

12/07/2023

## **ANTI-DISCRIMINATION POLICY FOR WOMEN'S INCLUSIVITY**

Cochin University of Science and Technology (CUSAT) is committed to fostering an educational, working, and living environment that is inclusive, respectful, and free from discrimination and harassment. This policy is designed to prevent discrimination against women and female-identifying individuals, ensuring an equitable and supportive environment for all members of the university community.

### **Objective**

The objective of this policy is to ensure that every female staff member and student on campus has equal rights in accessing and participating in educational and professional activities, free from any form of discrimination or harassment. This policy upholds respect for all individuals, including acknowledgment of diverse experiences and perspectives among women and female-identifying individuals.

### **Scope**

This policy applies to all students, employees, visitors, and contractors. It prohibits harassment and discrimination by anyone engaged in university activities, whether on university premises or in connection with university-sponsored events.

### **Policy**

CUSAT strictly prohibits harassment and discrimination on the basis of gender, gender identity or expression, race, creed, color, religion, national origin, age, disability, sexual orientation, marital status, ethnicity, pregnancy, or any other characteristic protected by law. This includes any unwelcome or derogatory comments, jokes, or inquiries that may create a hostile environment for female members of the university community. Complaints of harassment or discrimination will be addressed through established procedures to ensure a safe, supportive, and fair response.

This policy establishes a fair and reliable process for determining if a policy violation has occurred, with effective remedies to end harassment, prevent its recurrence, and address its impacts.

### **Complaint Procedure**

CUSAT encourages all students and staff to report any form of discrimination, harassment, or retaliation, including gender-based harassment, as per this policy. The university reserves the right to investigate any behavior that may violate this policy, even without a formal complaint, and will take appropriate action as needed.

## **Committees Responsible for Addressing Complaints**

### **1. Internal Complaints Committee (ICC)**

The ICC addresses complaints of gender-based discrimination and harassment on campus, including those involving female members of the university. The committee includes a presiding officer, representatives from faculty, staff, and students, as well as a member from a non-governmental organization (NGO).

For more information, please refer to: [CUSAT Gender Policy](#)

### **2. Anti-Ragging Cell**

The Anti-Ragging Cell addresses complaints of ragging within the university. The committee includes the Vice Chancellor, Pro Vice Chancellor, Registrar, Kalamassery Municipality Councilor, Circle Inspector of Police, District Information Officer, and representatives of teachers, students, Parent Teacher Association, and community members.

For more details, visit: [CUSAT Anti-Ragging Policy](#)

### **3. Committee for Caste-Based Discrimination**

This committee addresses complaints of caste-based discrimination and focuses on preventing discrimination affecting individuals from SC, ST, and OBC categories among students, staff, and faculty.

## **Support for Women's Inclusivity**

CUSAT is dedicated to supporting female students, staff, and faculty by providing resources, ensuring access to appropriate facilities, and fostering a culture that encourages full participation in campus life. Any behavior or policy that contradicts these principles will be addressed promptly through the committees outlined above, ensuring a respectful and inclusive environment for women.

[https://iqac.cusat.ac.in/uploads/web/files/AntidiscriminationCommittee\\_reconstitution.pdf](https://iqac.cusat.ac.in/uploads/web/files/AntidiscriminationCommittee_reconstitution.pdf)

## **Policy 5.6.2**

### **Anti-Discrimination Policy for Transgender Inclusivity**

Cochin University of Science and Technology (CUSAT) is committed to creating and maintaining an educational, working, and living environment that is inclusive, respectful, and free from discrimination and harassment, as detailed in this policy. This extends to preventing discrimination on the basis of gender identity and expression, and other protected characteristics, ensuring a welcoming environment for all members of the university community. This policy outlines our commitment to preventing discrimination against transgender individuals, including but not limited to employees, clients, and visitors.

#### **Objective**

The objective of this policy is to guarantee that every staff member and student on campus has equal rights in accessing and participating in educational activities, free from any form of discrimination or harassment. This policy affirms and respects each individual's gender identity and expression.

#### **Scope**

This policy applies to all students, employees, visitors, and contractors, and prohibits harassment by any individual engaged in university activities, whether occurring within university premises or during university-related activities.

#### **Policy**

CUSAT strictly prohibits harassment and discrimination based on race, creed, color, religion, national origin, sex, gender identity or expression, age, disability, sexual orientation, marital status, ethnicity, pregnancy, or any other characteristic protected by law (collectively referred to as "harassment"). This includes derogatory comments, jokes, or unwanted inquiries. Incidents of harassment will be handled through our established complaint and disciplinary procedures.

This policy is designed to ensure a fair and reliable process for determining if the policy has been violated and, if so, to provide effective remedies aimed at ending the harassment, preventing recurrence, and addressing its effects.

#### **Complaint Procedure**

CUSAT students and staff are encouraged to report any form of discrimination, harassment, or retaliation, including discrimination related to gender identity or expression, as per this policy. The institution reserves the right to investigate any conduct that may violate this policy, even if no formal complaint has been filed, and will take remedial action where necessary.

#### **Committees Responsible for Addressing Complaints**

The following committees address complaints related to discrimination and harassment:

1. **Internal Complaints Committee (ICC)**

The ICC addresses complaints about harassment on campus, including gender-based discrimination and harassment related to gender identity or expression. This committee includes a presiding officer, representatives of teachers, staff, and students, and a member from a non-governmental organization (NGO).

For more information, please refer to: [CUSAT Gender Policy](#)

2. **Anti-Ragging Cell**

The Anti-Ragging Cell addresses complaints of ragging within the university. The committee includes the Vice Chancellor, Pro Vice Chancellor, Registrar, a Kalamassery Municipality Councilor, Circle Inspector of Police, District Information Officer, and representatives of teachers, students, Parent Teacher Association, and local community members.

For more details, visit: [CUSAT Anti-Ragging Policy](#)

3. **Committee for Caste-Based Discrimination**

This committee is responsible for addressing complaints of caste-based discrimination from students, staff, and faculty, with a focus on preventing and addressing any discrimination related to caste categories such as SC, ST, or OBC.

**Support for Transgender Inclusivity**

CUSAT is committed to supporting transgender students, staff, and faculty by ensuring their right to self-identify, access inclusive facilities, and receive the support needed to participate fully in campus life. Any behavior or policy contradicting these principles will be addressed through the committees mentioned above, ensuring a safe and inclusive environment for transgender individuals.

[https://iqac.cusat.ac.in/uploads/web/files/AntidiscriminationCommittee\\_reconstitution.pdf](https://iqac.cusat.ac.in/uploads/web/files/AntidiscriminationCommittee_reconstitution.pdf)