



SGT UNIVERSITY

Shree Guru Gobind Singh Tricentenary University



SDG 16



SUSTAINABLE DEVELOPMENT GOALS



SDG 16
Peace, Justice and
Strong Institutions



REPORT 2023-24



SUSTAINABLE DEVELOPMENT GOALS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



SGT University emphasizes peace, justice, and strong institutions by fostering a culture of integrity, inclusivity, and social responsibility. The Faculty of Law conducts workshops on human rights, social justice, and the rule of law to educate students on these critical issues. SGT encourages dialogue on ethical governance and democratic values through seminars and conferences. The university also collaborates with NGOs to promote legal literacy and access to justice for marginalized communities. By nurturing responsible citizens and future leaders, SGT aligns with SDG 16, advocating for peaceful, just, and inclusive societies.



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Shree Guru Gobind Singh Tricentenary University



17.3.16 – Progress against SDG16 - Peace, Justice and Strong Institution

SGTU Publications on Various SDG's

S NO	Sustainable Development Goals	No of Publications
1	Good health and well-being	734
2	Zero hunger	132
3	Affordable and clean energy	103
4	Quality education	92
5	Industry, innovation and infrastructure	69
6	Gender equality	62
7	Clean water and sanitation	58
8	No poverty	49
9	Reduced inequalities	42
10	Responsible consumption and production	42
11	Decent work and economic growth	40
12	Life on land	40
13	Sustainable cities and communities	39
14	Life below water	31
15	Peace, justice, and strong institutions	28
16	Partnerships for the goals	26
17	Climate action	13

Activities



SGT UNIVERSITY

SHREE GURU GOBIND SINGH TRICENTENARY UNIVERSITY
(UGC & AICTE Approved) Gurugram, Delhi-NCR

No. : SGTU/BOM/27.17/2021

Dated : 17th September, 2021

Anti-discrimination and Equal Opportunity Policy

Registrar
SGT University
Budhera, Gurugram

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Introduction :

Indian constitution encapsulates social safeguard measures for all citizens of India in Article 15 and Article 16. Article 15 mandates prohibition of discrimination on grounds of religion, race, caste, sex or place of birth.

Article 16 mandates equal opportunity in matters of public employment. Article 16(2) further states that no citizen shall on grounds only of religion, race, caste, sex, descent, place of birth, residence or any of them, be ineligible for, or discriminated against in respect of, any employment or office under the State.

Shree Guru Gobind Singh Tricentenary University is committed for promoting equal employment opportunities and a workplace that is free of all forms of discrimination. Equal opportunity means that all staff experience fairness, impartiality and equal access to all career initiatives in Shree Guru Gobind Singh Tricentenary University. Shree Guru Gobind Singh Tricentenary University's Commitment to equal opportunity promotes an inclusive work environment that values and accepts the diverse cultural and social backgrounds of its staff. The Anti-Discrimination and Equal Opportunities Policy is consistent with the Shree Guru Gobind Singh Tricentenary University's pursuit of excellence. This policy is underpinned by a set of values and key guiding principles in the building of a community of all employees.

This Non-Discrimination and Equal Opportunities Policy ("Policy") states the internal policy of the Shree Guru Gobind Singh Tricentenary University with regard to non-discrimination at the workplace and equal opportunities during recruitment.

This Policy is internal to Shree Guru Gobind Singh Tricentenary University and is meant to provide a safe, diverse and comfortable workplace at Shree Guru Gobind Singh Tricentenary University. This Policy is without prejudice to any anti-discrimination provisions of applicable law including, but not restricted to, the provisions of:

"Article 17 of the Constitution of India;

- (a) the Protection of Civil Rights Act, 1955,
- (b) the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989; the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013;
- (c) Sections 354 and 509 of the Indian Penal Code, 1860; and,
- (d) the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.

Definitions

For the purposes of this policy and related procedures:

Complainant is the person alleging they were subjected to discrimination or harassment.

Complaint is an allegation(s) of discrimination, harassment and/or retaliation, filed in good faith and in accordance with the Policy on Equal Opportunity.

Discrimination means inequitable treatment by the university of a person based on one or more of that person's protected category, excepting any treatment permitted or required by law. Discrimination also includes, but is not limited to unwelcome conduct, including threats, intimidation, harassment, coercion or violence directed against a person based on one or more of that person's protected category, which conduct is so severe or pervasive that it interferes with an individual's employment, academic performance or participation in university programs or activities, and creates a working, learning, program or activity environment that a reasonable person would find intimidating, hostile or offensive.

Employees are Shree Guru Gobind Singh Tricentenary University's faculty and staff members.

Protected Categories are race, color, religion, religious creed, genetic information, sex (including pregnancy or pregnancy related condition), gender, gender identity, sexual orientation, age, national origin, ancestry, veteran or disability status.

