



Swargiya Kanhai Shukla Samajik Seva Sansthan
“SKSSSS”
Non-Discrimination Policy

Preamble:

WE, THE MEMBERS OF EXECUTIVE COMMITTEE, having solemnly resolved to constitute SKSSSS into an organization based on Principles of Non-Discrimination and Equal Opportunities or any of them and to secure to all its members and beneficiaries:

NON-DISCRIMINATION on the basis of Religion, Race, Caste, Sex, Place of Birth, Decents, Sexual Orientation, Gender Identity, Disability and Age

EQUAL OPPORTUTNITY to its employment, consultancy, advisory services or otherwise without regard for the Discrimination Characteristics relating to compensation, benefits, transfers, leave, layoffs, training, education, and any other assistance.

IN OUR EXECUTIVE COMMITTEE this first day of April, 2022, do HEREBY ADOPT, ENACT AND GIVE TO OURSELVES THIS POLICY.

Sudhir Kumar Shukla
Secretary

Preliminary

1. This Non-Discrimination and Equal Opportunities Policy ("Policy") states the internal policy of the Swargiya Kanhai Shukla Samajik Seva Sansthan ("SKSSSS") with regard to non-discrimination at the workplace and equal opportunities during recruitment.
2. This Policy is internal to SKSSSS and is meant to provide a safe, diverse and comfortable workplace at SKSSSS. This Policy is not legally mandated and, therefore, is not judicially enforceable in India. This Policy is without prejudice to any anti-discrimination provisions of applicable law including, but not restricted to, the provisions of:
 - Article 17 of the Constitution of India;
 - the Protection of Civil Rights Act, 1955,
 - the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989;
 - the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013;
 - Sections 354 and 509 of the Indian Penal Code, 1860; and,
 - the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.

Non-discrimination

1. SKSSSS will not adversely discriminate, and prohibits other adverse discrimination at the workplace or in its area of operation, on the basis of religion, race, caste, sex, place of birth, descent, sexual orientation, gender identity, disability, age or any of them ("**Discrimination Characteristics**"). SKSSSS will not condone any adverse discrimination against any person on its premises, whether that person is in its employment or otherwise.
2. Any person who believes himself or herself to have been subjected to adverse discrimination on the basis of the Discrimination Characteristics is encouraged to bring the matter to the attention of the Diversity Committee of SKSSSS at the earliest practical opportunity. No person will be punished, retaliated against, or limited in employment or other opportunity for exercising SKSSSS anything set out in this Policy, or for filing a complaint, furnishing information for, or participating in an investigation, or any other activity related to the administration of this Policy.
3. Any adverse discrimination or other action or behaviour that constitutes a violation of law will be reported to the police.

Equal Opportunities

1. SKSSSS provides equal opportunities to its employment, consultancy or otherwise without regard for the Discrimination Characteristics. All actions of SKSSSS with regard to its employees, consultants, advisors, interns and staff, including but not limited to those

relating to compensation, benefits, transfers, leave, layoffs, training, education, and assistance, will be made without regard for the Discrimination Characteristics.

2. Notwithstanding anything contained in the previous paragraph, if SKSSSS reasonably believes that its employment, workplace or premises do not adequately represent the balance of diversity of persons who share one or more of the Discrimination Characteristics, it may, with the aim only of redressing that imbalance, take positive discriminatory action in respect of persons who share that aspect, or those aspects, of the Discrimination Characteristics that are sought to be adequately represented.
3. Any person who believes himself or herself to have been subjected to adverse discrimination, or impermissible positive discrimination, on the basis of the Discrimination Characteristics is encouraged to bring the matter to the attention of the Diversity Committee of SKSSSS at the earliest practical opportunity.

Diversity Committee

The Interim Diversity Committee of SKSSSS is comprised of:

1. Sanjeev Kumar
2. Shalni Bharti
3. Gurshabad Grover