



# STAREX UNIVERSITY, GURUGRAM

(Established by Haryana Private Universities (Second Amendment) Act No.20 of 2016)

(Recognized by UGC U/sec. 2(f) of the UGC Act, 1956)

(Empowered to Award degrees U/sec. 22 of the UGC Act, 1956)

## CASTE BASED DISCRIMINATION POLICY



## STAREX UNIVERSITY

Binola, Gurugram

NH-48, Village Binola, P.O. Bhorakalan, Gurugram, Haryana

122413 (India) 1800-1033-123

Website: [www.starexuniversity.com](http://www.starexuniversity.com)



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## 1. **PREAMBLE**

Starex University, Gurugram upholds the constitutional mandate of equality, justice, and dignity for all individuals and recognizes that caste-based discrimination is a serious violation of fundamental rights. As an institution of higher learning, the University is committed to fostering an environment of inclusion, respect, and equity, where every student, faculty member, and staff member can pursue academic and professional excellence without fear of prejudice or bias.

Caste-based discrimination has historically resulted in marginalization and exclusion of certain sections of society, especially Scheduled Castes (SC), Scheduled Tribes (ST), and Other Backward Classes (OBC). Such discrimination not only violates the law but also undermines the core values of education, which are fairness, impartiality, and respect for diversity. In compliance with the **guidelines issued by the University Grants Commission (UGC)** and relevant statutory provisions, the University strongly condemns any act of caste-based discrimination, whether overt or covert, in academic, administrative, residential, or social spheres of campus life.

Starex University, Gurugram is committed to creating an enabling environment where individuals from all backgrounds feel valued, respected, and empowered to achieve their fullest potential. This policy aims to prevent any form of discrimination in admissions, classroom interactions, examinations, evaluation processes, viva voce, research guidance, allocation of hostels, scholarships, or any other facilities provided by the University. Any act of discrimination, harassment, or humiliation based on caste will not be tolerated under any circumstances.



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The objective is to maintain a campus culture that reflects constitutional values and prepares students to contribute to a just and equitable society.

## 2. **POLICY STATEMENT**

Starex University, Gurugram is fully committed to upholding the principles of equality, dignity, and social justice as enshrined in the Constitution of India. Discrimination or harassment of any individual on the basis of caste, creed, community, or social origin is strictly prohibited within the University campus. The institution firmly believes that every student, faculty member, staff member, and research scholar has the right to be treated with fairness, respect, and equality in all academic and administrative matters.

The University shall ensure that no member of its community is subjected to any form of caste-based discrimination in admissions, teaching-learning processes, examinations, evaluations, research guidance, allocation of facilities, hostel accommodation, or access to scholarships and other benefits. Any act of bias, humiliation, or unequal treatment on the basis of caste will be viewed as a serious violation of institutional norms and constitutional provisions.

To achieve this objective, the University will adopt preventive, corrective, and punitive measures against caste-based discrimination. It will establish effective mechanisms for lodging complaints, ensuring timely inquiry, and implementing appropriate action as per UGC directives and legal provisions. All complaints will be handled with strict confidentiality and sensitivity to protect the rights of complainants.



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The University shall also undertake continuous awareness programs and sensitization workshops for students, faculty, and staff to promote social harmony, mutual respect, and understanding of constitutional values. This policy applies to all members of the University community and any violation will attract strict disciplinary action, including penalties as prescribed by law.

### **3. OBJECTIVES**

The objective of this policy is to promote equality, eliminate unlawful discrimination, and ensure that no person is disadvantaged on the basis of:

- a) To uphold the principles of equality, justice, and dignity as enshrined in the Constitution of India.
- b) To prohibit and eliminate any form of caste-based discrimination within the University campus.
- c) To ensure that no student, faculty member, staff member, or research scholar is subjected to harassment or unequal treatment based on caste, creed, or social origin.
- d) To maintain fairness and impartiality in admissions, classroom interactions, evaluation, research supervision, and allocation of facilities.
- e) To prevent any discrimination in access to hostels, scholarships, fellowships, or any other benefits provided by the University.
- f) To provide an effective grievance redressal mechanism for lodging and addressing complaints of caste-based discrimination in a timely and confidential manner.



