EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

1. Preamble

The University is committed to fostering an inclusive, respectful, and equitable environment for all members of its academic and administrative community. This Equality, Diversity, and Inclusion (EDI) Policy establishes the framework to promote fairness, eliminate discrimination, and ensure equal opportunities for all individuals associated with the institution.

2. Objective

The objectives of this policy are to:

- Promote equality of opportunity in all institutional activities
- Foster a culture of respect, dignity, and inclusion
- Prevent discrimination, harassment, and victimization
- Ensure compliance with applicable legal and regulatory requirements
- Support diversity across the University community

3. Scope

This policy applies to all stakeholders, including:

- Students
- Faculty members
- Administrative and support staff
- Visitors, contractors, and service providers

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4. Policy Statement

The University strictly prohibits discrimination on the basis of age, gender, disability, race, religion, sexual orientation, pregnancy, maternity, or any other protected characteristic. All individuals shall be treated with fairness, dignity, and respect.

5. Key Principles

5.1 Equality

The University ensures equal access to education, employment, facilities, and opportunities without discrimination.

5.2 Diversity

The University values diversity and recognizes the strength that differences in background, experience, and perspectives bring to the institution.

5.3 Inclusion

The University promotes an inclusive culture where all individuals feel valued, respected, and able to participate fully.

5.4 Zero Tolerance for Discrimination and Harassment: The University will have a zero-tolerance policy towards any form of discrimination, harassment, or bullying. Appropriate mechanisms for reporting and addressing such incidents will be put in place.

5.5 Diverse Representation: The University will strive to ensure diverse representation in decision-making bodies, committees, and leadership positions.

6. Protected Characteristics

The policy covers, but is not limited to, the following characteristics:

- Age
- Gender and gender identity
- Disability
- Race and ethnicity
- Religion or belief
- Sexual orientation

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7. Institutional Commitments

7.1 Non-Discrimination

The University shall not tolerate any form of discrimination, harassment, or victimization.

7.2 Gender Equality

The University ensures gender equity and maintains mechanisms such as Internal Complaints Committees (ICC) to address sexual harassment and gender-based discrimination.

7.3 Disability Inclusion

The University provides accessible infrastructure, assistive technologies, and academic support to persons with disabilities.

7.4 Religious and Cultural Respect

The University respects all religions and cultural practices and ensures an environment of harmony and mutual respect.

7.5 Support for Pregnancy and Maternity

Appropriate provisions are made for maternity leave, flexible arrangements, and support for pregnant employees and students.

7.6 LGBTQ+ Inclusion

The University respects individuals of all sexual orientations and gender identities and ensures a safe and inclusive environment.

8. Implementation Mechanisms

- Establishment of EDI Committee
- Internal Complaints Committee (ICC)
- Grievance Redressal Cell
- Disability Support Services
- Regular training and awareness programs

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9. Roles and Responsibilities

9.1 Management

Ensure policy implementation, monitoring, and compliance.

9.2 Faculty and Staff

Promote inclusive practices and uphold the principles of this policy.

9.3 Students

Respect diversity and adhere to institutional values.

10. Grievance Redressal

The University provides has an equal opportunity cell which operates in implementing equity, diversity and inclusion at the campus.

11. Training and Awareness

Regular training, workshops, and sensitization programs shall be conducted to promote awareness of EDI principles and practices.

12. Monitoring and Review

The policy shall be periodically reviewed and updated to ensure effectiveness and alignment with legal and institutional requirements.

13. Compliance

Non-compliance with this policy may result in disciplinary action as per institutional rules and regulations.

14. Conclusion

The University is committed to creating a fair, inclusive, and respectful environment that values diversity and ensures equal opportunities for all.

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15 Equal Opportunity Cell Committee

PROCEEDINGS OF THE REGISTRAR, VISTAS, DATED 15-07-2024

Sub: Equal Opportunity Cell – Orders issued – Regarding.

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I am by direction to inform that the Equal Opportunity Cell is reconstituted for the AY: 2024 – 2025 with the following Members.

S.No.	Name	Designation
Chairperson		
1	Dr. Jayashree Krishnan	Director, School of Management Studies & Commerce
MEMBERS		
2	Dr.N.K.Udhaya Prakash	Professor Department of Biotechnology
3	Dr.V.S. Shai Sundaram	Assistant Professor Department of Automobile Engineering Liaison Officer
4	Dr. G. Rajini	Professor Department of MBA In-charge of Internal Complaint Committee (ICC)
5	Dr. K. Kalaivani	Associate Professor & Head Department of Computer Science and Engineering Director of IQAC
6	Dr. V. Andal	Associate Professor Department of Commerce (A&F) Women representative
7	Ms.Pavithra	I Year – MBA LSCM Students Representative
8	Mr.V.Jayakumar	Assistant Registrar Academics

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