Supervisor refers to any person who has authority to undertake or recommend tangible employment decisions affecting an employee or academic decisions affecting a student; or to direct an employee's work activities or a student's academic activities. Examples include faculty members to whom work-study students report or employees who, from time to time, monitor other employees' performance or direct their work.

Respondent is the university community member against whom a complaint is filed. Retaliation is any intentional or attempted adverse or negative act against a person who in good faith makes a report, serves as a witness, or participates in an investigation or adjudication process regarding an alleged violation of a university policy.

Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under this policy. Retaliation does not include good faith actions lawfully pursued in response to a report of an alleged violation of a university policy.

Policy Objectives:

The objectives of this Equal Opportunity (EEO) and Anti-Discrimination Policy are to ensure that all:

- (a) Shree Guru Gobind Singh Tricentenary University's employees or potential employees do not suffer unfair discrimination in the workplace.
- (b) Individuals and groups within the Shree Guru Gobind Singh Tricentenary University work in an environment where all decisions are free of discrimination, where they have equal opportunity based on relevant abilities and merit.
- (c) Employees are encouraged to take positive action towards promoting equal opportunity throughout the organization.
- (d) Personnel actions, such as compensation, benefits, transfers, layoffs, company-sponsored training programs, and social and recreational programs, will be administered on a non-discriminatory basis.
- (e) Application of labour laws to be uniformly applied in the organization.

Anti-discrimination

Shree Guru Gobind Singh Tricentenary University will not adversely discriminate, and prohibits other adverse discrimination at the workplace, on the basis of religion, race, caste, sex, place of birth, descent, sexual orientation, gender identity, disability, age or any of them ("Discrimination Characteristics"). Shree Guru Gobind Singh Tricentenary University will not condone any adverse discrimination against any person on its premises, whether that person is its students or employee or otherwise.

Any person who believes himself or herself to have been subjected to adverse discrimination on the basis of the Discrimination Characteristics is encouraged to bring the matter to the attention of the Internal Complaint Committee of Shree Guru Gobind Singh Tricentenary University at the earliest practical opportunity. No person will be punished, retaliated against, or limited in employment or other opportunity for exercising anything set out in this Policy, or for filing a complaint, furnishing information for, or participating in an investigation, or any other activity related to the administration of this Policy.

Any adverse discrimination or other action or behaviour that constitutes a violation of law will be reported to the police.

Equal Opportunities :

Shree Guru Gobind Singh Tricentenary University provides equal opportunities to its employment, consultancy or otherwise without regard for the Discrimination Characteristics. All actions of Shree Guru Gobind Singh Tricentenary University with regard to its employees relating to compensation, benefits, transfers, leave, layoffs, training, education, and assistance, will be made without regard for the Discrimination Characteristics.

Notwithstanding anything contained in the previous paragraph, if Shree Guru Gobind Singh Tricentenary University reasonably believes that its employment, workplace or premises do not adequately represent the balance of diversity of persons who share one or more of the Discrimination Characteristics, it may, with the aim only of redressing that imbalance, take positive discriminatory action in respect of persons who share that aspect, or those aspects, of the Discrimination Characteristics that are sought to be adequately represented.

Any person who believes himself or herself to have been subjected to adverse discrimination, or impermissible positive discrimination, on the basis of the Discrimination Characteristics is encouraged to bring the matter to the attention of the Internal Complaint Committee at the earliest practical opportunity.

Nature of workplace Discrimination:

Discrimination occurs when someone is treated unfavourably because of a certain attribute. Discrimination may involve some or all of the following:

- (a) Conduct that can be considered harassing, coercive or disruptive, including sexual harassment
- (b) Making offensive 'jokes' about another worker's clan, ethnic background, colour, sex or disability

- (c) Expressing negative stereotypes about particular groups e.g. "married women shouldn't be working."
- (d) Judging someone on their political or religious beliefs rather than their work performance.
- (e) Using selection processes based on irrelevant attributes such as ethnic or clan group, age, sex or disability rather than on knowledge, skills and merit. Parameters of Discrimination – Strictly Prohibited

Shree Guru Gobind Singh Tricentenary University and its employees shall strive to create a workplace that is free from discrimination in their employment practices against any potential or existing employees, and shall not discriminate on a person's:

- (a) Age or other circumstances
- (b) Colour
- (c) Cultural or social beliefs such as religious
- (d) Educational Background
- (e) Race, ethnicity or nationality
- (f) Spiritual, traditional or customary beliefs
- (g) Political opinion
- (h) Physical features
- (i) Gender identity and expression
- (j) Marital status
- (k) Pregnancy or judging the impacts of potential pregnancy on decisions
- (l) Breastfeeding
- (m) Sexual orientation
- (n) Health or physical disability or impairment
- (o) Medical record/HIV status

Complaint process and procedures :

A person wishing to make a complaint of discrimination can consult and file a complaint with the Internal Complaint Committee. The complaint should be made in writing and addressed to chairperson of the committee within 5 working days of any such incident of discrimination.

