



**CAREER POINT UNIVERSITY
HAMIRPUR, H.P.**

NON-DISCRIMINATION AND INAPPROPRIATE SEXUAL BEHAVIOR POLICY

Career Point University Hamirpur is committed to fostering a safe and inclusive educational and work environment where all members of the community are treated with respect and dignity. We firmly believe in the principles of non-discrimination, which seek to guarantee that human rights are exercised without discrimination of any kind based on race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status, including disability, age, marital and family status, sexual orientation, gender identity, health status, place of residence, economic and social situation.

Inappropriate sexual behavior, a term encompassing a variety of behaviors that may infringe upon these principles, is strictly prohibited within the Career Point University Hamirpur community. Such behaviors may include but are not limited to sexual conversation or content, comments and jokes of a personal or sexual nature, obscene gesturing, touching or hugging another person without his/her consent, exposing body parts or disrobing without permission, and masturbating in public.

The following policy outlines Career Point University Hamirpur's commitment to maintaining a respectful, inclusive, and non-discriminatory environment and its stance against inappropriate sexual behavior:

1. **Non-Discrimination:** Career Point University Hamirpur prohibits discrimination in any form, whether based on race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status such as disability, age, marital and family status, sexual orientation, gender identity, health status, place of residence, economic and social situation. Discrimination has no place in our community, and all members must adhere to this principle.
2. **Inappropriate Sexual Behavior:** Inappropriate sexual behavior, as defined above, is strictly prohibited within Career Point University Hamirpur. All members of the university community are expected to refrain from engaging in or condoning such behaviors. This prohibition applies to students, faculty, staff, visitors, and any other individuals participating in university-sponsored activities.
3. **Reporting and Resolution:** Career Point University Hamirpur encourages individuals who have experienced or witnessed inappropriate sexual behavior or discrimination to report the incidents to the appropriate university authorities. Reports can be made to the Office of Equity and Inclusion, Human Resources, or any other designated reporting channel.

The university is committed to responding to reports promptly and impartially. Investigations will be conducted, and appropriate action will be taken, which may include disciplinary measures in accordance with university policies and applicable laws.

Registrar
Career Point University
Hamirpur (H.P.) 176041

4. **Confidentiality:** Career Point University Hamirpur is dedicated to respecting the privacy of all individuals involved in the reporting and resolution process. We will make every effort to maintain the confidentiality of those involved, while also ensuring a thorough and fair investigation.
5. **Retaliation Prohibited:** Retaliation against any person who reports inappropriate sexual behavior or discrimination, participates in an investigation, or supports someone in reporting, is strictly prohibited and will be addressed with the same level of seriousness as the initial complaint.
6. **Education and Prevention:** Career Point University Hamirpur is committed to promoting education and prevention programs that raise awareness about non-discrimination and the prevention of inappropriate sexual behavior. These programs will aim to foster a culture of respect and inclusion within the university community.

This Non-Discrimination and Inappropriate Sexual Behavior Policy reflects the values and principles of Career Point University Hamirpur. We are dedicated to providing a safe, inclusive, and non-discriminatory environment for all members of our community. Violations of this policy will not be tolerated, and appropriate measures will be taken to uphold these principles.

This policy will be reviewed periodically to ensure its continued effectiveness and alignment with the principles of non-discrimination and the prevention of inappropriate sexual behavior.

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