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- g) To sensitize all stakeholders through workshops, seminars, and awareness programs on the ill effects of caste-based discrimination and the importance of social harmony.
- h) To develop and promote an inclusive campus culture that respects diversity and values equality among all members of the University.
- i) To take preventive and corrective measures to avoid any instance of caste-based bias or prejudice in academic and administrative dealings.
- j) To ensure strict disciplinary action against individuals found guilty of violating this policy in accordance with UGC guidelines and statutory provisions.
- k) To maintain transparency and accountability in the implementation of this policy and report compliance to the UGC as required.
- l) To create an environment that fosters mutual respect and equal opportunities for all, enabling every individual to achieve their full potential without fear of discrimination.

## 4. **ROLES & RESPONSIBILITIES:**

### a) **University Administration**

- Ensure the implementation of the Caste-Based Discrimination Policy in letter and spirit across all departments and sections.
- Establish a dedicated committee or cell (as per UGC guidelines) to handle complaints of caste-based discrimination.
- Provide adequate resources and support for conducting sensitization programs and awareness campaigns.



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- Ensure strict confidentiality, impartiality, and timely action on complaints related to caste-based discrimination.
- Maintain compliance reports and submit updates to UGC or other regulatory authorities when required.

## **b) Equal Opportunity Cell/Anti Discrimination Cell**

- Act as the primary body for preventing caste-based discrimination and promoting inclusivity within the University.
- Conduct awareness workshops, seminars, and training programs for students, faculty, and staff on equality and social justice.
- Investigate complaints of caste-based discrimination and recommend corrective or punitive actions.
- Maintain a confidential record of complaints, proceedings, and resolutions for accountability and tra

## **c) Faculty Members**

- Treat all students fairly and without any bias related to caste, creed, or social origin in classroom interactions, evaluations, and research supervision.
- Refrain from making any derogatory remarks or engaging in any behavior that could be perceived as caste-based discrimination.
- Encourage an inclusive learning environment where diversity is respected.
- Report any observed or reported incidents of caste-based discrimination to the concerned authority immediately.



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## **d) Students**

- Respect the rights and dignity of peers and refrain from discriminatory behavior or language based on caste.
- Report any incidents of caste-based discrimination they experience or witness to the appropriate University authority.
- Participate in awareness and sensitization programs conducted by the University.

## **e) Non-Teaching Staff**

- Ensure equal treatment of all students, faculty, and colleagues in administrative and service-related dealings.
- Avoid any discriminatory practices in allocation of hostels, scholarships, or facilities based on caste.
- Report any discriminatory incident to the designated committee promptly.

## **f) Grievance Redressal Committee**

- Receive and examine complaints of caste-based discrimination from students, faculty, or staff.
- Conduct impartial and confidential inquiries into reported cases and ensure timely resolution.
- Recommend disciplinary or corrective action to the University authorities based on findings.
- Submit periodic reports to the University administration and UGC as required.



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## 5. COMPLAINT AND REDRESSAL MECHANISM:

### 5.1. Modes of Complaint

- Complaints can be filed **online** through the UGC portal for Caste-Based Discrimination.
- Complaints can be submitted to the **University Equal Opportunity Cell (EOC)** via email, written application, or through the University website.

### 5.2. Process of Redressal

- **Acknowledgement:** Complaint will be acknowledged within **3 working days**.
- **Preliminary Inquiry:** The EOC will conduct an inquiry within **10 working days**.
- **Action:** Recommendations will be forwarded to the Competent Authority for disciplinary action within **30 days** of complaint receipt.
- **Confidentiality:** All complaints will be handled with strict confidentiality.

### 5.3. Appeals

Complainants can appeal to the Vice-Chancellor or UGC in case of dissatisfaction with the resolution.



