



**Policy on Building an Inclusive Community:
Promoting Diversity and Equity**



2021



Building an Inclusive Community: Promoting Diversity and Equity

To promote diversity and equity among all students and employees, it is critical to create an inclusive community. It entails establishing an environment in which everyone, regardless of origin or identity, feels appreciated, respected, and supported. This can be accomplished by actively seeking out and listening to other points of view, establishing chances for diverse voices to be heard and represented, and ensuring that policies and practices are fair and equitable for all members of the community. An inclusive community stimulates innovation, creativity, and cooperation by fostering diversity and equity, resulting in a more dynamic and thriving community for all.

The policy's scope is centered on providing a diverse and inclusive learning environment that promotes the achievement and well-being of all students, professors, and staff. The policy seeks to address issues of discrimination, bigotry, and exclusion that might harm the university community. It also aims to foster an inclusive culture that recognizes and respects diversity in all its manifestations while also providing opportunity for underrepresented groups to succeed.

The scope of the policy for university includes a range of areas such as:

- **Admissions:** The policy would strive to guarantee that the university's admissions processes are fair, transparent, and free of prejudice, as well as that the university actively recruits a diverse student body.
- **Curriculum:** The policy would address the need for an inclusive curriculum that recognizes and incorporates many viewpoints, histories, and cultures, while also encouraging critical thinking and understanding.
- **Hiring and Promotion:** The policy would encourage hiring and promotion practices that are fair and equitable to enhance diversity, equity, and inclusion.
- **Student Support Services:** The policy would ensure that all students, especially those from underrepresented groups, have access to the university's student support services.
- **Campus atmosphere:** The policy would attempt to foster a friendly and inclusive campus atmosphere that promotes the well-being and success of all university community members.

In accordance with the UGC Regulations, Shoolini University has made a concerted effort to enhance the participation of socially challenged, culturally excluded, and historically marginalized or subordinated individuals in higher education. This includes individuals from Scheduled Castes (SCs), Scheduled Tribes (STs), Minorities, Other Backward Classes (OBCs), physically challenged individuals or Persons with Disabilities (as defined in the PWD Act, 1995), and Women.

In addition, Shoolini University recognizes the importance of promoting diversity and inclusion for the trans-sexual and LGBTQI community, given that institutions of higher education in Himachal Pradesh have begun to welcome trans-gender students. As such, Shoolini University is committed to developing a policy initiative that incorporates the needs and concerns of the trans-sexual and LGBTQI community, along with its existing efforts to promote inclusivity and equity in higher education.

Policy Objectives:

- 1) To promote the benefits of a diverse and inclusive system through the integration of diversity, access, inclusion, and equity strategies, activities, and procedures in the University's core operations.
- 2) To make everyone feel valued and respected, regardless of their background.
- 3) To guide the institution in the successful adoption of a shared policy to drive organizational success and outcomes.
- 4) To support the university's basic values of diversity, inclusion, and equity
- 5) To provide a baseline and not intended to replace comprehensive Diversity and Inclusion strategic plans on the Shoolini University Campuses.
- 6) To foster an environment of inclusiveness.
- 7) To employ best practices to attract diverse students, faculty, staff, and administrative leaders.
- 8) To ensure that services are in place to support the retention of a diverse campus.
- 9) To improve the retention of diverse staff and administrators.

Redressal Mechanism:

The Committee shall consist of the following members, who shall be appointed by the Vice-Chancellor as under, namely:

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| i. Dean Academic Affairs | -Chairperson |
| ii. Dean Student Welfare | -Member Secretary |
| iii. Deans of the Faculties | -Member |
| iv. Director Operations | -Member |
| v. Chief Warden | -Member |
| vi. Two Student Representatives (Male & Female) | -Member |

1. The Committee shall be need based.
2. Quorum shall be seven members present in person.
3. The Chairperson shall preside over the meeting.
4. In the absence of the Chairperson, the second senior faculty member shall preside over the meeting.
5. The Chairperson may upon the request/complaint of any aggrieved individual call a meeting on a date not later than five days after the receipt of such requisition/complaint.
6. All decisions in the meeting will be taken through mutual consent from the members of the Committee present in the meeting.
7. In the case of any disagreement among the members regarding any decision, Chairperson of the Committee shall hold the authority to take the final decision and her decision would be considered as final.
8. The committee is NOT to act as moral police; neither will it intrude on anyone's privacy. The role of the Committee is to create awareness about inclusivity and non-discrimination and to deal with and recommend punishment for non-consensual acts of Discrimination. Members are expected to be sensitive to the issue and not let personal biases and prejudices which affect their functioning as members of the committee.

