

Shiv Nadar Institution of Eminence

Anti-discrimination Policies

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 discriminating 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. Students

- Please do not indulge in any activity that hampers teaching, learning, research, or administration.
- Do not participate in or abet political activities, statements or protests.
- Please clear all dues to the University while vacating hostels without which no dues certificate will not be issued.
- Damage, destruction or theft of property belonging to individuals or the University will attract strong action.
- Any student-organized activity anywhere on campus, whether indoors or outdoors, needs prior permission from the Dean of Students at least three days in advance. If any activity relating to

Shiv Nadar Institution of Eminence academics requires use of venues other than labs or classrooms, the Office of Dean will need to be informed in advance, in order to make necessary arrangements.

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.

B. 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.

The policies for employees are available on the intranet that help sensitize, address and prevent acts of discrimination and also provide the redressal mechanisms for the aggrieved members.

These are:

- Prevention of Sexual Harassment
- Gender Policy
- Disability Support Policy
- [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](#)