



OFFICE ORDER

Subject: Implementation of Policy Against Modern Slavery in Employment

With the objective of promoting decent work, ethical employment practices, and the protection of human rights, Kalinga University hereby implements the Policy Against Modern Slavery in Employment across the University.

The University is committed to ensuring that all employment practices are free from forced labour, bonded labour, human trafficking, child labour, exploitation, and any form of involuntary or coercive employment. All recruitment and employment activities shall be conducted in accordance with applicable labour laws and statutory regulations.

The following provisions shall be observed:

1. **Prohibition of Forced Labour:** No employee shall be subjected to forced, bonded, or compulsory labour, or any form of employment under coercion.
2. **Fair and Voluntary Employment:** Employment shall be based on free consent, transparent recruitment procedures, and mutually understood terms and conditions.
3. **Prevention of Exploitation:** The University shall not tolerate human trafficking, unlawful withholding of wages, identity documents, or other exploitative employment practices.
4. **Equal Treatment and Dignity:** All employees, including contractual and outsourced personnel, shall be treated with dignity and respect, without discrimination or exploitation.
5. **Grievance Redressal:** Employees may report suspected violations through the University's designated grievance-redressal mechanisms. Complaints shall be handled confidentially and appropriately, with protection against retaliation, subject to applicable rules.
6. **Monitoring and Compliance:** The Human Resources Department, in coordination with the concerned administrative authorities and service providers, shall monitor compliance with this policy and take appropriate corrective action wherever required.



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

All Deans, Heads of Departments, administrative officers, faculty members, staff, and concerned service providers are directed to ensure compliance with this policy within their respective areas of responsibility.

This policy shall remain in force from the date of implementation and shall be reviewed periodically to ensure continued compliance with applicable laws and institutional requirements.

This Office Order is issued with the approval of the Competent Authority.

Dr. Sandeep Gandhi

REGISTRAR

KALINGA UNIVERSITY
KOTNI, NEAR MANTRALAYA,
RAIPUR (CHHATTISGARH)

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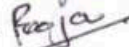
1. Hon'ble Chairman – For Kind Information *for kind info*
2. Hon'ble Chancellor – For Kind Information
3. Hon'ble Vice-Chancellor – For Kind Information *for Accoun*
4. Hon'ble Director General – For Kind Information *for Present*
5. DAA & COE – For Information. *Di*
6. Director IQAC – For Information. *lyings*
7. Director CCRC – For Information. *for Adm*
8. Director Admission – For Information. *for*
9. Deputy Registrar & Head HR – For Information. *for 18*
10. Chief Proctor – For Information. *for 18*
11. DSW – For Information. *for*
12. SDG Cell – For Information. *lyings*
13. All Teaching & Non-Teaching Staff – For Information.
14. Research Cell – For Information *for*



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15. Administrative Officer & Chief Warden/Hostel Wardens – For Information. 
16. Admission Department – For Information. 
17. University Coordinator – For Information. 
18. Transport In-Charge – For Information. 