

Dr. D.Y. Patil Pratishthan's

DR. D.Y. PATIL INSTITUTE OF ENGINEERING, MANAGEMENT & RESEARCH

**Sector No. 29, Nigdi Pradhikaran
Akurdi, Pune – 411 044**



GENERAL POLICY

GENERAL POLICY**a) Policy for Physically Handicapped People:**

At DYPIEMR, Akurdi we prohibit any act of discrimination against any applicant or employee in selection, promotion, demotion, discharge or any other aspects of employment on the basis of that person's disability. If any person is qualified and able to perform the "essential functions" of the job with "reasonable accommodation he/she is treated equally with other employees

b) Equal Employment Opportunity:

At DYPIEMR we are committed to give equal opportunity to all employees and applicants for employment without regard to religion, race, creed, caste, color, sex, disability, and age. The policy is applicable to all posts, initial employment, promotion, compensation, and termination.


c) Drug, Alcohol and Tobacco Free Workplace:

Manufacturing, distribution, possession or use of illegal drugs, alcohol or Tobacco by employees of the Institute is prohibited as per the Institute's policy. Smoking on campus is strictly prohibited. Disciplinary action shall be initiated against the employee who violates the policy.

d) Sexual Harassment:

Sexual harassment of employees or students at the Institute is strictly prohibited and student / staff involved in such acts dismissed or other disciplinary action is taken. Internal Complaints Committee is constituted in the Institute to deal with such cases.




Dr. M.S. A.V. Patil
PRINCIPAL
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