

Zero Tolerance against any form of Discrimination

Policy Statement

Jawahar Lal Nehru Government College of Fine Arts Shimla maintains a zero-tolerance stance toward any form of discrimination against minorities or marginalized groups. All students, faculty, staff, and visitors are entitled to an environment free from prejudice, ensuring equal access to education, opportunities, and services.

Scope and Definition

Discrimination includes direct/indirect bias, verbal/physical harassment, unequal treatment, or exclusionary practices targeting minorities (e.g., SC/ST/OBCs, religious minorities, LGBTQ+, women, differently-abled).

Applies campus-wide, including online platforms, events, admissions, and placements.

Prohibited Conduct

Hate speech, slurs, or derogatory content.

Denial of services/resources based on minority status.

Retaliation against complainants lodged by them.

Failure by staff to intervene in discriminatory acts.

Reporting Mechanism

Email/ phone call/ in-person

Internal committee (Diversity Officer + student reps) investigates within 7 days.

Consequences

First violation: Mandatory counseling + warning.

Repeat/severe cases: Suspension, expulsion, or termination; legal action under IPC Sections 153A/509 or SC/ST Act.

Support and Prevention

Annual audits and training will be conducted for all.

Mandatory diversity workshops.

Mentorship for minorities.

Partnerships with NGOs or local SC/ST commissions.