



Anti-Harassment Policy

ISBR Business School, Bangalore

1. Purpose

ISBR Business School is committed to creating a safe, respectful, and inclusive environment for all members of our community. This Anti-Harassment Policy aims to prevent and address any form of harassment, ensuring a welcoming campus for students, staff, faculty, and visitors. Harassment in any form, including physical, verbal, or digital, based on gender, race, age, religion, sexual orientation, disability, or other protected characteristics, is strictly prohibited.

2. Scope

This policy applies to all ISBR community members, including students, faculty, staff, contractors, and visitors, across all activities, programs, and facilities at ISBR Business School. It extends to all interactions, whether on-campus or off-campus, online or offline, and during university-sponsored events.

3. Policy Statement

- **Zero Tolerance for Harassment:** ISBR enforces a zero-tolerance approach to any harassment. This includes, but is not limited to, bullying, intimidation, unwanted physical contact, offensive comments, and actions that create a hostile environment.
- **Safe Reporting and Confidentiality:** ISBR encourages individuals to report harassment without fear of retaliation. All reports are handled with utmost confidentiality and investigated thoroughly to protect the privacy of those involved.
- **Education and Awareness:** The Diversity and Inclusion Committee at ISBR will conduct regular training sessions, workshops, and awareness campaigns on harassment prevention, promoting a culture of respect, and educating the community on acceptable behavior.

4. Responsibilities

- **Diversity and Inclusion Committee:** Responsible for policy implementation, review, and oversight, ensuring adherence to anti-harassment standards and procedures.
- **Faculty and Staff:** Expected to uphold this policy by fostering respectful interactions and addressing any observed or reported harassment immediately.
- **Students:** Encouraged to participate in training sessions, model respectful behavior, and report any harassment they experience or witness.

5. Reporting and Investigation Process

Any member of the ISBR community who believes they have been subjected to or have witnessed harassment is encouraged to report the incident to the Office of Human Resources or the Diversity

and Inclusion Committee. Reports can be made anonymously. ISBR is committed to a prompt, impartial, and fair investigation of all complaints, ensuring timely and appropriate action.

6. Confidentiality and non-retaliation

ISBR upholds strict confidentiality throughout the reporting and investigative process. Retaliation against individuals who report harassment in good faith or participate in an investigation is prohibited and will result in disciplinary action.

7. Consequences of Policy Violation

Any person found violating this policy may face disciplinary actions ranging from counseling to suspension or termination of employment/enrollment, depending on the severity of the misconduct.

8. Public Access and Transparency

The Anti-Harassment Policy is publicly posted on the ISBR Business School website, reflecting our commitment to transparency and fostering a safe environment for all.

Conclusion

ISBR Business School's Anti-Harassment Policy upholds a respectful, inclusive, and supportive environment, ensuring every community member can learn and work free from harassment. ISBR stands firmly against any form of harassment, encouraging individuals to contribute to a positive campus culture where everyone feels safe and valued.

Approved by:

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Program Director

ISBR Business School Bangalore

