

Scheduled Caste & Scheduled Tribe Anti-Discrimination Guidelines

These guidelines ensure a discrimination-free environment for all students, particularly those belonging to Scheduled Caste (SC) and Scheduled Tribe (ST) communities. The objective is to promote inclusivity, respect, and equality in the institute and ensure that every student, employee, and other stakeholder of XLRI Delhi-NCR has equal opportunities without facing prejudice based on caste.

1. Zero Tolerance Policy on Caste-Based Discrimination and Harassment:

- 1.1 Discrimination or harassment based on caste is strictly prohibited in all areas of the institution, including classrooms, hostels, social activities, and during any college-related events.
- 1.2 Usage of derogatory remarks, casteist slurs, comments, or jokes that degrade or target SC/ST students is strictly prohibited.

2. Fair Treatment and Respectful Behavior:

- 2.1 All students must be treated equally by peers, faculty, staff, and other stakeholders regardless of their caste or background.
- 2.2 Every student, irrespective of their caste, deserves respect and dignity. Any behaviour targeting SC/ST students based on their identity is a punishable offence as per the institutional rules and legal provisions.

3. Reporting and Grievance Redressal:

- 3.1 Grievance Cell: The college has a dedicated SC/ST Statutory Committee where students can confidentially report any incidents of caste-based discrimination or harassment.
- 3.2 How to Report: Students can file complaints in writing by email at scst_convenor.delhi@xlri.ac.in or by contacting any committee member by phone. The names and contact details of the committee members are provided in Appendix 1.
- 3.3 Fair Investigation: The institution ensures that all complaints are investigated promptly, impartially, and confidentially. Necessary actions will be taken against offenders per institutional rules and legal provisions.

4. Consequences of Act of Discrimination or Harassment:

- 4.1 Disciplinary Action: Any student found guilty of caste-based discrimination or harassment will face strict disciplinary action, including suspension, expulsion, or legal action as per the SC/ST (Prevention of Atrocities) Act, 1989.
- 4.2 No Retaliation: Retaliation against individuals who report discrimination or participate in investigations is strictly prohibited and will be treated as a severe offence.

Appendix 1

The names and contact details of the committee members of the SC/ST Statutory Committee are provided below:

1. Prof. Gourav Vallabh:
 - Email: gvallabh@xlri.ac.in
 - Mobile no: 9910330001
2. Prof. Madhu Mandal
3. Mr Harbhajan Singh
4. Ms Aayushi
5. Ms Jyoshna
6. Mr Sagar