



Policy on Prevention of Discrimination in the Workplace of JSS Academy of Higher Education & Research

Preamble:

JSS Academy of Higher Education & Research believes in fostering an inclusive and equitable workplace. This policy has been formulated to prevent any form of discrimination and ensure equality among all individuals associated with the institution.

Definition:

Discrimination in the workplace may take various forms, resulting from a single or multiple grounds. It includes, but is not limited to:

- Age
- Sex
- Qualification
- Disability
- Pregnancy
- National origin
- Race/Color
- Religion
- Sexual harassment
- Equal pay or compensation
- Region/Place of origin
- Caste
- Ethnicity

Procedures:

1. Disability:

JSS Academy of Higher Education & Research is committed to promoting and protecting the rights of individuals with disabilities as recognized by the Rights of Persons with Disabilities Act, 2016. Discrimination based on disability, during recruitment, pay, promotion, or any other aspect of employment, is strictly prohibited.

2. Remuneration:

JSS Academy of Higher Education & Research ensures that there is no discrimination in the payment of compensation, including salary and benefits, to its employees.

3. Principle of Equal Pay for Equal Work:

As per the Equal Remuneration Act, 1976, JSS Academy of Higher Education & Research shall provide equal remuneration to men and women workers for the same work or work of similar nature. The institution will not discriminate against women in the recruitment process, transfers, or promotions.

4. Discrimination based on Sex:

Discrimination based on sex, whether in recruitment, working conditions, promotion, or task allocation, is strictly prohibited at JSS Academy of Higher Education & Research. Article 15 of the Constitution protects citizens from discrimination based on sex, caste, or place of birth.

5. Discrimination on the Grounds of Pregnancy:

JSS Academy of Higher Education & Research prohibits discrimination against women on the grounds of pregnancy. Granting or retaining employment shall not be based on pregnancy status.

6. Discrimination based on Caste:

JSS Academy of Higher Education & Research strictly adheres to the Protection of Civil Rights Act, 1955, and the Protection of Civil Rights Rules, 1977, to prevent discrimination based on caste. Any act of molesting, injuring, annoying, boycotting, obstructing, or insulting a person of Scheduled Caste is punishable.

7. Prevention of Sexual Harassment of Women:

JSS Academy of Higher Education & Research is committed to preventing and redressing sexual harassment at the workplace as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. An internal compliance committee has been constituted for this purpose.

Reporting and Redressal:

Any individual who experiences or witnesses discrimination in the workplace should report it to the Internal Compliance Committee or the designated authority for appropriate redressal.

Awareness and Training:

JSS Academy of Higher Education & Research will conduct regular awareness programs and training sessions to educate employees about this policy and foster a discrimination-free workplace.

Review and Amendment:

The policy emphasizes JSS Academy of Higher Education & Research's commitment to preventing discrimination and promoting a fair and inclusive workplace for all. The policy aligns with relevant legislation and emphasizes the institution's responsibility to create a respectful and supportive environment for its employees and students.

This policy shall be periodically reviewed to assess its effectiveness and updated as necessary to ensure alignment with the institution's values, principles, and legal requirements.

The Vice-Chancellor and Registrar of JSS Academy of Higher Education & Research, along with Principals of the constituent colleges and Heads of departments, hold delegated authority and responsibility for the effective implementation of this policy.

Date of Implementation: 11.01.2016

Date of Last Revision: 11.01.2023

Date for Next Revision: 11.06.2026




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