



OFFICE ORDER

Subject: Implementation of Employment Non-Discrimination Policy

In continuation of Kalinga University's commitment to promoting equality, diversity, inclusion, dignity, and fair employment practices, it is hereby ordered that the Kalinga University Employment Non-Discrimination Policy shall be implemented with immediate effect. The University shall ensure that all employment-related processes, including recruitment, selection, appointment, promotion, training, professional development, performance evaluation, remuneration, and other employment-related decisions, are conducted in a fair, transparent, and non-discriminatory manner.

The University shall provide equal opportunities to all eligible candidates and employees without discrimination on the basis of gender, caste, religion, race, ethnicity, disability, age, marital status, or any other legally protected category, subject to applicable eligibility criteria, institutional regulations, and statutory provisions. The Policy aims to establish a workplace environment based on respect, equality, inclusiveness, professionalism, and mutual dignity. The University shall encourage diversity among faculty members, administrative staff, and other employees while ensuring a safe and supportive work environment.

The University shall take appropriate measures to prevent discrimination, harassment, unfair treatment, and exclusion in employment practices. Any concerns or complaints related to discriminatory practices shall be addressed through established institutional grievance redressal mechanisms.

The Registrar, Administration Department, Human Resource Department, Deans, Heads of Departments/Schools, and other concerned authorities shall ensure effective implementation, compliance, and monitoring of this Policy. Necessary awareness and sensitization programmes may be conducted for employees to promote understanding of equal opportunity principles, workplace ethics, diversity, and inclusion. This Office Order shall come into force with immediate effect.



KALINGA UNIVERSITY

Established under Chhattisgarh Private Universities (Establishment and Operation) Act, 2005

Kotni, Near Mantralaya, Naya Raipur, Chhattisgarh, INDIA - 492101
Mob: 9303097043, Email- registrar@kalingauniversity.ac.in

Dr. Sandeep Gandhi

Registrar

KALINGA UNIVERSITY
KOTNI, NEAR MANTRALAYA,
RAIPUR (CHHATTISGARH)

Copy to:

1. Hon'ble Chairman – For Kind Information *for kind info*
2. Hon'ble Chancellor – For Kind Information *for kind info*
3. Hon'ble Vice-Chancellor – For Kind Information *for Asum*
4. Hon'ble Director General – For Kind Information *for Prabhat*
5. DAA & COE – For Information. *Vi*
6. Director IQAC – For Information. *lyuiga*
7. Director CCRC – For Information. *for Prabhat*
8. Director Admission – For Information. *for Prabhat*
9. Deputy Registrar & Head HR – For Information. *for (F)*
10. Chief Proctor – For Information. *for LS*
11. DSW – For Information. *for Prabhat*
12. SDG Cell – For Information. *lyuiga*
13. All Teaching & Non-Teaching Staff – For Information.
14. Research Cell – For Information. *for Prabhat*
15. Administrative Officer & Chief Warden/Hostel Wardens – For Information. *A*
16. Admission Department – For Information. *for Prabhat*
17. University Coordinator – For Information. *Pooja*
18. Transport In-Charge – For Information. *for Prabhat*