Once the complaint has been filed an investigation will be undertaken immediately by IIC and work towards the prompt resolution and prevention of discriminatory acts and practices. The matter should be resolved within 15 working days.

Within 10 days of result of the IIC meeting, either the complainant or the respondent may make a request that an investigation be reviewed stating which aspect of the investigation is inadequate. The request must be submitted to the office of the Vice Chancellor, who will determine if the investigation is to be re-opened in order to address the concerned raised. In case the appeal is taken up, then the investigation shall be completed within 15 working days by the independent committee constituted by the Vice Chancellor. The result of the appeal shall be binding on the complainant for all purposes.



Ref. No. : SGTU/AC/27.15/2020

Dated : 18th February, 2020

GRIEVANCE REDRESSAL MECHANISM REGULATION

1. **Short Title**

These regulations shall be called as Grievance Redressal Mechanism for students of the University.

2. **Objective**

To provide opportunities for redress of certain grievances of students already enrolled in the University, as well as those seeking admission to the University, and a mechanism thereto.

3. **Definitions**

- (a) "aggrieved student" means a student, who has any complaint in the matters relating to or connected with the grievances defined under these regulations.
- (b) "University Student Grievance Redressal Committee" (USGRC) means a committee constituted under these regulations.
- (c) "Commission" means the University Grants Commission established under section 4 of the UGC Act, 1956.
- (d) "declared admission policy" means such policy, including the process there under, for admission to a course or program of study as may be offered by the University by publication in the prospectus.
- (e) "grievance" means, and includes, complaint(s) made by an aggrieved student in respect of the following :
- (i) admission contrary to merit determined in accordance with the declared admission policy of the University.
 - (ii) irregularity in the process under the declared admission policy of the University.
 - (iii) refusal to admit in accordance with the declared admission policy of the University.
 - (iv) non-publication of prospectus by the institution, in accordance with the provisions of these regulations.
 - (v) publication by the University of any information in the prospectus, which is false or misleading, and not based on facts.
 - (vi) withholding of, or refusal to return, any document in the form of certificates of degree, diploma or any other award or other document deposited by a student for the purpose of seeking admission in the University, with a view to induce or compel such student to pay any fee or fees in respect of any course or program of study which such student does not intend to pursue.
 - (vii) demand of money in excess of that specified to be charged in the declared admission policy of the institution;
 - (viii) violation, by the University, of any law for the time being in force in regard to reservation of seats in admission to different category of students.

- (ix) nonpayment or delay in payment of scholarships or financial aid admissible to any student under the declared admission policy of the University, or under the conditions, if any, prescribed by the Commission.
 - (x) delay by the University in the conduct of examinations, or declaration of results, beyond the schedule specified in the academic calendar of the University, or in such calendar prescribed by the Commission;
 - (xi) failure by the University to provide student amenities as set out in the prospectus, or is required to be extended by the University under any provisions of law for the time being in force.
 - (xii) non-transparent or unfair practices adopted by the University for the evaluation of students.
 - (xiii) delay in, or denial of, the refund of fees due to a student who withdraws admission within the time mentioned in the prospectus, or as may be notified by the Commission.
 - (xiv) complaints of alleged discrimination of students from the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Women, Minority or persons with disabilities categories.
 - (xv) denial of quality education as promised at the time of admission or required to be provided.
 - (xvi) harassment or victimization of a student, other than cases of harassment, which are to be proceeded against under the penal provisions of any law for the time being in force.
- (f) "Prospectus" means and includes any publication, whether in print or otherwise, issued for providing fair and transparent information, relating to the University, to the general public (including to those seeking admission in the University) by the University or any authority or person authorized by such institution to do so.
- (g) "Region" means a geographical territory, comprising of States, so determined, for the purpose of facilitating enforcement of these regulations; namely, South-Eastern Region comprising Andhra Pradesh, Telengana, Puducherry, Andaman and Nicobar, and Tamil Nadu; South-Western Region comprising Kerala, Karnataka, and Lakshadweep; Western Region comprising Maharashtra, Gujarat, Goa, Dadar and Nagar Haveli, Daman and Diu; Central Region comprising Chhattisgarh, Madhya Pradesh and Rajasthan; Northern Region comprising Jammu and Kashmir, Delhi, Himachal Pradesh, Punjab, Haryana, Uttar Pradesh, Uttarakhand and Chandigarh; North-Eastern Region comprising Assam, Meghalaya, Mizoram, Manipur, Tripura, Arunachal Pradesh, Sikkim and Nagaland; and Eastern Region comprising West Bengal, Bihar, Jharkhand and Odisha.
- (h) "Student" means a person enrolled, or seeking admission to be enrolled, in the University.

