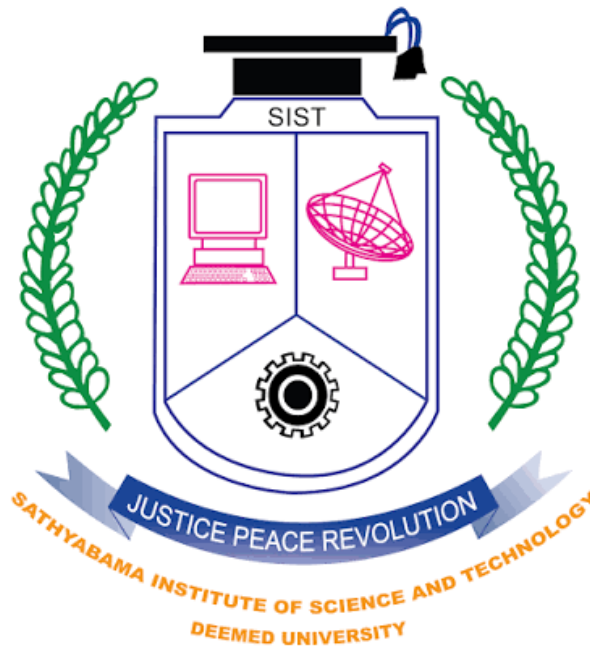


GENDER DISCRIMINATION POLICY

2026 Edition

Policy No. : EOMS 21001: 2018/Pol/ HR&SFE /2025-2026/09



**Sathyabama Institute of Science and Technology
(Deemed to be University)**

Rajiv Gandhi Salai, Chennai – 600119, Tamil Nadu, India

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DOCUMENT CONTROL SHEET

Particulars	Details
Policy Title	Gender Discrimination Policy
Policy Number	EOMS 21001: 2018/Pol/ HR&SFE /2025-2026/09
Version Number	4.0
Date of Approval	03/07/2026
Reviewed By	IQAC
Approved By	Executive Council
Review Frequency	Once every Three Years
Next Review Due	02/07/2029
Policy Status	Active

DOCUMENT CLASSIFICATION : This document constitutes an official policy of the Deemed to be University. The provisions of this policy shall be implemented and interpreted in accordance with the applicable statutory and regulatory requirements, and in conjunction with other relevant policies, regulations, ordinances, and guidelines of the Institution.



SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)

CATEGORY - 1 UNIVERSITY BY UGC

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GENDER DISCRIMINATION POLICY

1. PREAMBLE

Sathyabama Institute of Science and Technology is committed to fostering an inclusive, equitable, and respectful academic and work environment where all individuals are treated with dignity, fairness, and equality. The Institution believes that gender equality is fundamental to academic excellence, innovation, and institutional development.

This Policy aims to prevent and prohibit all forms of gender discrimination and to promote equal opportunities for students, faculty members, staff, researchers, and visitors, irrespective of their gender.

2. OBJECTIVES

The objective of this Policy is to:

- Promote gender equality across the Institution.
- Prevent discrimination based on gender.
- Ensure equal access to academic, administrative, research, employment, and leadership opportunities.
- Foster a safe, inclusive, and respectful campus environment.
- Provide a transparent mechanism for reporting and addressing complaints relating to gender discrimination.

3. SCOPE

This Policy applies to:

- All students (UG, PG, Research Scholars)
- Faculty members
- Administrative and technical staff
- Contract employees
- Consultants
- Visitors
- Vendors and service providers while on campus
- Participants in University programmes conducted on or off campus.

4. POLICY STATEMENT

The University strictly prohibits discrimination based on gender in any form.

No person shall be discriminated against on the basis of:

- Gender
- Gender identity
- Gender expression
- Pregnancy or maternity status
- Marital status, where protected by applicable law

Equal treatment shall be ensured in all institutional activities.

5. FORMS OF GENDER DISCRIMINATION

Gender discrimination includes, but is not limited to:

- Unequal treatment based on gender.
- Denial of academic or employment opportunities.
- Gender-based bias in evaluation or promotion.
- Offensive comments or jokes based on gender.
- Exclusion from institutional activities.
- Unequal allocation of responsibilities or resources.
- Stereotyping based on gender roles.
- Victimization after raising a complaint.

6. RIGHTS OF MEMBERS

Every member of the University has the right to:

- Equal opportunity.
- Equal participation.
- Respect and dignity.
- Freedom from discrimination and harassment.
- A safe learning and working environment.
- Fair and impartial grievance redressal.

7. COMPLAINT AND REDRESSAL MECHANISM

Any student, faculty member, staff member, research scholar, or other stakeholder who believes that they have been subjected to gender discrimination may submit a written complaint to:

- Internal Complaints Committee (ICC) (where applicable)
- Anti-Discrimination Cell
- Grievance Redressal Committee

Complaints may be submitted:

- In writing

- Through official email adc@sathyabama.ac.in
- Through the University's grievance portal - Anti-Discrimination Cell (ADC) | Sathyabama Institute of Science and Technology (Deemed to be University)

Anonymous complaints may be considered where supported by credible evidence.

8. INVESTIGATION PROCEDURE

- Upon receipt of the complaint, the designated authority shall acknowledge the complaint and conduct a preliminary review to determine whether the matter falls within the scope of this Policy.
- Where required, the Competent Authority shall refer the matter to the appropriate Committee for enquiry. The Committee shall examine the complaint in a fair, impartial, and confidential manner while adhering to the principles of natural justice.
- Both the complainant and the respondent shall be provided a reasonable opportunity to present their statements, supporting documents, and any other relevant evidence during the enquiry.
- The Committee may interact with witnesses, examine documentary evidence, and seek clarification from the concerned departments or individuals, wherever necessary.
- The enquiry shall ordinarily be completed within 30 working days from the date of receipt of the complaint. In exceptional circumstances, the timeline may be extended with the approval of the Competent Authority, with reasons recorded in writing.
- Based on the findings of the enquiry, the Committee shall submit its recommendations to the Registrar, who shall place the matter before the Competent Authority for appropriate action.
- The decision of the Competent Authority shall be communicated in writing to both the complainant and the respondent, along with the actions to be taken, if any.
- Any person aggrieved by the decision may submit an appeal to the Vice-Chancellor within 15 working days from the date of communication of the decision. The decision of the Vice-Chancellor shall be final and binding.

9. PROTECTION AGAINST RETALIATION

No person shall suffer retaliation for:

- Filing a complaint.
- Participating in an enquiry.
- Providing evidence.
- Supporting a complainant.

Retaliation shall constitute misconduct and attract disciplinary action.

10. CONFIDENTIALITY

The University shall maintain confidentiality of:

- Complaints
- Identity of complainants
- Identity of respondents
- Witness statements
- Enquiry proceedings
- Disclosure shall be made only where required by law or for conducting a fair investigation.

11. DISCIPLINARY ACTION

Any individual found guilty of gender discrimination may be subject to one or more of the following:

- Written warning
- Apology
- Counselling
- Removal from committees
- Suspension
- Withholding of promotion or increments
- Termination of employment (for employees)
- Disciplinary action under the Student Code of Conduct (for students)
- Any other action as deemed appropriate by the Competent Authority.

12. REVIEW AND AMENDMENTS

The Anti-Discrimination Cell, in coordination with the Internal Complaints Committee and IQAC, shall monitor the implementation of this Policy and submit periodic reports to the Competent Authority.

Issued by
Dr.G.Sundari
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