



COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

# ANTI DISCRIMINATION/HARASSMENT POLICY

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Cochin University of Science and Technology (CUSAT) is committed to creating and maintaining an educational, working, and living environment free from discrimination and harassment as described in this policy. CUSAT's policy prohibits such discrimination and harassment and applies to everyone in the University community.

## *Objective*

The objective of this policy is to ensure that every staff/student inside the campus has equal rights in the process of offering or receiving education.

## *Scope*

This policy applies to all students, and employees, and prohibits harassment whether engaged in by a fellow student or employee, or persons conducting business with or visiting the University, or any behavior that takes place at a University.

## *Policy*

The University prohibits harassment and discrimination on the basis of race, creed, color, religion, national origin, sex or gender identity, age, disability, sexual orientation, marital status, ethnicity, pregnancy, or any other characteristic protected by law (collectively referred to hereafter as "harassment").

This policy is designed to provide a fair and reliable procedure to determine whether the policy has been violated. If a violation is found, the University will implement prompt and effective remedies designed to end the harassment, prevent its recurrence and address its effects.

## *Complaint Procedure*



## COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

Students and Staff members of the University are encouraged to report discrimination, harassment or retaliation, including but not limited to any Discriminatory Practice, in accordance with this Policy. The Institution may investigate any conduct that violates this Policy, even in the absence of a complaint, and take remedial action where appropriate.

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

i. Internal Complaints Committee

The complaints about harassment in the university are dealt by the Internal Complaints Committee. The Committee comprises a presiding officer, representatives of teachers, staff and students as well as a member from a NGO.

For more details go to the link : <https://cusat.ac.in/gender.php>

ii. Anti-Ragging Cell

The complaints about ragging in the campus is to be addressed by the Anti-ragging committee. The committee includes Vice Chancellor, Pro Vice Chancellor, Registrar, Councillor of Kalamassery Municipality, Circle Inspector of Police, District Information Officer, Representatives of teachers, students, Parent Teacher Association, local society etc.

For more details go to the link : <https://cusat.ac.in/student/antiragging.php>

iii. Committee for Caste based Discrimination:

The committee looks into the discrimination complaints received from the students/ staff/ teachers from the categories SC/ST/OBC in order to prevent caste based discrimination in the campus.

[https://iqac.cusat.ac.in/uploads/web/files/Anti-discrimination-Committee\\_reconstitution.pdf](https://iqac.cusat.ac.in/uploads/web/files/Anti-discrimination-Committee_reconstitution.pdf)