

**KLE ACADEMY OF HIGHER EDUCATION & RESEARCH  
DEEMED-TO-BE UNIVERSITY, BELAGAVI**

**Policy protecting those who report discrimination**

**Policy adopted on: 1<sup>st</sup> January 2024**

**Version: 1**

**Objective:**

The Policy protecting those who report discrimination at KAHER Deemed-to-be University aims to create a safe and supportive environment where students, faculty and staff can report instances of discrimination, harassment or other misconduct without fear of retaliation. This policy safeguards the rights of individuals who report discrimination based on gender, caste, religion, race, disability or any other legally protected status, aligning with India's anti-discrimination laws and the Deemed-to-be University's commitment to inclusivity and fairness.

**Key Provisions:**

**1. Right to Report without Fear of Retaliation:**

Individuals who report discriminatory behaviour or support any such investigation will be protected against any form of retaliation, including but not limited to intimidation, demotion, academic or professional disadvantage or any hostile treatment within the Deemed-to-be University.

Retaliation against a whistle-blower will be treated as a serious violation of Deemed-to-be University policy, subject to disciplinary action.

**2. Confidentiality and Anonymity:**

The Deemed-to-be University will ensure that reports of discrimination are handled confidentially. Information about the case and the whistle-blower's identity will be shared only with authorized personnel involved in the investigation process.

Individuals have the right to submit anonymous complaints if they feel safer doing so. Anonymous reports will be investigated based on the information provided.

3. Accessible Reporting Channels:

Multiple reporting options will be provided to encourage individuals to come forward safely. This includes dedicated email addresses, a helpline or directly approaching the Deemed-to-be University's Internal Complaints Committee (ICC).

Information on how to report discrimination will be prominently displayed on the university's website and in campus areas, ensuring that all community members are aware of their rights and reporting options.

4. Impartial and Fair Investigation:

At KAHER Deemed-to-be University all complaints will be investigated thoroughly and impartially. A designated committee or the ICC, as appropriate, will ensure that all parties involved are given a fair opportunity to present evidence and statements.

The Deemed-to-be University will work to ensure that investigations are concluded in a timely manner, with regular updates provided to the whistle-blower on the progress of their case.

5. Protection During and After Investigation:

To protect the whistle-blower's position and well-being, any action that could impact their academic, employment or social standing will require prior review by the designated committee to ensure non-retaliation.

Post-investigation, measures will be in place to support and protect the whistle-blower from any indirect or lingering forms of retaliation, with follow-up evaluations to ensure continued protection.

6. Awareness and Training:

The Deemed-to-be University will conduct regular training sessions to raise awareness about the Policy protecting those who report discrimination (Whistleblower Protection Policy), educate the community on recognizing discrimination, and inform them of the reporting channels available. Feedback on the effectiveness of this policy will be gathered periodically to improve its impact.

7. Review and Accountability:

An annual review of the policy will be conducted to incorporate best practices and legal updates. This will ensure continued support for those reporting discrimination and maintain a safe, fair and inclusive environment for everyone at KAHER Deemed-to-be University.



**Dr. M.S. Ganachari**  
**Registrar**

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