

NON-RETALIATION POLICY AT SALIM HABIB UNIVERSITY

Objective:

The primary objective of Salim Habib University's Non-Retaliation Policy is to create a safe and inclusive environment where individuals feel empowered to report instances of discrimination without fear of adverse consequences. This policy is designed to protect those who report discrimination from any form of educational or employment disadvantage, ensuring that their rights are safeguarded and that the university remains committed to fostering a culture of openness, respect, and accountability.

Scope:

This policy applies to all members of the Salim Habib University community, including students, faculty, staff, and administrators. It encompasses all forms of discrimination, such as but not limited to, discrimination based on race, color, national origin, sex, gender identity, sexual orientation, religion, disability, age, or any other protected status. The scope extends to incidents occurring within the university premises, during university-sponsored activities, and in any context related to educational or employment matters.

Non-Retaliation Commitment:

Salim Habib University is committed to prohibiting any form of retaliation against individuals who report discrimination, harassment, or any related misconduct. Retaliation includes, but is not limited to, adverse actions, such as intimidation, threats, coercion, discrimination, or any other form of reprisal, directed at the person who made the report or participated in the investigation process.

Confidentiality and Privacy:

The university recognizes the sensitivity of discrimination reports and is dedicated to maintaining the confidentiality and privacy of those involved to the extent allowed by law. All reasonable efforts will be made to protect the identity of individuals who report discrimination, ensuring that their information is disclosed only to those who need it for the purpose of investigation and resolution.

Reporting Mechanism:

Salim Habib University encourages individuals who have experienced or witnessed discrimination to report the incident promptly. The university provides multiple reporting channels, including confidential reporting options, to facilitate a timely and efficient response to any allegations. Reporting can be done to designated personnel, offices, or through established reporting platforms.

Investigation and Resolution:

Upon receiving a discrimination report, the university will promptly initiate an impartial and thorough investigation. The goal is to address and rectify any discriminatory behavior and to take appropriate corrective action. The university is committed to resolving complaints in a fair and timely manner, providing support to those affected and implementing preventive measures to foster a discrimination-free environment.

Training and Awareness:

Salim Habib University will conduct regular training sessions and awareness programs to educate the university community about the Non-Retaliation Policy. This includes providing information on the importance of reporting discrimination, the protection against retaliation, and the university's commitment to creating a respectful and inclusive community.

Monitoring and Review:

The university will regularly monitor and review the implementation of the Non-Retaliation Policy to assess its effectiveness and identify areas for improvement. Feedback from the university community will be actively sought and considered in the ongoing effort to enhance the reporting process and reinforce the commitment to preventing discrimination and retaliation.

This policy reinforces Salim Habib University's dedication to maintaining an environment where individuals can report discrimination without fear of reprisal and where proactive measures are taken to prevent and address all forms of discrimination promptly.