

Anti Discrimination & Anti Harassment Policy



Harcourt Butler Technical University

Kanpur



हरकोर्ट बटलर प्राविधिक विश्वविद्यालय

नवाबगंज, कानपुर - 208002, उ.प्र., भारत

HARCOURT BUTLER TECHNICAL UNIVERSITY

NAWABGANJ, KANPUR - 208002, U.P., INDIA

(Formerly Harcourt Butler Technological Institute, Kanpur)

Phone : +91-0512-2534001-5, 2533812, website : <http://www.hbtu.ac.in>, Email : vc@hbtu.ac.in

100+
YEARS
1921 - 2021



Preamble

Harcourt Butler Technical University (HBTU), Kanpur, is committed to upholding the principles of equality, dignity, and mutual respect for all members of its academic and administrative community. The University recognizes the right of every individual to work, learn, and grow in an environment that is free from discrimination, harassment, and any form of unfair treatment based on caste, creed, religion, gender, sexual orientation, disability, ethnicity, or socio-economic background.

This Anti-Discrimination and Anti-Harassment Policy is formulated in accordance with the Constitution of India, the guidelines of the University Grants Commission (UGC), and other relevant legislations to ensure a safe, inclusive, and equitable campus environment. The policy aims to prevent and address any acts of discrimination or harassment, whether direct or indirect, and to provide a robust redressal mechanism for those affected. By adopting this policy, HBTU Kanpur reiterates its commitment to nurturing a culture of inclusivity, fairness, and accountability, where every individual is valued, and their rights and dignity are protected at all times.

Scope

This policy is applicable to all individuals associated with Harcourt Butler Technical University (HBTU), Kanpur. This includes, but is not limited to, students (both full-time and part-time), faculty members, administrative and non-teaching staff, research scholars, and any other individuals who are part of or interact with the university community in any capacity.

Current Initiatives

- Formation of Scheduled Caste/Scheduled Tribe Cell in the University as per UGC guidelines.
- Establishment of the Internal Complaints Committee (ICC) in the University under the UGC (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, in accordance with UGC guidelines and Supreme Court norms.
- Advisory issued by the ICC Committee for the university students.
- Formation of the Caste-based Discrimination Complaint Redressal Committee in the University as per UGC guidelines.
- Formation of Minority Grievance Redressal Cell in the University for resolving issues faced by students from minority communities.
- Formation of Anti-Ragging Committee and Anti-Ragging Squad in the University as per UGC guidelines.



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- Formation of the Economically Weaker Section Committee in the University as per UGC guidelines.
- Formation of the Student Grievance Redressal Committee in the University as per university guidelines.
- Formation of the Internal Woman Grievance Redressal Committee in the University as per university guidelines.

For smooth functioning following committee/redressal cell is there in the university to address the issues related to Anti Discrimination & Anti Harassment Policy:

| Committee/Redressal cell constituted | Members (Nos.) |
|--|-----------------------|
| Scheduled Caste/Scheduled Tribe Cell | 7 |
| Internal Complaints Committee (ICC) under the UGC (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 | 9 |
| Caste-based Discrimination Complaint Redressal Committee | 13 |
| Minority Grievance Redressal Cell | 6 |
| Anti-Ragging Committee and Anti-Ragging Squad | 19 |
| Proctorial Board for students | 7 |
| Economically Weaker Section Committee | 5 |
| Student Grievance Redressal Committee | 6 |
| Internal Woman Grievance Redressal Committee | 6 |

Future Plans

- Conduct regular workshops and training programs on gender sensitivity, anti-discrimination, and inclusivity for students and staff.
- Upgrade campus and digital infrastructure to be fully accessible for differently-abled individuals.
- Enhance grievance redressal systems with confidential online portals and regular committee reviews.
- Periodically update institutional policies in line with UGC and legal guidelines to ensure inclusivity and protection of rights.
- Promote diversity in recruitment and ensure representation of marginalized groups in university committees.