment tools shall be tested for bias and approved by HR and EOC.
- Introduction of Bias Prevention Training for Recruitment Committees twice a year.

### **7. Non-Discriminatory Admissions Policy**

Admissions are open to all qualified candidates without regard to protected characteristics.

*(Revised in 2023):*

- Inclusion of a mandatory EWS and Divyangjan consideration section in admission forms.
- Admissions Review Panel to conduct annual random checks for bias in admissions decisions.





## **8. Policy for Women's Applications and Entry**

Ensures equal opportunity and safe participation for women in all academic and employment processes.

*(Revised in 2023):*

- Establishment of a Women Advancement Cell within EOC to mentor female students and faculty.
- Maternity and Child-Care Support Framework aligned with UGC 2023 guidelines.
- Provision for "Returning Scholar Fellowship" for women rejoining academia after career breaks.

## **9. Non-Discrimination in Academic Life and Student Services**

Academic and student services must be free from bias and accessible to all.

*(Revised in 2023):*

- Inclusion of accessible learning design standards (WCAG 2.1) for all digital content.
- Periodic Accessibility Audits of infrastructure and learning management systems.
- Launch of the Inclusive Classroom Programme to train faculty on universal design for learning.

## **10. Protection Against Retaliation (Anti-Retaliation Clause)**

Retaliation for reporting or participating in investigations is strictly prohibited.

*(Revised in 2023):*

- Incorporation of Whistle-blower Protection Protocols with confidential digital reporting channels.
- Retaliation Impact Assessment Reports to be conducted semi-annually by EOC and HR.

## **11. Notification and Dissemination of Policy**

The policy will be displayed on the University website and shared through official communications.





*(Revised in 2023):*

- Integration of the policy in LMS dashboard announcements and ERP portals.
- QR-coded policy posters to be placed at academic buildings, hostels, and library.

## **12. Implementation Framework**

### **12.1 Roles and Responsibilities**

Leadership, Title IX Coordinator, Equal Opportunity Cell (EOC), HR Department, and Dean of Students are responsible for enforcement.

*(Revised in 2023):*

- Appointment of University Anti-Discrimination Ombudsperson (UADO) for oversight.
- Creation of Campus Equity Dashboard to track complaints and outcomes anonymously.

### **12.2 Training and Education**

Mandatory training for students, faculty, and staff.

*(Revised in 2023):*

- Annual Digital Harassment and AI Ethics Training for faculty and students.
- Inclusion Week (October each year) featuring talks and workshops on equity and diversity.

### **12.3 Reporting Procedures**

Multiple confidential channels to report discrimination or harassment.

*(Revised in 2023):*

- Launch of a dedicated online portal for real-time reporting and tracking of cases.
- Each School to nominate a Discrimination Liaison Officer (DLO) to assist complainants.

### **12.4 Investigation and Resolution Process**

Complaints will be investigated promptly and fairly by designated committees.

*(Revised in 2023):*

- Introduction of a 30-Day Resolution Timeline for case closure from the date of filing.





- Trauma-Informed Investigation Training mandatory for committee members.

### **12.5 Consequences of Violation**

Disciplinary actions may include warnings, suspension, or termination.

*(Revised in 2023):*

- Public release of annual aggregated disciplinary statistics to promote transparency.
- Mandatory Restorative Dialogue Sessions for minor first-time offenders before formal penalties.

### **12.6 Monitoring and Evaluation**

Periodic review and data analysis of implementation outcomes.

*(Revised in 2023):*

- Establishment of Annual Anti-Discrimination Review Conference under IQAC.
- Development of a Diversity Scorecard for each School and Administrative Unit.

  
K.R. Mangalam University  
Sohna Road, Gurugram (Haryana)

**Registrar**