

Circular No: 79/KSRCAS /2023 – 2024

Dated: 27.12.2023

CIRCULAR

Subject: Prohibition of Discrimination, Harassment, and Threats to Students – Reg.

It is informed that the management, with concern about the welfare of students has circulated the following regulations given by UGC & AICTE.

All the Heads, Faculty and staff are requested to adhere to the regulations very strictly.

Any deviation from this will be viewed very seriously.

1. UGC Regulations, 2009: Any form of discrimination, practicing casteism and untouchability is strictly prohibited.
2. Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989: Violation of the status, dignity and honor of students and those belonging to scheduled castes, scheduled tribes, or other backward classes, is a punishable offense under this Act.
3. AICTE Regulations and Government Policies: Violation of regulations set by the All India Council for Technical Education (AICTE) and government policies related to equal opportunities and non-discrimination be dealt with seriously.

General Anti-Discrimination Policies:

- KSREI prohibits any practice, whether verbal or otherwise, derogatory of women; verbal abuse; mental or physical torture; aggression; corporal punishment; harassment; trauma; indecent gestures; and obscene behavior of Faculty members or staff.
- Attendance should never be used as a form of punishment. It is a fundamental aspect of academic tracking and must be recorded objectively without any bias.
- Students are to be treated with dignity and respect. No student should be ordered to sit on the floor as a form of punishment. Such actions are unacceptable and reflect poorly on our institution.

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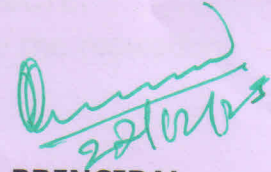
- Our institution condemns all forms of discrimination, including caste-based discrimination. Faculty members and staff are expected to treat every student with equality and impartiality, irrespective of their background.
- Fairness and impartiality must be maintained in all aspects of academic and administrative decisions. Any form of partiality is strictly prohibited and will not be tolerated.
- All decisions, whether related to academic assessments or administrative matters, should be made objectively and without any bias. Any decision-making process that is found to be biased will be thoroughly investigated.
- Feedback from students, even if critical, should be handled professionally. Retaliating against students who provide honest feedback is unacceptable and goes against the spirit of improvement.
- Academic assessments should be conducted fairly and without any personal vendettas. Any attempt to manipulate or retaliate through grading will be treated as a serious violation.
- Faculty members and staff are expected to create a positive and supportive learning environment. Any form of mental torture, harassment, or actions that lead to the discontinuation of a student's studies or issuance of Transfer Certificate (TC) will face severe consequences.
- Every faculty member and staff is expected to uphold the highest standards of professionalism. Actions that tarnish the reputation of the institution or hinder the learning experience of students will not be tolerated.
- Faculty members should create an inclusive environment that respects diversity. Ignoring or dismissing the needs of students from various backgrounds may lead to feelings of exclusion.
- Any form of unprofessional behavior, such as making inappropriate comments, using offensive language, or displaying a lack of respect, should be strictly avoided.
- Faculty members or staff should not engage in caste-based manipulation of students, as such actions can lead to the creation of factions among students.

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Warning and Consequences: Any individual, whether faculty members or staff, found guilty of engaging in the aforementioned prohibited activities will face severe consequences. This may include disciplinary action, suspension, termination of employment, legal action, or any combination of these, as deemed appropriate by the KSREI authorities.

The Management of KSREI encourages all its members to report any incidents of discrimination, harassment to the concerned authorities. The institution is committed to providing a fair and transparent academic environment for all.



PRINCIPAL

Copy To:

1. Vice Principal
2. Director Admin
3. Director IQAC
4. All HoDs