



## **Anti-Discrimination Policy**

### **ISBR Business School, Bangalore**

#### **1. Purpose**

ISBR Business School is committed to maintaining an environment that is inclusive, respectful, and free from discrimination. This policy affirms our dedication to ensuring that all members of the ISBR community, including students, staff, faculty, and visitors, are treated equitably and with dignity. The policy aims to prevent discrimination based on race, gender, age, religion, sexual orientation, disability, nationality, socioeconomic status, and other protected characteristics.

#### **2. Scope**

This policy applies to all members of the ISBR community, including students, faculty, staff, and visitors, across all programs, activities, and facilities at ISBR Business School. It encompasses recruitment, admissions, employment, classroom settings, campus events, and any school-sponsored activities on and off campus.

#### **3. Policy Statement**

- **Zero Tolerance for Discrimination:** ISBR Business School enforces a strict zero tolerance approach toward any form of discrimination. Actions or behaviors that demean, marginalize, or otherwise negatively impact individuals or groups based on protected characteristics are not permitted and will be met with appropriate disciplinary action.
- **Inclusive and Fair Treatment:** ISBR is committed to fostering an environment where all individuals are treated fairly and inclusively. Our practices, policies, and procedures are designed to ensure that no person experiences discrimination or exclusion within the ISBR community.
- **Complaint and Grievance Procedures:** Any student, faculty, or staff member who believes they have been subject to discrimination can file a formal complaint through the Office of Human Resources or the Diversity and Inclusion Committee. All reports will be addressed promptly, confidentially, and impartially.
- **Awareness and Education:** ISBR will conduct regular workshops, training sessions, and seminars for students, staff, and faculty on topics related to diversity, anti-discrimination, and inclusivity. The aim is to create a community informed about issues of discrimination and equipped to foster a welcoming campus environment.

#### 4. Responsibilities and Accountability

- **Diversity and Inclusion Committee:** This committee is responsible for implementing, reviewing, and updating this policy, as well as overseeing all anti-discrimination initiatives at ISBR.
- **Faculty and Staff:** All faculty and staff members are expected to model respectful behavior, uphold this policy, and foster an inclusive classroom and campus environment.
- **Students:** Students are responsible for treating peers, staff, and faculty with respect and reporting any incidents of discrimination they witness or experience.

#### 5. Reporting and Resolution

Individuals who experience or observe discriminatory behavior are encouraged to report it immediately. ISBR Business School will investigate all complaints in a thorough and timely manner, ensuring that resolution processes are fair and supportive to all parties involved.

#### 6. Confidentiality

ISBR Business School is committed to maintaining confidentiality throughout the investigation and resolution process of any discrimination complaints, respecting the privacy of all parties to the fullest extent possible.

#### 7. Consequences of Policy Violation

Violations of this policy will result in disciplinary action, which may include counseling, suspension, or termination of enrollment/employment, depending on the severity of the infraction.

#### 8. Public Posting

This policy is publicly posted on ISBR Business School's website and made available to all members of the campus community as part of our commitment to transparency and accountability.

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#### Conclusion

The Anti-Discrimination Policy underscores ISBR Business School's commitment to an inclusive, respectful, and equitable community. Through this policy, ISBR aims to foster a culture that embraces diversity and supports each individual in achieving their highest potential in a welcoming and safe environment.

Approved by:

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