



MALLA REDDY (MR)

Deemed to be University

Recognized Under Section 3 of the UGC Act, 1956

Approved by AICTE, New Delhi, Accredited by NAAC with 'A++' Grade (Cycle- III)

ANTI DISCRIMINATION POLICY



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Malla Reddy (MR) Deemed to be University provides equal opportunities to everyone, irrespective of caste, creed, language, religion, region, disability or gender. The institution ensures that every staff member and student on campus enjoys equal rights in the process of offering or receiving education. The policy aims to make all staff and students feel protected and valued while they work or study at MRDU. The Anti-Discrimination Cell addresses any related issues involving the deprivation of a student, staff member, or group based on caste, creed, language, ethnicity, gender, or different ability.

1. POLICY STATEMENT

Malla Reddy (MR) Deemed-to-be University is committed to fostering an inclusive environment that ensures equality of opportunity, respect for diversity, and protection against all forms of discrimination. The University affirms that **no individual shall be discriminated against** on the grounds of caste, creed, religion, language, region, gender, age, disability, socio-economic background, nationality, or any other characteristic protected under national or international law.

2. OBJECTIVES

1. To guarantee equal access, participation, and advancement for all students and employees.
2. To promote fairness in admission, employment, evaluation, promotion, and institutional decision-making.
3. To prevent and eliminate discriminatory behaviour and bias at every level.
4. To establish an **Anti-Discrimination Cell (ADC)** to address grievances and ensure redressal.

3. SCOPE AND APPLICABILITY

1. Applies to all students, faculty, staff, contractual employees, visitors, and vendors associated with MRDU.
2. Covers discrimination occurring:
 - On campus, hostels, or affiliated centres.
 - During field trips, internships, or official events.
 - Through online or digital communications made in connection with MRDU.
3. Extends to interactions with external stakeholders representing the University.

4. DEFINITION OF DISCRIMINATION

Discrimination refers to any distinction, exclusion, restriction, or preference that has the purpose or effect of nullifying or impairing equality of treatment or opportunity in the academic or workplace environment.

It may be direct (intentional) or indirect (systemic or unintentional) and may occur as a single act or a pattern of behaviour.

5. PROTECTED CHARACTERISTICS

No individual shall face discrimination on the basis of:

- Caste or Tribe
- Religion or Faith
- Race or Ethnicity
- Language or Region
- Sex, Gender Identity, or Sexual Orientation
- Age or Marital Status
- Physical or Mental Disability
- Socio-economic or Cultural Background
- Nationality or Citizenship
- Appearance or Health Condition
- Any other attribute protected by law

6.0 ROLES AND RESPONSIBILITIES

6.1 Anti-Discrimination Cell (ADC)

- **Chairperson:** Dean (Student Welfare) / Nominee of Vice-Chancellor
- **Members:** One faculty from each School (including a female faculty), One Administrative Officer, One Student Representative, and IQAC Coordinator (Member Secretary).
- **Functions:**
 1. Receive and record complaints of discrimination.
 2. Conduct impartial inquiries and recommend corrective or disciplinary measures.
 3. Maintain confidentiality of proceedings and records.
 4. Submit quarterly reports to IQAC and annual summary to the Board of Management.

6.2 All Employees and Students

- Uphold equality, dignity, and mutual respect.
- Report incidents of discrimination immediately to the Cell.
- Cooperate with investigations in good faith.

7.0 REPORTING AND COMPLAINT PROCEDURE

1. A complaint may be filed in writing, via email to adc@mrdu.edu.in, or through the **Online Grievance Portal** on the University website.
2. Anonymous complaints will be reviewed only if sufficient evidence is provided.
3. The ADC shall acknowledge receipt within 3 working days and resolve within 20 working days after due process.
4. Complainants and respondents shall have the right to be heard and to review findings.
5. If the complainant is dissatisfied, an appeal may be made to the **Vice-Chancellor** or **Ombudsperson** within 15 working days.

8.0 AWARENESS AND PREVENTIVE MEASURES

1. MRDU shall conduct orientation and sensitization programmes each semester to promote respect for diversity and equality.
2. Posters, brochures, and online material shall display zero-tolerance messages against discrimination.
3. The ADC shall collaborate with the IQAC and HR Department to integrate equity training into faculty and student development activities.
4. Reports on awareness initiatives shall form part of the IQAC Annual Quality Report (AQAR).

9. REVIEW, IMPLEMENTATION RESPONSIBILITY, AND DOCUMENT CONTROL

9.1 Policy Implementation

1. The **Anti-Discrimination Cell (ADC)** shall be responsible for the operational implementation of this Policy across the University.
2. The **Registrar**, under the supervision of the **Vice-Chancellor**, shall ensure that the Cell functions as per UGC Regulations and submits mandatory reports to UGC and the State Government.
3. All Deans and Heads of Departments shall cooperate with ADC in prompt handling of cases and promotion of inclusive practices.
4. The **IQAC** shall monitor policy compliance and maintain institutional records for audit purposes.
5. HR Department shall organize annual training sessions on diversity and inclusivity for faculty and staff.

9.2 Monitoring and Compliance

1. Quarterly meetings of the ADC shall review complaints received, status of resolution, and preventive measures.
2. The Chairperson shall submit an annual summary report to the Vice-Chancellor and Board of Management.
3. IQAC shall verify implementation through internal audits and document retention for at least five years.

4. The University shall take corrective or disciplinary action on recommendations from ADC without delay.

9.3 Policy Review Cycle

1. This Policy shall be reviewed once every **three years**, or earlier if mandated by statutory amendments or UGC directives.
2. Revisions shall be drafted by the ADC Chairperson in consultation with IQAC and approved by the Board of Management.
3. Revised versions shall be uploaded on the University website and communicated to all stakeholders.

MISCELLANEOUS:

- The policies are subject to change from time to time by MRDU or as and when required.

MALLA REDDY (MR) DEEMED-TO-BE UNIVERSITY**DOCUMENT CONTROL SHEET**

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Document Revision History

Version	Revision No.	Date	Description of Change	Prepared By	Approved By
1.0	0	01 Nov 2025	First issue – Initial release of the ADP	Dean (IQAC)	EC