



Chhatrapati Shahu Ji Maharaj University Kanpur

Equality, Diversity and Inclusiveness Policy


REGISTRAR
Chhatrapati Shahu Ji Maharaj University,
Kanpur

Equality, Diversity, and Inclusiveness Policy

At Chhatrapati Shahu Ji Maharaj University, Kanpur, we are committed to fostering an environment where equality, diversity, and inclusiveness are valued and celebrated. We believe that everyone, regardless of age, gender or gender reassignment, disability, race, religion or belief, sexual orientation, marriage and civil partnership, refugee and asylum seeker status, pregnancy and maternity, or any other characteristic, should be treated with dignity and respect.

Principles:

Equality: We strive to create a culture where all members of our community have equal opportunities to thrive academically, professionally, and personally. Discrimination and harassment based on any protected characteristic are not tolerated.

Diversity: We recognize and celebrate the diverse backgrounds, perspectives, and experiences that each individual brings to our university community. We believe that diversity enriches our learning and research environment and contributes to our collective success.

Inclusiveness: We are committed to creating an inclusive environment where every member feels valued, respected, and supported. We actively promote inclusiveness through our policies, practices, and initiatives.

Key Commitments:

Promoting Equal Opportunities: We will ensure that all our policies, procedures, and practices promote equal opportunities for everyone, regardless of their background or characteristics.

Preventing Discrimination and Harassment: We will take proactive measures to prevent discrimination and harassment based on any protected characteristic. Any incidents of discrimination or harassment will be promptly investigated and appropriate action will be taken.

Providing Support and Accommodation: We will provide support and reasonable accommodations to ensure that all members of our community can fully participate in university life, including academic activities, events, and facilities.

Educating and Raising Awareness: We will provide education and training to raise awareness about equality, diversity, and inclusiveness and to promote understanding and respect for differences.


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Monitoring and Reviewing Progress: We will regularly monitor and review our progress in achieving our equality, diversity, and inclusiveness goals, and we will take corrective action where necessary.

Responsibilities:

University Leadership: The university leadership is responsible for setting the strategic direction and priorities for equality, diversity, and inclusiveness and for ensuring that these principles are integrated into all aspects of university life.

Managers and Supervisors: Deans, Directors, Heads and Incharges are responsible for promoting equality, diversity, and inclusiveness within their areas of responsibility and for addressing any concerns or issues that arise.

All Members of the University Community: All members of the university community, including students, faculty, staff, and visitors, are expected to uphold the principles of equality, diversity, and inclusiveness and to contribute to creating a welcoming and inclusive environment for everyone.

Key Areas of Focus:

Age: We will promote an age-inclusive environment, ensuring that individuals of all age groups are treated fairly and have access to opportunities for learning, growth, and employment.

Gender: We are committed to gender equality and will strive to eliminate gender bias, ensuring that individuals of all genders have equal opportunities and representation.

Disability: We will make efforts to create a barrier-free environment, providing reasonable accommodations to support individuals with disabilities in their academic pursuits and work-related activities.

Race and Ethnicity: We will celebrate the diversity of cultures and backgrounds represented within our university, fostering a climate of respect and appreciation for individuals of all races and ethnicities.

Religion: We respect the religious beliefs and practices of all members of our university community, ensuring that religious diversity is acknowledged and accommodated.

Sexual Orientation: We are dedicated to creating a safe and supportive environment for individuals of all sexual orientations and gender identities, promoting acceptance and understanding.


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Marriage & Civil Partnership: We recognize and value all forms of partnership and will treat individuals in such unions equally and respectfully.

Pregnancy & Maternity: We will support and accommodate individuals experiencing pregnancy and maternity, ensuring that they have equal opportunities to excel in their studies and careers.

Implementation:

This policy will be implemented through a combination of awareness-raising activities, training programs, policy development, and ongoing monitoring and review. The university leadership will provide the necessary resources and support to ensure the effective implementation of this policy.

Review and Revision:

This policy will be reviewed regularly to ensure that it remains relevant and effective. Any necessary revisions will be made in consultation with relevant stakeholders, including representatives from diverse groups within the university community.


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