MITS

MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE

(Deemed to be University under Section 3 of UGC Act, 1956)

ANTI-DISCRIMINATION POLICY

Document Information	Details
Policy Number	MITS/SDG/ADP-2024/02 | Revision 01 (2026)
Effective Date	23 September 2026
Review Date	23 September 2028
SDG Mapping	SDG 10: Anti-discriminatory policy

1. Policy Statement

Madanapalle Institute of Technology & Science (MITS), Deemed to be University, is committed to fair and equal treatment in student admissions, education, employment and all institutional activities. Discrimination or discriminatory harassment based on caste, race, religion, ethnicity, gender, age, nationality, disability, socio-economic circumstances or other characteristics protected by applicable law is prohibited. Academic and administrative decisions shall be based on relevant, transparent and documented criteria, subject to applicable reservation and inclusion requirements.

2. Purpose and Objectives

- Provide non-discriminatory admission processes and fair access to academic opportunities, scholarships and student services.
- Promote equal opportunity in employee recruitment, duties, professional development, promotion and institutional benefits.
- Ensure appropriate reporting, impartial review and protection against retaliation in discrimination-related complaints.
- Support the institutional SDG reporting areas 10.6.4, 10.6.1 and 8.2.3 through documented policies and actions.

3. Scope

This policy applies to students, applicants, teaching and non-teaching employees, contractual and support personnel, visitors and service providers in activities under the University's control. It covers admissions, teaching, assessment, campus services, recruitment, employment practices, events and official online communications.

4. Definitions

Discrimination: Unfair or unjustified unequal treatment based on personal characteristics unrelated to legitimate academic, professional or operational requirements.

Equal opportunity: Fair access to admission, learning, employment, services and progression through transparent criteria. Statutory reservations and lawful support measures remain applicable.

Harassment and retaliation: Unwelcome discriminatory conduct, or adverse treatment of a person for raising a concern or participating in a complaint process in good faith.

5. Policy Provisions

5.1 Non-discriminatory admissions

Admission and selection criteria shall be published or communicated through authorised channels and applied consistently, subject to applicable statutory reservations and eligibility requirements. Admission-related grievances shall be referred to the designated authority for review.

5.2 Equal treatment of students

Students shall receive fair access to teaching, evaluation, laboratories, libraries, hostels and other institutional facilities in accordance with published rules. Departments shall address identified access barriers and consider reasonable assistance where applicable.

5.3 Equal opportunity in employment

Recruitment, allocation of duties, performance assessment, training, promotion and institutional benefits shall follow documented and job-relevant criteria. Teaching and non-teaching employees shall be treated respectfully and without unlawful discriminatory practices.

5.4 Grievance reporting and protection

Concerns may be brought to the Head of Department, competent administrative office or appropriate grievance/campus cell. Matters falling under specialised statutory or institutional mechanisms, including the Internal Complaints Committee or Anti-Ragging Cell, shall be referred to those mechanisms. Information shall be handled discreetly, both parties shall receive a fair process, and retaliation against good-faith reporting is prohibited.

5.5 Records and accountability

Relevant offices shall retain records of policies, awareness activities, complaints received, action taken and closure, subject to confidentiality and data-protection requirements. Aggregate summaries may be used for institutional review without disclosing personal information.

6. Implementation and Monitoring

Office / Cell	Responsibility
Admissions / Academic Offices	Apply and document objective admission, assessment and student-service procedures.
HR / Administration / Heads of Departments	Maintain fair recruitment and employment processes; act on departmental concerns.
Minority, SC/ST and Women Empowerment Cells	Promote inclusion, provide guidance and refer concerns to competent mechanisms.
Grievance Redressal / Anti-Ragging / ICC / Security	Handle or appropriately route complaints and support campus safety within assigned mandates.
NSS / NCC / SDG Cell / IQAC	Coordinate sensitisation, collect review evidence and support periodic policy evaluation.

7. Violations and Corrective Action

Reported violations shall be considered under applicable University conduct rules and relevant grievance procedures. Depending on the nature and seriousness of a substantiated violation, measures may include counselling, written warning, corrective directions, disciplinary referral or other action permitted by institutional rules and law. Complaints and decisions shall be documented, with appropriate opportunities for response and appeal where provided.

8. Awareness and Training

The responsible cells, departments and NSS/NCC units shall encourage periodic anti-discrimination orientation and awareness for students and employees. Suitable observances include Zero Discrimination Day (1st March) and the International Day for the Elimination of Racial Discrimination (21st March). Attendance, activity reports and awareness materials should be retained as supporting evidence.

Prepared by
SDG Cell Coordinator

Ch. Srinivas
(CH. SRINIVAS)

Reviewed by Assistant Dean
Accreditations

Pawan
(Dr A.V. Pawan Kumar)

Approved by Registrar