



## Evidence(s) THE-Impact Ranking



Institute : Trident Academy of Technology  
Country : India  
Web Address : <https://tat.ac.in/>

### **SDG 8: DECENT WORK AND ECONOMIC**

#### **8.2.3 Have a policy on ending discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)**

##### **Description:**

Trident Academy of Technology is firmly committed to maintaining a discrimination-free, inclusive, and equitable workplace, in full alignment with the labour laws of India and Odisha and the institution's own values of fairness, dignity, and equal opportunity. The academy's comprehensive Human Resources Policies, Code of Conduct, and Ethical Guidelines ensure that every employee is treated with respect—irrespective of religion, caste, gender, sexuality, age, nationality, disability, or socioeconomic background.

##### **Clear Anti-Discrimination Policy Framework**

TAT has implemented a robust set of institutional policies designed to prevent and address discrimination across all levels of employment. These policies include:

##### **1. Code of Conduct for All Employees**

A formal document that clearly prohibits discrimination, harassment, offensive behaviour, and bias of any kind.

It promotes dignity, professionalism, and mutual respect across academic and administrative units.

##### **2. Equal Opportunity and Non-Discrimination Policy**

TAT ensures:

- Equal access to recruitment opportunities
- Fair and merit-based selection processes



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- Zero tolerance for discrimination based on religion, gender, sexuality, age, disability, or origin
- Equal opportunities for growth, training, and promotion

### **3. Gender Equality and Anti-Harassment Policy**

The institute enforces gender-sensitive workplace practices and strictly follows the guidelines of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**. The Institutional **Internal Complaints Committee (ICC)** ensures confidentiality, safety, and justice for complainants.

### **4. Anti-Discrimination Cell and Grievance Redressal Committee**

These bodies function actively to:

- Address any form of bias or unfair treatment
- Conduct impartial investigations
- Recommend corrective measures
- Ensure timely resolution of complaints

### **Initiatives that Promote Inclusivity**

Trident Academy of Technology undertakes several proactive measures to strengthen diversity and create a respectful work culture:

- Mandatory sensitization workshops on **gender equity, workplace ethics, and anti-discrimination**



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- Orientation programs for new employees on institutional values and conduct standards
- Support for employees with disabilities through accessible infrastructure
- Fair performance appraisal systems
- Transparent communication and reporting mechanisms
- Non-discriminatory leave, transfer, and work-allocation practices
- Encouragement of a multicultural, inclusive campus community

#### **Impact on Institutional Culture**

TAT's strong stance against discrimination contributes significantly to a healthier and more productive work environment:

Employees feel valued and secure, enabling them to work without fear or bias.

Equality and fairness boost employee motivation and job satisfaction.

These efforts reinforce TAT's position as a responsible, ethical employer committed to human rights and SDG 8 goals.

Strict adherence to national labour laws minimizes legal risks and promotes smooth institutional functioning.

Link: <https://tat.ac.in/wp-content/uploads/2025/11/Anti-discrimination-and-Equal-EmploymentOpportunity-Policy.pdf>



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