



Evidence(s) THE-Impact Ranking



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

SDG 8: DECENT WORK AND ECONOMIC

8.2.4 Does your HEI as a body have a policy commitment against forced labour, modern slavery, human trafficking, and child labour?

Yes, Trident Academy of Technology (TAT) consistently upholds the labour standards mandated by the **AICTE, Government of Odisha, and Government of India**, ensuring the protection, dignity, and welfare of all employees—teaching, non-teaching, contractual, national, and international. The institution is firmly committed to maintaining a fair, ethical, and legally compliant workplace that reflects its core values of responsibility and inclusiveness.

To safeguard employee rights, TAT has established a **dedicated Grievance Redressal Committee** that addresses concerns related to service conditions, workplace behaviour, compensation issues, and administrative disputes. The committee operates transparently and reports directly to the institution's leadership, ensuring timely, impartial, and equitable resolution of grievances. This mechanism reinforces the academy's commitment to justice and accountability.

Trident Academy strictly adheres to crucial national labour protection frameworks, including the **Child Labour (Prohibition and Regulation) Act, 1986**, which prohibits the employment of children in any form of labour. The institution places strong emphasis on protecting children from exploitation and supports their right to education and safe development. Under no circumstances are minors allowed to engage in work or contractual activity on campus, directly or indirectly.

In addition to statutory compliance, TAT implements several internal safeguards such as:

- **Anti-Discrimination Cell** to prevent any bias or unfair practices
- **Internal Complaints Committee (ICC)** for gender-based concerns
- **Equal Opportunity Policy** promoting inclusivity
- **Staff Welfare Committee** supporting professional and personal well-being



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These institutional measures help create a **positive, ethical, and supportive work environment** for all employees.

Descriptions:

Through its strong governance, regulatory compliance, and unwavering respect for labour rights, Trident Academy of Technology sets a high benchmark for educational institutions nationally and internationally. Its commitment to employee welfare and ethical labour practices reflects its leadership in promoting **SDG 8 – Decent Work and Economic Growth** and reinforces its role as a responsible and progressive academic institution.

Policy link-<https://tat.ac.in/wp-content/uploads/2025/11/Anti-Forced-Labor-Modern-Slavery-Human-Trafficking-and-Child-Labor-Policy.pdf>