4. Student Grievance Redressal Committees

Faculty/Departmental Student Grievance Redressal Committee

- (a) A complaint by an aggrieved student relating to a Faculty/Department of the University shall be addressed to the Faculty/Departmental Student Grievance Redressal Committee to be constituted at the level of the Faculty/Department, as the case may be, and with the following composition :
- (i) Dean of the Faculty/Head of the Department, by whatever designation known as Chairperson

- (ii) Two Professors, from outside the Faculty/Department to be nominated by the Vice Chancellor as Members
- (iii) A member of the faculty, well-versed with the mechanism of grievance redressal to be nominated by the Chairperson as Member
- (iv) A representative from among students of the Faculty/Department to be nominated by the Vice Chancellor based on academic merit/excellence in sports/performance in co-curricular activities as a Special Invitee
- (b) The term of the Chairperson, members of the Committee, and the special invitee shall be of two years.
- (c) The quorum for the meeting, including the Chairperson, but excluding the special invitee, shall be three.
- (d) In considering the grievances before it, the committee shall follow principles of natural justice.
- (e) The committee shall submit its report with recommendations, if any, to the Head of the Dean of the Faculty/Vice Chancellor, with a copy thereof to the aggrieved student, within a period of 15 days from the date of receipt of the complaint.

University Student Grievance Redressal Committee

- (a) The Vice Chancellor of the University shall constitute the University Student Grievance Redressal Committees to consider grievances unresolved by the Faculty/Department Student Grievance Redressal Committee may take up grievances arising from Faculty/Departments, on the basis of the jurisdiction assigned to it by the Vice Chancellor. The composition of the committee shall be as given below :
 - (i) A senior Professor of the University as Chairperson
 - (ii) Dean, Student Welfare or equivalent as Member
 - (iii) Two Deans drawn from the Faculties, other than those connected with reports of Faculty/Department Student Grievance Redressal Committee under review, to be nominated by the Vice-Chancellor as Members
 - (iv) One Professor of the University as Member
 - (v) A representative from among students of the Faculty to be nominated by the Vice Chancellor based on academic merit/excellence in sports/performance in co-curricular activities as Special Invitee.
- (b) The Chairperson, members and the special invitee shall have a term of two years.
- (c) The quorum for the meeting, including the Chairperson, but excluding the special invitee, shall be three.
- (d) In considering the grievances before it, the University Student Grievance Redressal Committee shall follow principles of natural justice.
- (e) The University Student Grievance Redressal Committee shall send its report and recommendations, if any, to the Dean of the Faculty relating to the grievance with a copy thereof to the aggrieved student, within 15 days of the receipt of the grievance.
- (f) Any student aggrieved by the decision of the University Student Grievance Redressal Committee may prefer an appeal to the Ombudsperson, within in a period of fifteen days from the date of receipt of such decision.

5. Procedure for Redressal of Grievances by Student Grievance Redressal Committee

- (a) The University shall have an online portal where any aggrieved student may submit an application seeking redressal of grievance.

- (b) On receipt of an online complaint, the University shall refer the complaint to the appropriate Student Grievance Redressal Committee, along with its comments within 15 days of receipt of complaint on the online portal.
- (c) The Student Grievance Redressal Committee, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the aggrieved student.
- (d) An aggrieved student may appear either in person or authorize a representative to present the case.
- (e) Grievances not resolved by the University Student Grievance Redressal Committee shall be referred to the Ombudsperson, within the time period provided in these regulations.
- (f) The University shall extend co-operation to the Ombudsperson or the Student Grievance Redressal Committee(s), as the case may be, in early redressal of grievances; and failure to do so may be reported by the Ombudsperson to the Commission, which shall take action in accordance with the provisions of these regulations.
- (g) The Ombudsperson shall, after giving reasonable opportunities of being heard to both parties, on the conclusion of proceedings, pass such order, with reasons there for, as may be deemed fit to redress the grievance and provide such relief as may be appropriate to the aggrieved student.
- (h) The University, as well as the aggrieved student, shall be provided with copies of the order under the signature of the Ombudsperson, and the University shall place it for general information on its website.
- (i) The University shall comply with the recommendations of the Ombudsperson; and the Ombudsperson shall report to the Commission any failure on the part of the University to comply with the recommendations.
- (j) The Ombudsperson may recommend appropriate action against the complainant, where a complaint is found to be false or frivolous.

6. INFORMATION REGARDING OMBUDSPERSONS AND STUDENT GRIEVANCE REDRESSAL COMMITTEES

The University shall furnish, prominently, on its website and in its prospectus, all relevant information in respect of the Student Grievance Redressal Committee(s) coming in its purview, and the Ombudsperson for the purpose of appeals.


Registrar
SGT University
Budhera, Gurugram



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