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Medhavi Skills University

Policy on Protection Against Discrimination for Persons from Educationally or Economically Disadvantaged Backgrounds

W.e.f.: 16/04/2025

The University is committed to ensure an inclusive, equitable, respectful and non-discriminatory environment for all members of its academic and administrative community. The University recognises that individuals from educationally or economically disadvantaged backgrounds may encounter barriers in accessing higher education, participating in academic and extracurricular activities, obtaining employment, pursuing professional development and benefiting from institutional opportunities.

The University seeks to ensure that every eligible individual is treated with dignity, fairness and respect, irrespective of their economic circumstances, educational background or social disadvantage. This Policy establishes a framework to prevent discrimination, promote equal opportunities, provide accessible grievance redressal mechanisms and protect individuals who report discrimination or seek assistance.

The objectives of this Policy are to:

1. Prevent discrimination against persons from educationally or economically disadvantaged backgrounds.
2. Promote equitable access to admission, education, employment, training and professional development.
3. Ensure fair and transparent institutional procedures in academic, administrative and employment matters.
4. Provide safe, accessible and confidential mechanisms for reporting discrimination.
5. Protect complainants, witnesses and individuals assisting in investigations from retaliation or victimisation.
6. Promote awareness, sensitivity and respect for diversity among students, faculty, staff and other stakeholders.
7. Monitor the implementation and effectiveness of measures intended to promote inclusion and equal opportunity.

Scope

This Policy applies to all students, prospective students, research scholars, faculty members, administrative and non-teaching staff, applicants for employment, contractual personnel, outsourced workers, visitors and other individuals participating in University activities.

It covers discrimination occurring in connection with:

- Admission, enrolment, registration and access to academic programmes.
- Teaching, learning, assessment, examinations and academic progression.

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- Scholarships, financial assistance, fee concessions and student support services.
- Internships, apprenticeships, on-the-job training, placements and career guidance.
- Recruitment, appointment, promotion, remuneration, training and professional development.
- Access to laboratories, libraries, hostels, campus facilities and extracurricular activities.
- University events, official communications, online learning platforms and University-related activities conducted outside the campus.

Policy Principles

The University shall be guided by the following principles:

- **Equality and dignity:** Every individual shall be treated with dignity, respect and fairness.
- **Equal opportunity:** Access to educational and employment opportunities shall be determined through fair, transparent and relevant criteria.
- **Non-discrimination:** No person shall be subjected to unlawful discrimination on the basis of their educational or economic disadvantage.
- **Fairness and transparency:** Institutional decisions relating to admission, assessment, recruitment, scholarships and other opportunities shall follow established procedures.
- **Accessibility:** Appropriate measures shall be taken to make information, support services and grievance mechanisms accessible to disadvantaged individuals.
- **Confidentiality:** Information relating to complaints shall be handled discreetly and shared only with persons who require it for legitimate purposes.
- **Accountability:** Complaints shall be considered impartially, and appropriate corrective measures shall be taken where violations are established.

Prohibited Discriminatory Practices

The University shall not permit discriminatory practices that are contrary to applicable law or this Policy, including:

- Denying or unfairly restricting access to admission, academic activities or institutional facilities because of a person's economic or educational disadvantage.
- Unfair treatment in teaching, assessment, examination, attendance, academic progression or participation in University activities.
- Denying eligible students access to scholarships, fee concessions, financial assistance or support services through arbitrary or discriminatory practices.
- Discriminatory treatment in recruitment, appointment, promotion, training or professional development.
- Humiliation, derogatory remarks, stereotyping, intimidation or harassment targeting an individual's disadvantaged background.
- Exclusion from internships, apprenticeships, placements, research opportunities or other institutional programmes on irrelevant or discriminatory grounds.
- Unfairly disclosing an individual's financial hardship or personal circumstances in a manner that compromises dignity or privacy.



- Retaliation against anyone who reports discrimination, participates in an inquiry or assists a complainant in good faith.

Measures to Promote Equal Access and Opportunity

The University shall endeavour to implement appropriate measures, subject to applicable regulations, available resources and approved institutional procedures.

Admission and Enrolment

Admission criteria, eligibility requirements, application procedures and relevant fee information shall be communicated transparently. Reasonable assistance shall be provided to prospective students who require guidance in completing admission procedures or understanding available support.

Financial Assistance

The University shall disseminate information about applicable scholarships, fee concessions, financial assistance, instalment facilities and government-supported schemes for eligible students. Applications shall be assessed according to published eligibility criteria and established procedures.

Academic Support

Where appropriate, the University may provide remedial teaching, bridge courses, academic mentoring, language support, digital learning resources, counselling and additional academic guidance to students who face educational disadvantages.

Employment and Professional Development

Recruitment and employment decisions shall follow applicable laws, approved recruitment procedures and relevant eligibility criteria. Employees shall have fair access to training, professional development and other employment-related opportunities.

Campus Facilities and Student Welfare

The University shall endeavour to ensure equitable access to libraries, laboratories, digital resources, counselling, mentoring, healthcare, career guidance and other eligible student-support services.

Awareness and Sensitisation

The University may conduct orientation sessions, awareness programmes, workshops and other activities to promote inclusion, respectful conduct and understanding of the challenges faced by educationally and economically disadvantaged persons.

Protection Against Retaliation

The University strictly prohibits retaliation or victimisation against any person who, in good faith:

- Reports suspected discrimination.
- Files or assists with a complaint.
- Provides information or evidence during an inquiry.
- Participates as a witness.
- Requests support or reasonable assistance under this Policy.

Retaliation may include threats, intimidation, harassment, unjustified adverse academic or employment action, exclusion from opportunities or any other adverse treatment connected with the reporting of a concern.

Any allegation of retaliation shall be examined promptly and impartially. Where a violation is established, appropriate corrective or disciplinary action may be taken under applicable University rules and legal requirements.

Protection under this section does not prevent fair action based on independently established misconduct or knowingly false statements, provided that such action is supported by evidence and undertaken through due process. A complaint that cannot be substantiated shall not, by itself, be treated as a false or malicious complaint

Review

This Policy shall be reviewed at least once every three years, or earlier if required due to changes in applicable legislation, regulatory requirements, University operations or identified institutional needs.

