



5.6.3 MATERNITY POLICY /Evidence(s)



THE-Impact Ranking


HEI: TRIDENT ACADEMY OF TECHNOLOGY

COUNTRY: INDIA

WEBSITE: <https://tat.ac.in/activities/>

5.6.8 POLICIES PROTECTING THOSE REPORTING

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TRIDENT ACADEMY OF TECHNOLOGY

Ref:

Name of the policy	Anti-discrimination and Equal Employment Opportunity Policy	Department responsible	All
Department	All	Prepared by	Satya Sundar Mishra
Effective Date	11-04-2018	Checked by	Dr. D.N.Pattanayak
Review Date	12-03-2024	Approved by	Principal
No. of pages	05		

I. STATEMENT OF COMMITMENT

1.1. The TRIDENT ACADEMY OF TECHNOLOGY is committed to promoting a workplace that provides equal employment opportunities and is free from all forms of discrimination. The TAT recognize that workplace discrimination is a serious violation of the rights and freedoms of employees and potential employees at a workplace.

1.2. Since discrimination at the workplace of any nature whatsoever, serves to further marginalize those who face discrimination in different spheres of life, owing to caste, class, religion, sexuality, gender identity and disability, amongst others, and can have severe detrimental effects on their mental, physical, and social well-being of the individual. TAT ethically and in action is against such practices.

1.3. The fundamental rights of the Indian Constitution recognize the principle of equality and non-

Plate 1- Anti-Discrimination Policy

Plate 1 - The Anti-Discrimination and Equal Employment Opportunity Committee addresses workplace discrimination complaints, including denial of equal employment opportunities. Comprising a senior employee as Chair, an internal member, and an external anti-discrimination expert, the committee accepts complaints from employees, consultants, and third parties. Complaints can be submitted in writing, anonymously, or by a representative if the complainant is deceased. During investigations, the committee can recommend interim protective measures, like leave or reporting changes, to prevent retaliation. Decisions are made by majority vote, and within seven days, the committee submits its findings to the Chief Manager, promoting a fair and inclusive workplace.

Link- <https://tat.ac.in/wp-content/uploads/2024/11/Anti-discrimination-and-Equal-Employment-Opportunity-Policy.pdf>

DESCRIPTION



Trident Academy of Technology has implemented a robust policy that protects individuals who report discrimination from facing any educational or employment disadvantages. This policy ensures that students and staff can report incidents of discrimination without fear of retaliation or negative consequences. By fostering a safe and supportive environment for reporting, the academy encourages transparency and accountability, promoting a culture of respect and inclusivity. This commitment to protecting whistle-blowers reinforces Trident Academy’s dedication to creating a fair and equitable educational environment for all members of its community.