

**TERI University Policy on Equality, Diversity and Inclusion, 2015****Preamble**

1. The TERI University is committed to being inclusive, as a diverse population of students, faculty and staff from different religions, castes, cultures, physical abilities and country, are its greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all the activities of the University. The TERI University commits to facilitate an environment of non-discrimination as envisaged under the Constitution of India and various laws passed by the Parliament aimed at eliminating discrimination.

**Scope**

2. This policy will be called “Policy on Equality, Diversity and Inclusion,2015” and shall be applicable to the faculty, students, staff, potential employees, service users, contract workers, volunteers, visitors, as well as Board of Management and the Academic Council. The University is committed to a zero tolerance policy in relation to discrimination on the basis of race, caste, ethnicity, accent, nationality, gender, marital status, disability, religion or belief, sexual orientation, age or any other irrelevant factor. This policy and procedure applies equally to all aspects of the activity including recruitment & selection, promotion, the teaching/learning process, dignity at work, grievances, sickness & absence, conduct, terms & condition of service and reasons for termination, student selection process, admission process, the evaluation process, the grading process and any other student centric processes at the University.

**Definition – Equality, Diversity and Inclusion**

3. Equality, Diversity and Inclusion include any one or more of the following:-
- (a) **Equality** is about creating a fairer community where everyone can participate and has the same opportunity to fulfil their potential.
  - (b) **Diversity** acknowledges and values the full range of differences between people both in the University and in wider society.
  - (c) **Inclusion** refers to an individual’s experience within the University and the extent to which they feel valued and included.

**Equality Advisory Committee (EAC)**

4. (a) Members : The Vice Chancellor shall constitute an Equality Advisory Committee (EAC) comprising of the following:
- (i) Dean Academic – Presiding Officer
  - (ii) One member from faculty and one student member from minority/disadvantaged group (Gender Champion, to be selected by Presiding Officer) on rotation basis every two years (on 01 August of the academic year).
  - (iii) One international student – Member
  - (iv) Additional General Manager (admin services), Member Secretary
- (b) Any office bearer of the EAC would be removed by the Vice Chancellor in the following circumstances:-
- (i) If an inquiry against the office bearer is initiated.

- (ii) If the office bearer is convicted for any offence.
- (iii) On dismissal/resignation/withdrawal of the office bearer from the TERI University.
- (c) The EAC shall meet at least once in every four months and function from the office or the Presiding Officer.
- (d) Complaint: Any member of TERI University who feels unfairly treated or subjected to direct or indirect discrimination can raise the matter through the EAC. There will be no victimisation of any employee or student for making or supporting or assisting a complaint of harassment, bullying or discrimination, even if the complaint is not upheld. However, if a complaint is shown to be untrue and has been brought in bad faith (e.g. maliciously or as an act of spite) disciplinary action will be taken in accordance with the terms & conditions of the policy. All complaints of bullying and harassment will be treated seriously and shall be investigated for appropriate action.
- (e) Roles and Responsibilities of EAC:-
  - (i) Consult with the University administration to promote and champion equality, diversity and inclusion and prevent unlawful discrimination within the premises of the TERI University.
  - (ii) Ensure commitment of the TERI University to equality, diversity and inclusion is communicated to all faculty/employees/students fairly and responsibly.
  - (iii) Ensure that all members of the TERI University share responsibility for promoting equality, diversity and inclusion and ensure that this policy is implemented in practice.
  - (iv) Create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationship among the students coming from various social backgrounds.
  - (v) Make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.
  - (vi) Create awareness about equality and deal with breaches of this policy and recommend suitable action on the same.
  - (vii) Oversee/monitor various welfare schemes/programmes sponsored by the Government of India/State Government, UGC or any agency/organisation as well as those devised by the college/affiliating university for the disadvantaged groups for their effective implementation.
  - (viii) Recommend cases of serious nature to Grievance redressal.
  - (ix) Record and report to the Vice Chancellor (through the Admin Office) all instances of discrimination categorised as an offence under any law present by State following established procedures and guidelines.

**All Members of the TERI University**

**5. Shall :-**

- (a) Lead by example and champion equality, diversity and inclusion across the University and externally.
- (b) Treat people in accordance with the vision and values of this Policy. Be aware of their responsibilities and report inappropriate behavior (s) and raise any incident(s) that breach the dignity at work.
- (c) Familiarise with this Policy and procedures and ensure that practices are consistent with its content and legislation.
- (d) Be responsible and foster good relations with all.

**Administrative Section**

**6. Shall :-**

- (a) Ensure that the Equality, Diversity and Inclusion Policy and procedures are updated.
- (b) Make available Equality Monitoring Reports (EMR) from the EAC once in an academic year, which will be used to identify any potential barriers in relation to campus environment, admission, recruitment, selection, education and learning and career development.
- (c) Ensure that all University policies and procedures are equality impact assessed.

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