SRI KRISHNA COLLEGE OF ENGINEERING AND TECHNOLOGY
An Autonomous Institution | Approved by AICTE | Affiliated to Anna University | Accredited by NAAC with A++ Grade
Kuniamuthur, Coimbatore – 641008
Phone : (0422)-2678001 (7 Lines) | Email : info@skcet.ac.in | Website : www.skcet.ac.in

POLICY DOCUMENT

Policies Protecting Those Reporting Discrimination



Sri Krishna College of Engineering Technology upholds the rights of every individual, irrespective of gender, caste, creed, language, ethnicity, disability, or any other identity. The university is dedicated to preventing and addressing systemic inequalities and fostering an inclusive environment for all.

Sri Krishna College of Engineering Technology is committed to creating a community where all members are valued, treated with dignity and respect, and where harassment or discrimination is unequivocally prohibited.

The institution recognizes the importance of protecting complainants to encourage the reporting of any incidents of discrimination or actions that conflict with Sri Krishna College of Engineering Technology's values and vision.

Sri Krishna College of Engineering Technology treats incidents of ragging, harassment, and discrimination with the utmost seriousness and ensures all complaints are thoroughly investigated to maintain a safe and supportive environment for work and study.

Reporting Procedure:

Sri Krishna College of Engineering Technology has established multiple anti-discrimination and grievance committees in accordance with the UGC (Promotion of Equity in Higher Education Institutions) Regulations, 2012, and UGC (Grievance Redressal) Regulations, 2012. Each committee is led by a Chairperson and supported by a team of members.

These committees provide a platform for students and staff to report various violations, including breaches of the Gender Equity Policy and Transgender Policy, as well as incidents of ragging, harassment, discrimination, misconduct, and more. Comprehensive policies and procedures are in place to facilitate reporting at any level.

For further details and contact information, visit: https://skcet.ac.in/quick-links/grievance/

Students or staff members experiencing any challenges are encouraged to reach out to the Committees, either through the Chairperson or any member. Communication can be made via phone or email. Ideally, complaints should be submitted in writing and include any relevant supporting documents to assist in the investigation process.



The Committees will:

- Conduct thorough inquiries into complaints, ensuring a fair and transparent process.
- Maintain confidentiality of both the complaint and the identity of the person reporting the issue, as necessary.
- Provide adequate protection to the individual reporting discrimination.
- Ensure that no retaliatory or adverse actions are taken against the person making the report.

Complaints should be made in good faith and based on reasonable grounds by staff members or students. The person reporting the incident should reasonably believe the information disclosed to be true, even if it turns out to be incorrect.

The Committee may request additional information or details from the person making the complaint, if necessary. The Committee also reserves the right to dismiss complaints that do not identify the complainant or if the complainant's identity is found to be false.

Additionally, the Committee can assist students or staff who wish to file a complaint with the police.

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SRI KRISHNA COLLEGE OF
ENGG. & TECH.
KUNIAMUTHUR,
COIMBATORE - 641 008.

Note:

This Policy is approved in the 14th Governing Body Meeting held on 12.12.2023

5 GENDER EQUALITY