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## 6. AWARENESS:

- a) Organize orientation programs for newly admitted students and newly appointed staff to explain the University's zero-tolerance policy toward caste-based discrimination.
- b) Conduct regular workshops, seminars, and conferences on social equality, constitutional provisions, and the adverse effects of caste discrimination.
- c) Arrange sensitization programs for faculty, staff, and students to promote an inclusive academic environment.
- d) Display posters, banners, and digital awareness material across the campus highlighting equality and anti-discrimination principles.
- e) Include anti-discrimination guidelines in the student handbook, prospectus, and University website for wider reach.
- f) Celebrate important occasions such as Constitution Day, Human Rights Day, and Social Justice Day to reinforce the message of equality.
- g) Organize interactive sessions, debates, and discussions to engage students and staff in dialogue on equality and social justice.
- h) Publish informative articles, newsletters, and circulars to create awareness about the policy and complaint mechanism.
- i) Use social media platforms and official portals to spread messages about zero tolerance for caste-based discrimination.
- j) Collaborate with Equal Opportunity Cell, NSS, and other committees for awareness campaigns and outreach programs.
- k) Conduct sensitization drives in hostels and residential areas to ensure inclusive and respectful behavior among students.



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- l) Introduce awareness modules in induction and academic curriculum where feasible to educate about caste equality.
- m) Display helpline numbers and grievance redressal contacts at prominent locations across the campus.
- n) Ensure periodic review and feedback sessions to evaluate the effectiveness of awareness initiatives.
- o) Submit annual reports to the University administration and UGC regarding awareness and sensitization activities conducted.

## **7. MONITORING & REPORTING:**

- A) Starex University, Gurugram shall establish an Anti-Discrimination Cell (ADC) to monitor the implementation of the policy and ensure compliance across all departments, hostels, and administrative sections.
- B) The ADC will regularly review complaints related to caste-based discrimination and maintain proper documentation of all reported cases, actions taken, and their outcomes.
- C) The University shall designate a Nodal Officer to coordinate monitoring activities and act as a liaison between the University and UGC.
- D) The Cell will prepare annual reports on the status of cases, preventive measures, and awareness activities conducted.
- E) These reports will be submitted to the University authorities and shared with the UGC or relevant statutory bodies whenever required.



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- F) The Cell will conduct periodic audits and inspections in departments, hostels, and other areas to ensure compliance with anti-discrimination norms.
- G) Any non-compliance or delay in resolving complaints will be recorded and reported to higher authorities for necessary action.
- H) Starex University, Gurugram will implement a feedback mechanism to evaluate the effectiveness of the policy and seek suggestions from students, faculty, and staff.
- I) The ADC will publish an annual summary (without revealing personal details) on the University website to promote accountability and transparency.

## **8. CONFIDENTIAL & FAIR INQUIRY:**

All complaints related to caste-based discrimination shall be investigated **confidentially, impartially, and promptly** by the Anti-Discrimination Cell. The identity of complainants, witnesses, and respondents will be kept strictly confidential to protect their privacy and dignity. The inquiry process will ensure that **no party is prejudged** and both sides are given a fair opportunity to present their case.

## **9. FALSE COMPLAINT SAFEGUARD:**

While the University encourages students and staff to report all genuine incidents, deliberately false or malicious complaints will be treated as misconduct and handled under University disciplinary rules. This ensures a balanced and fair approach to grievance redressal.



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## 10. **PENALTIES FOR VIOLATION:**

- A) Any act of caste-based discrimination shall invite strict disciplinary action as per the University rules and UGC guidelines.
- B) Offending students may face penalties including warning, suspension, expulsion, withholding of results, or cancellation of admission.
- C) Offending faculty or staff members may face penalties such as written warnings, withholding of increments, suspension, demotion, or termination of employment.
- D) If the act involves harassment, assault, or criminal offense, the matter shall be referred to law enforcement authorities as per the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989 and IPC provisions.
- E) Starex University, Gurugram may withdraw hostel accommodation or other privileges of the offender.
- F) In case of repeated offenses, strict punishment such as permanent expulsion or dismissal will be applied.
- G) The University reserves the right to publicly notify the punishment within the institution to maintain transparency (without disclosing sensitive personal details).
- H) Non-reporting or concealing of an incident by any authority or staff member will also invite disciplinary action.
- I) Deliberate false complaints will be dealt with seriously and may lead to disciplinary measures against the complainant.
- J) Starex University, Gurugram will ensure that penalties are proportionate to the gravity of the offense and comply with principles of natural justice.



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## **11. COMMUNITY BUILDING & INCLUSION:**

The University will actively promote peer mentoring, cultural exchange programs, and inclusive activities to encourage unity and mutual respect among students from all backgrounds. These initiatives will focus on creating an inclusive, discrimination-free environment where diversity is celebrated.