

Policy on Institutional Initiative in Providing Inclusive Environment	Policy No: 23 Last reviewed: 2022 Issue: 1 Pages : 1-4
Policy	<p>This policy conveys the university's commitment to:</p> <ul style="list-style-type: none"> • The principles of diversity, equality, and human dignity • The values of fairness and equitable treatment, inclusiveness, respect, collegiality, and integrity, honesty, and ethical behavior • The importance of a sense of belonging • The importance of seeking balance between inclusive practices and healthy academic discourse • Nondiscrimination based on gender and psychosocial profile • Diversity as one of the foundations of excellence in teaching and learning, engagement, research, and discovery • Merit based student admission • Celebration of all religious festivals
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Reviewed by	Dr. A Ravi, Senior Coordinator, IQAC
Approved by	Vice Chancellor
Date Reviewed	25/05/2022
Date of next review	24/05/2025
Purpose	To reaffirm our commitment to equity, diversity, and inclusion. To create and nurture a diverse and inclusive university community (defined under "Scope of this Policy" below) that encompasses our legal, moral, and ethical responsibilities.

Scope	<p>This policy applies to all members of the university community, including students, researchers, post-doctoral fellows, staff, faculty, institutional leadership, members of governing bodies, all persons participating in university businesses or activities (e.g., visitor, service provider, contractor, volunteer). No discrimination is shown for women, marginalized community or transgenders in the university.</p> <p>It is recognized that the university has other policies in place that may relate to equity, diversity, inclusion, and belonging. This policy is intended to complement and build on our existing policy frameworks. This policy should be used and read in conjunction with other such policies and corresponding procedures. Some key policies include:</p> <ol style="list-style-type: none"> 1. Discrimination and Harassment Prevention Policy 2. Regulations on Student Academic Misconduct 3. Standard of Student Conduct in Non-academic Matters
Responsibilities	<p>All members of the university community share the responsibility for creating a supportive and inclusive environment. The university community is accountable to:</p> <ul style="list-style-type: none"> • Foster a culture that embraces equity, diversity, inclusion, and belonging across all gender and psychosocial profile • Acknowledge and address the biases, underlying beliefs and values, assumptions, and stereotypes that inhibit opportunity in work and learning environments. • Welcome, embrace, and foster positive, informed and inclusive attitudes towards each other. • Provide environments that are free of discrimination and harassment, and inclusive of all individuals. • Ensure the inclusion of perspectives and voices of underrepresented groups in decision-making. <p>College and Units are accountable to:</p> <ul style="list-style-type: none"> • Critically review college/unit structures, systems, procedures, and processes to address disadvantage and underrepresentation. • Develop research, curriculum, and practices that support equity,





diversity, inclusion, and belonging and have a positive impact in the broader community.

- Critically review college/unit sanctioned documents, publications, and other works to ensure the use of inclusive and non-discriminatory language and images that reflect social and cultural diversity.
- The Authorities of the institute protect the whistle blowers. Strict confidentiality will be maintained including complaints raised by women by the organization
- Provide physical and virtual environments that are accessible, including but not limited to the equipment and resources within them.
- Create and sustain a welcoming environment in their college/unit that reflects social and cultural diversity through signage, art, ceremonial spaces, language, and inclusive cultural practices and protocols.

Institutional Leadership are accountable to:

- Model the way for the university by demonstrating commitment and action toward a more equitable, diverse, and inclusive community.
- Critically review institutional structures, systems, policies and procedures, and processes to address disadvantage and underrepresentation.
- Critically review university sanctioned documents, publications, and other works to ensure the use of inclusive and non-discriminatory language and images that reflect social and cultural diversity.
- Provide physical and virtual environments that are accessible, including but not limited to the equipment and resources within them.
- Create and sustain a welcoming environment in common spaces that reflects social and cultural diversity through signage, art, ceremonial spaces, language, and inclusive cultural practices and protocols.

Frequency	Once in 3 years
Time	3 years
Related/Supportive Documents	Prevention of Sexual Harassment Committee/Policy Anti-ragging Policy
Custodian	Registrar

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