



**D. Y. PATIL
EDUCATION SOCIETY
DEEMED TO BE UNIVERSITY**

KOLHAPUR

NAAC with 'A⁺⁺' Grade in 3rd Cycle

Diamond: QS I-GAUGE Indian University Ratings

Policy for Protection of Persons reporting Discrimination

Address: 869, E, D Y Patil Vidyanagar, Kolhapur 416006

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Policy for Protection of Persons reporting Discrimination

D Y Patil Education Society (Deemed to be University), Kolhapur, acknowledges the necessity of protecting persons reporting discrimination, to enforce and strengthen the university against discrimination. This policy is for the protection of any member of the University community who reports a complaint against discrimination, or harassment, or victimisation, or participates in such investigation.

Objectives

1. To guarantee that any person reporting discrimination suffers no negative consequence as a result
2. Encourage prompt reporting of discrimination, harassment, or victimisation, by pre-empting fear of retaliation

Policy Statement

The non-discrimination policies of the university provide protection to any person making a complaint, assisting a complainant, assisting, contributing, or refusing to assist in conduct of an investigation about discrimination.

The identify of any complainant shall be kept confidential to the maximum extent, and will be shared on a needs-only basis.

Any complaint made is considered as having been made in good faith, even if eventually the complaint is not sufficiently substantiated. No assumptions will be entertained on the intent behind any complaint. However, if found to be malicious or knowingly false, disciplinary action will be taken as per rules.

Any retaliation against a complainant, witness or investigator will be considered as a serious misconduct and will be open to disciplinary action as per university rules, and any action thereon.



Procedure and Safeguards

- Every complaint shall be acknowledged within three working days and assigned to the appropriate committee for inquiry.
- The complainant shall be kept informed of the status of the inquiry and shall not be required to confront the respondent directly unless legally necessary.
- Interim measures — such as reassignment of reporting lines, alternate seating, or adjusted schedules — may be put in place to protect the complainant while the inquiry is pending.
- Any adverse action taken against a complainant during or after the inquiry shall be reviewed to confirm it is unconnected to the complaint before it takes effect.
- A complainant who experiences retaliation may file a separate, expedited complaint, which shall be resolved within fifteen working days.

The identity of a complainant and the details of a complaint shall be kept confidential to the fullest extent possible, disclosed only to those persons who need the information to investigate and resolve the matter fairly.



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