

PROCEEDING OF THE REGISTRAR

F.No: VFSTR/Reg/A8/Policy/2023

Date: 20.04.2024

Sub: VFSTR – Policy Protecting those Reporting Discrimination –Reg

Order

Policy Protecting those Reporting Discrimination

Scope

This policy applies to all members of Vignan University, including students, faculty, administrative and technical staff, contractual employees, research scholars, and visitors across all campuses.

Policy Statement

Vignan University promotes a culture of transparency, integrity, and accountability. The institution strictly prohibits any form of retaliation or victimization against individuals who:

- Report discrimination, harassment, or bias in good faith.
- Participate or cooperate in any investigation, inquiry, or hearing.
- Provide evidence, testimony, or support to a complainant or respondent during proceedings.

Any such retaliation will be treated as a serious violation of university policy, and disciplinary action will be taken.

Protection Against Retaliation

The following actions are strictly prohibited as retaliation under this policy:

- Termination, demotion, or suspension of employment or scholarship.
- Academic disadvantages, such as lower grades, denial of evaluation, or exclusion from opportunities.
- Intimidation, threats, coercion, or harassment of any kind.
- Negative performance evaluation or denial of promotion.

Any adverse action that may discourage an individual from reporting discrimination or participating in related proceedings.

Reporting Mechanism

- Reports of discrimination or retaliation can be filed with the Internal Complaints Committee (ICC), Equal Opportunity Cell, or Human Resources Department.
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-Estd. u/s 3 of UGC Act 1956

- The University ensures confidentiality of the complainant's identity and case details throughout the process.

Investigation Process

- All complaints will be handled promptly, fairly, and confidentially.
- The respective committee will conduct a fact-based inquiry and submit its findings with recommendations for action.
- Proven cases of retaliation or discrimination will result in disciplinary measures such as a warning, suspension, or termination, depending on the severity.

Responsibilities

- The Gender Equity & Inclusion Committee and Equal Opportunity Cell will promote awareness and monitor policy enforcement.
- The Human Resources Department will ensure no employee suffers retaliation or discrimination against reporting.

Copy to

1. P.A to VC
2. All Deans, Heads, Directors, Section Incharges
3. Master file

 Registrar

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