

THE - Impact Rankings 2026



8.2.3 Employment policy on discrimination

Kalasalingam Academy of Research and Education (KARE) is committed to maintaining a fair, inclusive, and equitable work environment where every employee is treated with dignity and respect. The institution strictly prohibits all forms of discrimination, ensuring that employment decisions are based solely on merit, qualifications, skills, and institutional needs.

KARE's Employment Policy on Discrimination aligns with the Constitution of India, the Equal Remuneration Act, Rights of Persons with Disabilities Act, the POSH Act, and other relevant labour and human rights standards. The institution ensures that all faculty, administrative staff, technical staff, and support personnel are protected against discriminatory practices.

KARE's Commitment to Non-Discrimination

1. Zero Tolerance for Discrimination

KARE prohibits discrimination—direct or indirect—on the basis of:

- Gender / gender identity / gender expression
- Religion, caste, ethnicity, or language
- Marital status or family status
- Age
- Disability or health condition
- Sexual orientation
- Socioeconomic background
- Nationality or place of origin
- Political or cultural beliefs
- Any other status protected by law

All employees must be treated fairly and equitably in all employment-related matters.

2. Fair and Equal Employment Practices

KARE ensures equal opportunity in:

- Recruitment and selection
- Promotion and career progression
- Performance evaluation
- Training and development
- Compensation and benefits
- Allocation of work and responsibilities
- Workplace conditions and treatment

All processes are designed to be transparent and free from bias.

3. Supportive and Inclusive Workplace

KARE fosters a campus environment that:

- Values diversity and inclusiveness
- Encourages mutual respect
- Promotes cultural and social sensitivity
- Provides equal participation opportunities for all employees
- Supports the hiring and inclusion of persons with disabilities (PWD)

4. Anti-Discrimination Committees and Mechanisms

To ensure protection and redressal, KARE has established:

- Equal Opportunity Cell (EOC)
- Internal Complaints Committee (ICC) under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- Grievance Redressal Committee for staff
- SC/ST
 These bodies are responsible for receiving, investigating, and resolving concerns related to discrimination or harassment.

5. Reporting and Grievance Redressal

Employees may report discrimination through:

- HR Department
- Grievance portal / written submission
- Committee chairs (EOC, ICC, GRC)

All complaints will be:

- Treated seriously
- Handled confidentially
- Investigated impartially
- Resolved in a timely manner

No employee will face retaliation for raising a genuine concern.

6. Training and Awareness

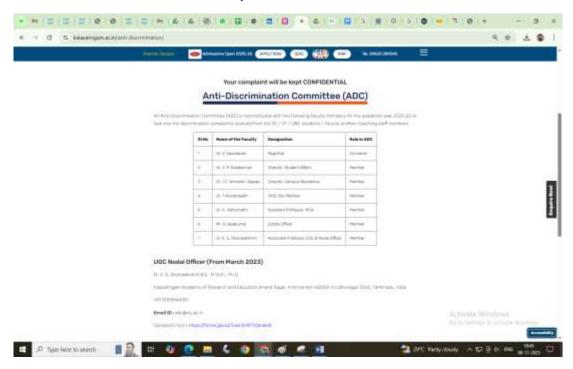
KARE regularly organizes orientation programs and workshops to:

- Promote diversity and inclusion
- Sensitize staff to anti-discrimination laws and policies
- Build a respectful, culturally aware workplace
- Prevent bias, harassment, and discriminatory behaviour

7. Compliance and Review

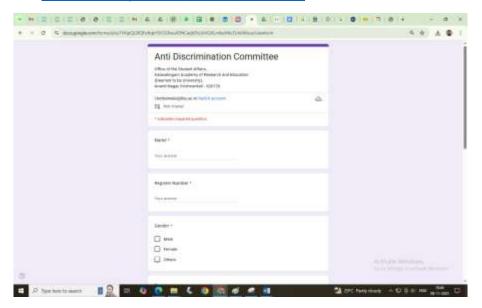
KARE ensures that all employment practices comply with applicable legal standards. The policy is reviewed periodically by HR, IQAC, and relevant committees to ensure its continued effectiveness and alignment with evolving laws and best practices.