9. The Committee will receive complaints from the affected student and staff in terms of discrimination of caste, creed, religion, language, ethnicity, gender, tolerance and harmony towards cultural, regional, linguistic, communal, and disability and conduct a proper inquiry within a week of the complaints received, and submit a detailed report to the Registrar for suitable action.

Measures against discrimination: -

- 1) University will take appropriate measures to-
 - a) Safeguard the interests of the students without any prejudice to their caste, marriage & civil partnership, refugee & asylum seekers, pregnancy and maternity creed, age, religion, language, ethnicity, gender and disability.
 - b) Eliminate discrimination against or harassment of any student in all forms in higher education by prohibiting it and by providing for preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.
 - c) Promote equality among students of all sections of the society.
- 2) Without prejudice to the directives or instructions of the Central Government or the State Governments issued from time to time in respect of treatment of students belonging to Scheduled Castes or the Scheduled Tribes, no higher educational institution shall discriminate a student belonging to the Scheduled Caste and Scheduled Tribes categories, or allow or condone any constituent of the higher educational institution to discriminate such a student or group of such students, and take the following measures namely
 - a) The University or constituent of institution shall not discriminate against students belonging to the Scheduled Castes and the Scheduled Tribes in admissions.
 - i) By breach of the policy of reservation in admissions as may be applicable
 - ii) In accepting application for admission of such students.
 - iii) In the way in which an application is processed.
 - iv) In the arrangements made for, or the criteria used in deciding who should be offered admission as a student.
 - v) Not to compel any student to pay any fee or fees in respect of any course or programme of study which he/she does not intend to pursue.
 - vi) By demanding money in excess of the specified in the declared admission policy.
 - vii) By denying or limiting access to any benefit arising from such enrolment provided by the higher educational institution.
 - viii) By treating unfavorably in any way in connection with the student's enrolment to a specific standard of class or area of study, training or instruction.
 - (b) Shoolini University prohibits all persons and authorities of the higher educational institutions from harassing or victimizing any student.
 - i) By announcing, verbally or otherwise, in the class, the names of the castes, tribes, religion or region of the students
 - ii) By labeling students as reserved category in the class
 - iii) By passing derogatory remarks indicating caste, social, regional, racial or religious background as reason of under-performance in the class
 - iv) By allotting differential time to any student to meet faculty as compared to other students
 - v) By keeping any student idle in the laboratory and not allowing him/her to work even if he/she is allowed to enter

- vi) By earmarking separate seats to any student or a group of students in the reading hall
 - vii) By following differential treatment to any student regarding issue of books or journals or magazines, etc.
 - viii) By treating any student or section of students separately in utilizing the sports facilities on the basis of their caste, creed, region or religion.
- (c) Shoolini University or any of its body shall not discriminate or allow discrimination in evaluation on the basis of caste, creed, religion, language, ethnicity, gender and disability.
- (i) By not properly evaluating and re-evaluating examination papers of such students and by giving them less marks.
 - (ii) By delaying declaration of results of any student or section of students.
 - (iii) By not giving full information about the fellowships related matters.
 - (iv) By withholding or stopping the fellowships meant for students.
 - (d) Shoolini University will ensure that no student or section of students is discriminated on the basis of caste, creed, religion, language, ethnicity, gender and disability against.
 - (i) By segregating such students from others in hostel or mess or reading room or common room or playground or canteen and any other student amenities including drinking water facilities, etc.
 - (ii) By indulging in acts of ragging specifically targeted against such students.
 - (iii) By doing any thing which disrupts or disturbs the regular activities of such students.
 - (iv) By any act of financial extortion or forceful expenditure put on such students.
 - (v) By not allowing such students to participate in the cultural programme or the sports events.
 - (e) University will promote equality among all sections of the students without prejudice to their belonging to any social group and for this purpose it shall establish an Equal Opportunity Cell and appoint an Anti- Discrimination Officer who shall not be below the rank of an Associate Professor.
 - (f) University will prohibit any conduct by any person or group of persons in the institution, whether by words spoken or written or by any act which has the effect of ragging on students.
 - (g) University will prescribe the procedures and mechanism, within a period of six months of coming into force of these regulations, to deal with and decide any complaint of discrimination, made or submitted by any student or group of students and it shall be obligatory on the part of Shoolini University to decide such complaints within a maximum period of thirty days from the date of receipt or submission of such complaints.
 - (h) University will take steps to educate the educational fraternity and public and raise public awareness on the importance of equality and overcoming any form of caste-based discrimination and harassment against students belonging to the marginalized sections, including SC/ST students of the society in Shoolini University.
 - (i) University will ensure the strict implementation of all constitutional provisions and protective measures in respect of students belonging to SC/ST categories.
 - (j) University will upload on its website this policy for the elimination of discrimination and punishments for breaching them and the university shall also upload relevant public awareness material for prevention of discrimination against and harassment of any section of the student.


Registrar