

Report on Women's Progress Measures



University as a body have a policy that protects those reporting discrimination from educational or employment disadvantage

Year 2024-25



SDG-5

GENDER EQUALITY

University as a body have a policy that protects those reporting discrimination from educational or employment disadvantage

A complaint is safe to make because the University protects the person who makes it. The grievance procedure run by the Internal Complaints Committee keeps the complainant's identity confidential and protects a complainant who acts in good faith from adverse academic or employment action.

When a complaint is filed, the complainant is told about these protections, and inquiries are held with the confidentiality that the Sexual Harassment of Women at Workplace Act, 2013 requires. If a complainant experiences or fears retaliation, during or after the inquiry, the matter goes to the Registrar and, where necessary, to the Vice-Chancellor's office, and is treated as a separate issue. Schools must not take any adverse action against a student or faculty member who has filed or taken part in a complaint.

The grievance redressal and ICC documents and the mechanism documents showing this protection are attached.



DOCUMENTS REQUIRED

- ✓ Grievance redressal/ICC (Internal Complaints Committee) documents
- ✓ Mechanism documents showing protection against discrimination (confidentiality, non-retaliation and escalation)

