



# TRIDENT ACADEMY OF TECHNOLOGY

Ref: TAT/P/119/2025

<b>Name of the policy</b>	<b>Policy to safeguard individuals reporting discrimination</b>	<b>Department responsible</b>	<b>All</b>
		<b>Prepared by</b>	<b>Shitya Ranjan Das</b>
<b>Department</b>	<b>All</b>	<b>Checked by</b>	<b>Dr.D.N.Pattanayak</b>
<b>Effective date</b>	<b>11-4-2018</b>	<b>Approved by</b>	<b>Principal</b>
<b>Review date</b>	<b>14-3-2025</b>		
<b>No. of pages</b>	<b>1</b>		

- Purpose:** The college is committed to foster a work environment where all individuals are treated with respect and dignity. Every individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, it is expected that all relationships among individuals in the office will be businesslike and free of explicit bias, prejudice, and harassment. This policy ensures that all employees can work in an environment free from unlawful harassment, discrimination, and retaliation. All employees should be familiar with these policies and understand that any complaints in violation of these policies will be investigated and resolved appropriately.
- Responsibility Centre:** Principal
- Procedure:**
  - Ensure equal employment opportunities without discrimination or harassment based on race, color, religion, sex, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law.
  - Encourage the reporting of all perceived incidents of discrimination or harassment for prompt and thorough investigation.
  - Prohibit retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
  - Ensure sexual harassment is addressed immediately.
  - Strictly prohibit harassment based on any protected characteristic.
- Conditions:** Nil

ATTESTED

Principal  
Trident Academy of Technology  
Bhubaneswar-751024