

**CHITKARA UNIVERSITY POLICY ON  
PROTECTING WORKER RIGHTS IN  
OUTSOURCING CONTRACTS  
(Version 2.0)**

(Approved in the 25th Governing Body Meeting Vide Agenda Item GB 25.27,  
Dated 29 February, 2024)



**Chandigarh Patiala National Highway (NH-7),  
Village- Jhansla, Rajpura, Punjab- 140401**

## **Chitkara University Policy on Protecting Worker Rights in Outsourcing Contracts**

1. Chitkara University will only engage third-party contractors and service providers who have a demonstrated commitment to treating their employees fairly and in accordance with all applicable laws and regulations.
2. Chitkara University will require third-party contractors and service providers to provide their employees with the same basic rights and benefits as Chitkara University employees, including:
  - A safe and healthy working environment
  - Fair wages and overtime pay
  - Freedom of association and collective bargaining
  - Non-discrimination in hiring, promotion, and termination of employment
  - Access to training and development opportunities
3. Chitkara University will monitor the performance of third-party contractors and service providers to ensure that they are complying with this policy. If a third-party contractor or service provider is found to be in violation of this policy, Chitkara University will take appropriate action, up to and including termination of the contract.
4. Chitkara University will provide its employees with information about this policy and how to report violations of this policy.

### **Enforcement**

This policy will be enforced by the Human Resources Department of Chitkara University. Any employee who believes that their rights have been violated under this policy should report the violation to the Human Resources Department. The Human Resources Department will investigate all reported violations and take appropriate action.

### **Effective Date**

This policy is effective immediately from June, 2019.



**CHITKARA UNIVERSITY, PUNJAB CAMPUS**  
Chandigarh-Patiala National Highway (NH-7)  
Village – Jansla, Tehsil – Rajpura,  
District – Patiala, Punjab – 140401

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