



GRV BUSINESS MANAGEMENT ACADEMY, BENGALURU

Human Rights Protection Cell (HRPC) Policy

GRV Business Management Academy

1. Objective

The Human Rights Protection Cell (HRPC) at GRV Business Management Academy is dedicated to safeguarding and promoting the fundamental human rights of all students, faculty, and staff. The HRPC aims to create an environment that upholds dignity, equality, freedom, and justice for every individual, ensuring that all members of the academy are treated with respect and are aware of their rights.

2. Scope

This policy applies to all members of GRV Business Management Academy, including students, faculty, administrative staff, and visitors. The HRPC will oversee and ensure the protection of human rights within the campus community and work toward resolving issues that affect the fundamental rights of individuals.

3. Core Principles

- **Equality and Non-Discrimination:** Every individual has the right to be treated equally and fairly, regardless of their race, gender, caste, religion, disability, sexual orientation, or any other characteristic protected by law.
- **Freedom and Dignity:** The HRPC is committed to ensuring that all individuals enjoy their fundamental rights, including freedom of expression, freedom from discrimination, and the right to live with dignity.
- **Justice and Accountability:** The HRPC will investigate any violations of human rights within the academy and ensure that appropriate action is taken in a transparent and fair manner.
- **Awareness and Education:** The Cell will educate students, faculty, and staff about human rights principles, the importance of safeguarding rights, and the available mechanisms for addressing violations.

4. Structure of the Human Rights Protection Cell

- The HRPC will be headed by a Chairperson, who will be responsible for the overall management and direction of the Cell's activities.
- The HRPC will include faculty members, administrative staff, legal experts, and student representatives, ensuring a diverse and comprehensive approach to human rights protection.

- The Cell will collaborate with other academy bodies, such as the Equal Opportunity Cell, Women Empowerment Cell, and Student Welfare Cell, to strengthen the human rights protection framework across the institution.

5. Functions of the Human Rights Protection Cell

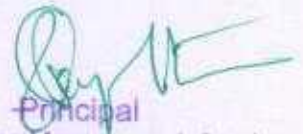
- **Monitoring and Enforcement:** The HRPC will monitor and assess the academy's policies, practices, and environment to ensure they align with human rights standards and promote a respectful and inclusive atmosphere.
- **Complaint Handling and Redressal:** The Cell will establish an accessible and confidential grievance mechanism for individuals to report any human rights violations, including issues of discrimination, harassment, or exploitation.
- **Awareness Programs:** Conduct seminars, workshops, and awareness campaigns on human rights, legal rights, and responsibilities to educate students, faculty, and staff.
- **Support and Counselling:** Provide support and counselling to individuals who feel their human rights have been violated, offering guidance on how to seek redress and providing emotional and legal support when needed.
- **Legal Assistance:** Offer legal advice and assistance to individuals who wish to pursue legal actions in cases of human rights violations, ensuring they are aware of their legal options.

6. Reporting and Complaints Mechanism

- Individuals who believe their human rights have been violated can report the issue to the HRPC through a designated, confidential platform (e.g., online forms, email, or in-person meetings).
- The HRPC will investigate complaints in a timely and impartial manner, ensuring that all allegations are thoroughly examined.
- If a human rights violation is identified, the Cell will take corrective actions, including disciplinary measures, awareness programs, and recommendations for policy changes if necessary.

7. Code of Conduct

- All members of GRV Business Management Academy are expected to uphold the principles of respect, dignity, and equality as fundamental to human rights.
- Any form of harassment, discrimination, or exploitation will not be tolerated and will be subject to disciplinary action.
- The academy encourages individuals to speak up if they witness or experience any violation of human rights, fostering a culture of accountability.



Principal
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