Anti-Discrimination Cell Details in University Website

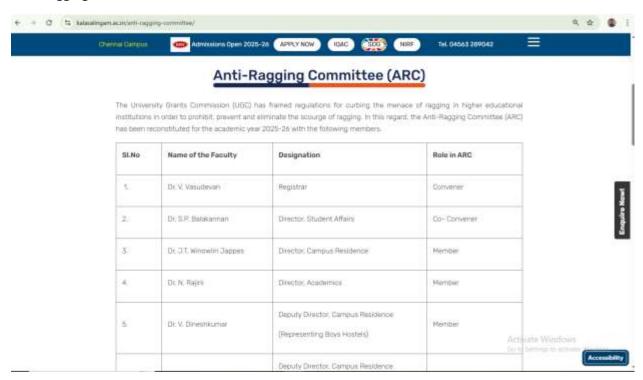




Complaint Form: https://forms.gle/zZ7u6jnSHRTXQmWv8



Anti-Ragging Committee





The Anti-Ragging Committee will meet periodically to discuss the issues to prevent ragging in the University campus and implement the directions of the UGC from time to time in this regard.

UGC Nodal Officer (From March 2023)

Dr. K. S. Dhanalakshmi B.E., M.Tech., Ph.D.

Kalasalingam Academy of Research and Education Anand Nagar, Krishnankoil-626126 Virudhunagar (Dist),

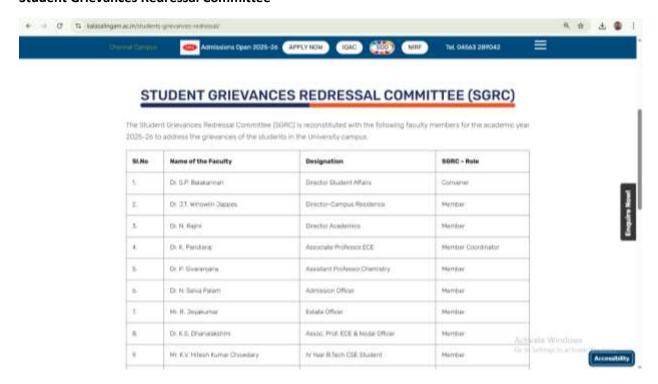
Tamilnadu, India

+91 9003964091

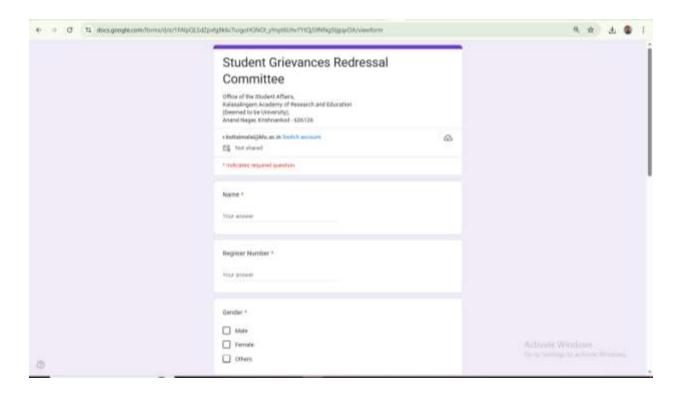
Email ID: antiragging@klu.ac.in

Complaint Form: https://forms.gle/Ypzvarjo12sn8f9TA

Student Grievances Redressal Committee







UGC Nodal Officer (From March 2023)

Dr. K. S. Dhanalakshmi B.E., M.Tech., Ph.D.

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Email ID: sgrc@klu.ac.in

Complaint Form: click Here

Policies available in KARE Website:

Policy of Non-Discrimination for Transgender

https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.2.Non-discrimination-policies-for-transgender.pdf

Policy of Non-Discrimination

https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.1-POILCY-NON-DISCRIMINAITON.pdf

Policy to protect those report discriminations

 $\underline{https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.8-Protecting-those-reporting-discrimination.pdf}$

Students Grievances Redressal Cell

https://www.kalasalingam.ac.in/students-grievances-redressal/

Internal Complaints Committee

https://www.kalasalingam.ac.in/internal-complaints-committee/

Anti-Ragging Committee

https://www.kalasalingam.ac.in/anti-ragging-committee/

Women Empowerment Cell

https://www.kalasalingam.ac.in/women-empowerment-cell/

Policy on Gender Equity and Sensitization

https://kalasalingam.ac.in/wp-content/uploads/docs/Gender%20Equality.pdf

Workforce Employment Practice and Welfare Policy

 $\frac{https://www.kalasalingam.ac.in/wp-content/uploads/2025/11/SDG-Workforce-Employment-Practices-Welfare-Policy.pdf}{}$

Policy Document to Ensure Barrier-Free Environment for Persons with Disability

https://kalasalingam.ac.in/wp-

content/uploads/docs/Policy on Disabled Friendly Barrier Free Environment.pdf

All Policies

https://www.kalasalingam.ac.in/policies/