

EQUAL OPPORTUNITY POLICY

We are dedicated to nurturing an organizational culture that values diversity, equity, and inclusion, ensuring that every individual can flourish and succeed based on their abilities and merits. The Equal Opportunity Policy is resolute in its commitment to eradicating discrimination, harassment, and bias rooted in factors such as race, ethnicity, gender, age, religion, disability, sexual orientation, or any other safeguarded characteristic.

Key Principles:

- **Non-Discrimination:** We strictly prohibit discrimination against any person or group based on safeguarded characteristics, across all facets of employment, encompassing recruitment, hiring, promotion, training, compensation, and termination.
- **Equal Access:** We guarantee parity in access to job opportunities, resources, facilities, and benefits for all students and employees, irrespective of their background or identity.
- **Diversity and Inclusion:** We recognize and celebrate diversity in all its manifestations, acknowledging that diverse viewpoints contribute to innovation, creativity, and organizational success.
- **Confidentiality:** We uphold confidentiality and honour the privacy of individuals who seek assistance or report incidents of discrimination, harassment, or bias.

Complaint Registration Process:

Students and Staff at Surana Evening College, Kengeri (SECK), who believe they have encountered discrimination, harassment, or bias are encouraged to report their concerns to the HOD's and Principal for prompting investigation and appropriate action. After thorough investigation, if a student/Staff is found to have participated in the act, they will face disciplinary action, which may include punishment or automatic expulsion.

To report any violations contact us on 96060 46228 or write to us on grievances@suranaeveningcollege.edu.in