



Protection of Reporting Discrimination Policy

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Department	Human Resource Department

Policy Statement:

UIT University is committed to providing an environment that encourages individuals to report any discrimination, harassment, or other violations of our non-discrimination policy without fear of educational or employment disadvantage. This policy ensures that those who report such incidents are protected from retaliation and outlines the procedures for reporting and addressing discrimination concerns.

Principles:

1. **Non-Retaliation:** UIT University strictly prohibits any form of retaliation against individuals who report discrimination, harassment, or related concerns. Retaliation is considered a serious violation of university policy.
2. **Confidential Reporting:** The university provides multiple channels for confidential reporting of discrimination, including designated individuals and online reporting platforms, to protect the privacy and safety of individuals making complaints.
3. **Fair and Timely Resolution:** Reports of discrimination will be thoroughly investigated, and appropriate actions will be taken to address violations. All investigations will be conducted promptly, fairly, and impartially.
4. **Supportive Measures:** The university will provide support and assistance to individuals who report discrimination to ensure their well-being, including access to counseling and academic or employment accommodations, if necessary.
5. **Awareness and Training:** UIT University is committed to educating all members of the university community about this policy, the reporting process, and the importance of non-retaliation.

Responsibilities:

1. **University Administration:** The administration is responsible for creating and implementing policies and procedures that promote the protection of individuals reporting discrimination, harassment, or related violations. They will also oversee compliance with this policy.



2. **Reporting Parties:** Individuals who experience or witness discrimination have a responsibility to report these incidents to the appropriate university authorities.
3. **Confidential Advisors:** The university will appoint confidential advisors who can provide support and guidance to individuals reporting discrimination and ensure their rights are protected.

Confidential Reporting:

UIT University offers multiple channels for confidential reporting of discrimination, including online reporting platforms, designated individuals within the university, and external resources such as ombudspersons or legal services.

Retaliation Complaints:

Individuals who believe they have experienced retaliation after reporting discrimination may submit a complaint. The university will promptly investigate and address retaliation complaints.

Review and Revision:

This policy will be reviewed continuously to ensure its effectiveness in protecting individuals reporting discrimination. Any necessary revisions will be made in consultation with the university community and following legal requirements.

UIT University is dedicated to upholding the principles of this policy, fostering a safe and inclusive environment where individuals are encouraged to report discrimination and harassment confident in their protection from any form of educational or employment disadvantage.