



MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE

(UGC-AUTONOMOUS INSTITUTION)

Affiliated to JNTUA, Ananthapuramu & Approved by AICTE, New Delhi

NAAC Accredited with A+ Grade,

NBA Accredited - B.Tech. (CIVIL, CSE, ECE, EEE, MECH), MBA & MCA.



ANTI-DISCRIMINATION POLICY

Policy Number : MITS/SDG/ ADP-2024/02

Effective Date : 23 September 2024

Review Date : 23 September 2026

SDG Mapping:

- **SDG 10.6.4 – Reduced Inequalities (Anti discriminatory policy)**
- **SDG 10.6.1 – Reduced Inequalities (Non-discriminatory admissions policy)**
- **SDG 8.2.3 – Decent work and economic growth (Employment policy on discrimination)**

1. Policy Statement

The anti-discrimination policy, (**SDG 10.6.4**), refers to the principle of Madanapalle Institute of Technology & Science (MITS), that ensures fair and equal treatment for all, irrespective of characteristics, such as race, gender, age, religion, ethnicity, nationality, or disability. The employment policy on discrimination (**SDG 8.2.3**) refers to the policy of MITS, which provides equal opportunity for all employees irrespective of differences such as race, ethnicity, gender, age, religion, nationality, disability etc with a commitment to diversity and inclusion. The non-discriminatory admissions policy (**SDG 10.6.1**) refers to the policy of MITS, which provides equal opportunity for all students on their admissions, irrespective of differences such as; race, ethnicity, gender, age, religion, nationality, disability, financial situation etc.

2. Purpose

- To ensure fair and equitable access to students' admission, regardless of their background or characteristics.
- To ensure the commitment to provide a free work environment that is free from discrimination and unlawful harassment. It also reinforces that equal treatment and opportunities, providing a respectful work place for all the students and employees irrespective of their differences.
- To align institutional practices with **UN SDG 10.6.4 – Reduced Inequalities (Anti-discrimination policy)**, **UN SDG 8.2.3 – Decent work and economic growth (Employment policy on discrimination)**, **UN SDG 10.6.1 – Reduced Inequalities (Non-discriminatory Admissions Policy)**.



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3. Scope

This policy applies to:

- All students, faculty, and administrative staff.

4. Definitions

- **Anti-discrimination:** Opposed to the unjust and prejudicial treatment of different categories of people.
- **Reduced inequality:** Efforts to diminish disparity and to bridge the gap between individuals and groups within a society.

5. Policy Provisions

1. Non-discrimination in student admission.
2. Equal treatment of all students after their admission into the Institution.
3. Non-discrimination among the employees (teaching and non-teaching) with regards to their recruitment, employment and other benefits.

6. Implementation & Monitoring

Cells/Departments Responsible	Responsibility
Minority cell SC/ST cell Women Empowerment cell Anti Ragging cell	Policy enforcement and awareness drives
Security Personnel	Monitoring and reporting violations
NSS/NCC Units	Conducting sensitization programs
Heads of Departments	Ensuring departmental compliance and reporting

7. Violations & Penalties

- First-time offenders will receive a **written warning** and **counselling**.
- Repeated violations may lead to:
- Disciplinary action under the student/staff Conduct rules



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- Community service or awareness campaign participation
- Escalation to the Disciplinary Committee if needed

8. Awareness & Training

Observe either of “Zero Discrimination Day on March 1st, International Day for the Elimination of Racial Discrimination on March 21st” every year.”

9. Review and Amendments

This policy will be reviewed every **two years** by the cells responsible for policy enforcement and awareness drives mentioned in S.No. 6. The policy will also be reviewed earlier if necessitated by government guidelines or institutional needs.

Prepared by


SDG Coordinator
Dr. K. Raghavendran

Approved by


Principal
PRINCIPAL
Madanapalle Institute of
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MADANAPALLE