

Shiv Nadar Institution of Eminence

Anti-harassment policy

Objective: Shiv Nadar Institution of Eminence is an institution with a global outlook. This community is made of people from diverse backgrounds, beliefs, religions, cultures, perspectives, and experiences. Inclusion plays an extremely important role in the success of this community. We expect everyone part of it to understand and appreciate differences. Our goal is to foster a diverse and respectful environment that helps everyone gain and create a positive difference without facing harassment such as unwelcome conduct of a sexual nature, bullying, or discrimination on the basis of gender, caste, creed, ethnicity, race, physical appearance, etc.

A respectful place is an environment where all members are treated with dignity and fairness, fostering a positive and productive environment characterized by open communication, mutual respect, and the absence of harassment and discrimination. In a respectful workplace, every individual's contributions are valued, differences are appreciated, and conflicts are resolved constructively. The following are the components of a respectable workplace policy:

- Prevention of discrimination
- Prevention of harassment and violence
- Academic Freedom

Scope: The University expects all members to have respect for rule of law and institutional policies. The various policy documents apply to the following:

- a) Members representing the University in any online or offline platform including faculty, staff, academic support, and all other stakeholders.
- b) Student-related matters are managed as per the Student Code of Conduct, which is available on the University website and intranet.
- c) For all research fellows, including Junior Research Fellows, Senior Research Fellows, Research Associates, Teaching Assistants, and similar roles whose life cycle is managed by the Office of the Dean Research and Partnerships.

The policies are communicated to all relevant applicable stakeholders and deployed through the engagement of students, teaching and non-teaching staff, vendors, and other relevant interested parties, including community representatives.

A. Employees

The university strives to maintain a workplace that is free of harassment, violence, and discrimination for all members of its community and marked by the highest standards of ethical conduct.

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The policies for employees are available on the intranet that prohibits and prevents harassment, such as unwelcome conduct of a sexual nature, bullying, or discrimination acts of discrimination and also provide the redressal mechanisms for the aggrieved members.

These are:

- Prevention of Sexual Harassment
- Code of Conduct - Faculty and Staff
- Respectful Workplace Policy - Faculty and Staff
- Grievance Redressal Policy - Faculty and Staff
- Disciplinary / Ethics Committee (DC) - Faculty and Staff

B. Students

A Students Grievances Redressal Committee (SGRC) is formed to prevent and address any issues related to discrimination, harassment or bullying.

All the policies for students are easily accessible on the intranet, SNU Links and we expect the students to make themselves fully aware of the University's rules, and policies.