



SANATAN DHARM COLLEGE,  
MUZAFFARNAGAR (U.P.) INDIA

Affiliated to Maa Shakumbhari University, Saharanpur



# ANTI DISCRIMINATION POLICY

[www.sdcollegemzn.ac.in](http://www.sdcollegemzn.ac.in)

# A Word from the Chair

I am excited to introduce a significant initiative that embodies our unwavering commitment to fostering a culture of inclusivity and respect – our Anti-Discrimination Policy.

At S. D. College, we firmly believe in creating an environment that upholds the values of equality, diversity, and mutual understanding. Our Anti-Discrimination Policy serves as a guiding framework to ensure that every individual within our college community is treated with dignity and fairness, regardless of their race, gender, nationality, religion, or any other characteristic. This policy underscores our dedication to fostering an inclusive and supportive campus where every member feels valued, safe, and empowered to thrive academically, personally, and professionally. It reflects our shared responsibility to cultivate an atmosphere that cherishes our unique differences and celebrates the strength that diversity brings.

Through our Anti-Discrimination Policy, we will actively address and prevent all forms of discrimination, including harassment, bullying, prejudice, and exclusion. We will promote awareness, education, and dialogue to deepen understanding and empathy among our college community. Furthermore, we will diligently ensure that no member of our community faces discrimination or marginalization and provide appropriate support for those who may encounter such challenges.

SUDHIR KUMAR PUNDIR  
*PRINCIPAL*

# ANTI - DISCRIMINATION POLICY

S. D. COLLEGE follows a no discrimination policy. All the members of the staff and students are treated deservedly. They are provided equal opportunities irrespective of caste, creed, language or gender. The college makes sure that every staff or student in the campus enjoys equal rights in the process of offering or receiving education. The policy aspires to make all the staff and students nourish a feeling of security and regard when they work or study in the college. The minority cell and the grievance redressal cell looks after the matters (if any) of depriving a student, or staff, or group of students on the basis of caste, creed, language, ethnicity, gender or different ability.

Any act that ushers unequal treatment or any kind of discrimination of an employee or student, while they are in the college premises, or during any work that they are performing outside the campus but for the college will not be tolerated.

The discrimination on the basis of the following will not be accepted:

Caste, Religion, Age, Sex/Gender identity, Physical or mental disability, Disabilities, Nationalities, Marital status, Physical appearance, Any other characteristics that are protected by our National Law.





S.D. College does not discriminate any student or staff on the basis of race, color, religion, disability, national origin, or any other characteristic feature protected by law.

·Our policy of non-discrimination in campus applies to admission, opportunities, discipline, placements, participation in all events organised, access to benefits and training and all other aspects of campus life.

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## Scope

The policy applies to all the staff and students working in S.D. College and is not limited to the college premises. These are applicable in the college premises, as well as 'on duty' movement, field trips, sponsored social events, club activities, NSS, NCC and all the activities related to the college.

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# Anti - Harassment Policy

S.D. College defines harassment as when a student or employee is treated badly through verbal, physical, sexual or any negative treatment, due to the employee or student's status as having any protected characteristics.

Sexual harassment include any unwanted sexual advances, suggestive comments, abusive language, gesture, obscene material, request for social favours from an employee for any official favour, sending pornographic material via mail or WhatsApp.



**NO  
DISCRIMINATION**



# Confidentiality

The college will maintain the confidentiality of the complaint, and the privacy of the complainant as far as possible keeping in view consistent with its goal of conducting a thorough and complete investigation and to the extent permitted by law.

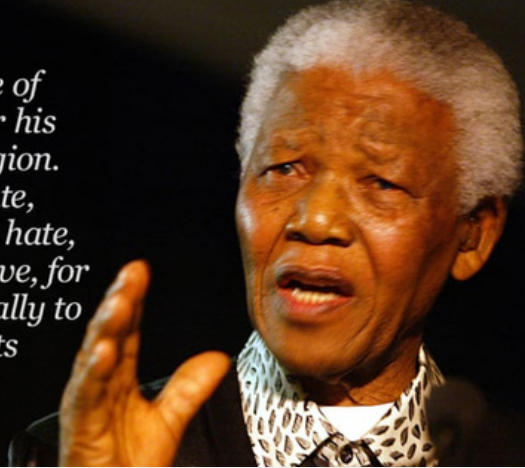
# Complaint Procedure

Students and staff members of the college are encouraged to report discrimination, harassment or retaliation, including but not limited to any discriminatory practice, in accordance with the policy. The institute may investigate any conduct that violated this policy, even in the absence of a complaint, and take remedial action where appropriate.

The complaint can be made verbally or in written format to the convenor of grievance cell or the principal, or can send a mail to [sdgrievance@gmail.com](mailto:sdgrievance@gmail.com). All complaints will have to be attended to, and resolved within a limited time frame.



“ No one is born hating another person because of the colour of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.



# DISCRIMINATION.

It stops with **you**.

If not **you**, then who?



Discrimination is not liberal. Arguing against discrimination is not intolerance.