

## ISBR Business School Non-Retaliation Policy for Reporting Discrimination

### Purpose

ISBR Business School is committed to fostering a safe and supportive environment where all individuals can report discrimination, harassment, and bias without fear of retaliation. This policy aims to protect individuals who report discriminatory behavior from any form of disadvantage in their academic or professional standing, ensuring that those who speak out are not subject to negative consequences.

### Scope

This policy applies to all students, faculty, staff, and any other members of ISBR Business School, including those in full-time, part-time, and temporary positions, as well as visitors, contractors, and any individuals who engage with the institution.

### 1. Commitment to Protection Against Retaliation

ISBR Business School strictly prohibits retaliation against any individual who reports discrimination, harassment, or bias in good faith. Retaliation can include, but is not limited to:

- **Academic Disadvantage:** Unfair grading, denial of academic opportunities, or alteration of academic progress.
- **Employment Disadvantage:** Negative performance reviews, denial of promotion, or unjust dismissal.
- **Harassment or Intimidation:** Any form of bullying, isolation, or mistreatment following a report.

### 2. Reporting Discrimination

Individuals who believe they have experienced or witnessed discrimination can report it through various channels:

- **Confidential Reporting:** Reports can be made anonymously or confidentially to designated faculty, staff, or the Student Affairs Office.
- **Grievance Procedures:** Formal grievance procedures are available for those who wish to file a detailed complaint.
- **Support Services:** Counseling and guidance will be provided to those who need assistance navigating the reporting process.

### 3. Prohibition of Retaliation

Any form of retaliation against individuals who report discrimination is strictly prohibited:

- **Zero Tolerance for Retaliation:** ISBR Business School will take immediate and appropriate action against anyone found to have engaged in retaliatory behavior, including disciplinary measures.
- **Monitoring and Investigation:** All claims of retaliation will be thoroughly investigated to ensure fairness and accountability.
- **Confidentiality:** Reports of retaliation will be handled with strict confidentiality, and the identity of individuals involved in investigations will be protected as far as possible.

#### 4. Support for Complainants

ISBR Business School ensures that individuals reporting discrimination receive necessary support during and after the reporting process:

- **Safe and Supportive Environment:** The institution provides a safe space for individuals to report incidents without fear of retribution.
- **Counseling and Mentorship:** Those who report discrimination are offered counseling services and mentorship to help them navigate any potential challenges they may face.
- **Transparency and Updates:** The complainant will be kept informed of the progress and outcome of the investigation, as appropriate.

#### 5. Ensuring Fairness in Outcomes

ISBR Business School ensures that individuals who report discrimination are not subject to unfair academic or professional disadvantage:

- **Academic Integrity:** No changes will be made to academic grades, evaluations, or opportunities based on the fact that an individual has reported discrimination.
- **Workplace Equity:** Employees will not experience job loss, reduced responsibilities, or career setbacks due to their decision to report a concern.

#### 6. Training and Awareness

To foster an environment free from retaliation and discrimination, ISBR Business School will:

- **Ongoing Training:** Conduct regular workshops and training sessions for students, faculty, and staff on recognizing and addressing retaliation and discrimination.
- **Clear Communication:** Make this policy widely available and ensure that all members of the campus community are aware of their rights and protections when reporting discriminatory actions.

## 7. Monitoring and Review

This policy will be reviewed periodically to ensure its effectiveness in protecting individuals who report discrimination. Feedback from the community will be gathered to assess the need for any policy updates or improvements.

## Conclusion

ISBR Business School is committed to providing a safe, fair, and supportive environment for all individuals, where discrimination is addressed promptly, and those who report it are fully protected from retaliation. This policy ensures that individuals can come forward without fear of educational or employment disadvantage, contributing to a culture of inclusivity and respect.

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