



SURANA EDUCATIONAL INSTITUTIONS

ZERO TOLERANCE POLICY

PREAMBLE

By the mandate of Managing Trustee of Surana Educational Institutions, all constituent institutions under GDA Foundation Trust are directly brought under the Zero Tolerance Policy in order to

- a) exterminate detrimental behaviour among students (all present and past students) and employees (all teaching and non-teaching)
- b) enable a self-regulative, automatic punishment mechanism for those who infringe the laid norms of Zero Tolerance Policy

Surana Educational Institutions are Multi-religious, Multi-lingual, Multi-ethnic educational institutions which are committed and promised to deliver unconditional and equal opportunities to all its stakeholders irrespective of Religion, Language, Caste, Creed, Gender and Ethnicity. Surana Educational Institutions firmly and explicitly expresses its intent to uphold the aforementioned equality under its Zero Tolerance Policy.

Surana Educational Institutions bring to the notice of all students, all employees direct or indirect, all officials associate with the constituent institutions in any way, the following issues are brought under Zero Tolerance Policy. Surana Educational Institutions iterates the fact that it reserves the right to maintain a conducive educational and learning eco-system for students and employees. In the event of any student's or employee's traits disrupt the system, appropriate disciplinary action will be initiated to the extent of

- a) removing the concerned employee from the services permanently and
- b) expelling the concerned student permanently from the rolls of the institution

to restore the system and protect the common interest of the system, which also includes referring them to the competent apex bodies such as Police, and other Governmental agencies for initiating punitive actions.

GENERIC ISSUES

Surana Educational Institutions will strictly not tolerate,

1. Misuse, causing sabotage and stealing college property in any form
2. Uncivilized actions such as disrespecting the peers, passing lewd comments, behaving rudely with peers, indecent or offensive behavior
3. Wearing indecent attire
4. Involving in any gang activity and indulge in physical assault
5. Abusing peers verbally and psychologically
6. Abusing peers in social networking platforms
7. Writings about employees and students anonymously through unidentifiable sources
8. Coercive and detrimental relationship between student and teaching/nonteaching employee on the campus and outside the campus
9. Possession and use of any objectionable material in the campus premises
10. Sharing or uploading any form of private pictures, private videos pertaining to employee (teaching/non-teaching) or student using either institutional IT infrastructure or any other sources outside campus
11. Recording videos on campus without explicit written consent from competent authorities

DRUG AND ALCOHOL RELATED ISSUES

Surana Educational Institutions will strictly not tolerate,

1. Possession, carrying or consuming alcohol in the campus and institutions halls of residence
2. Possession, carrying or consuming illegal drugs in the campus and institutions halls of residence
3. Possession, carrying or consuming tobacco in the campus and institutions halls of residence
4. Sale, trafficking, purchase and delivery of illegal drugs in any form

FIREARMS AND WEAPON RELATED ISSUES

Surana Educational Institutions will strictly not tolerate,

1. Possession or firing crackers in the campus premises which causes serious disturbance in academic environment
2. Possession, carrying or using firearms, with or without license inside the campus premises or outside the campus by the employees and students
3. Possession, carrying or using any form of weapons which causes serious physical injuries by the employees and students either inside the campus or outside the campus
4. Illegally indulging in purchasing, transferring or delivering firearms, weapons or any other objectionable material objects by the students and employees

RELIGIOUS AND ETHNICITY RELATED ISSUES

Surana Educational Institutions will strictly not tolerate,

1. Explicit exhibition of professional and personal bias by employees or students
2. Discrimination based upon race or ethnicity
3. Rendering unusual exemptions based on Gender, Creed and Language by the employees or students

GENDER RELATED ISSUES

Surana Educational Institutions will strictly not tolerate,

1. Public propinquity to either gender
2. Unusual public display of any passion towards women
3. Any act pertaining to making disrespectful dialects towards women
4. Any act of unscrupulous behaviour towards women

Any student or employee who is victimized shall immediately bring such incident(s) to the immediate competent authorities who in turn appropriately report to the Empowered Standing Committee on Zero Tolerance for initiating immediate action.

