

POLICY ON EQUALITY & PROMOTING DIVERSITY ON UNIVERSITY CAMPUS (2024)



Version No.	Effective Month & Year	Change(s)
1.0	May 2024	New Policy

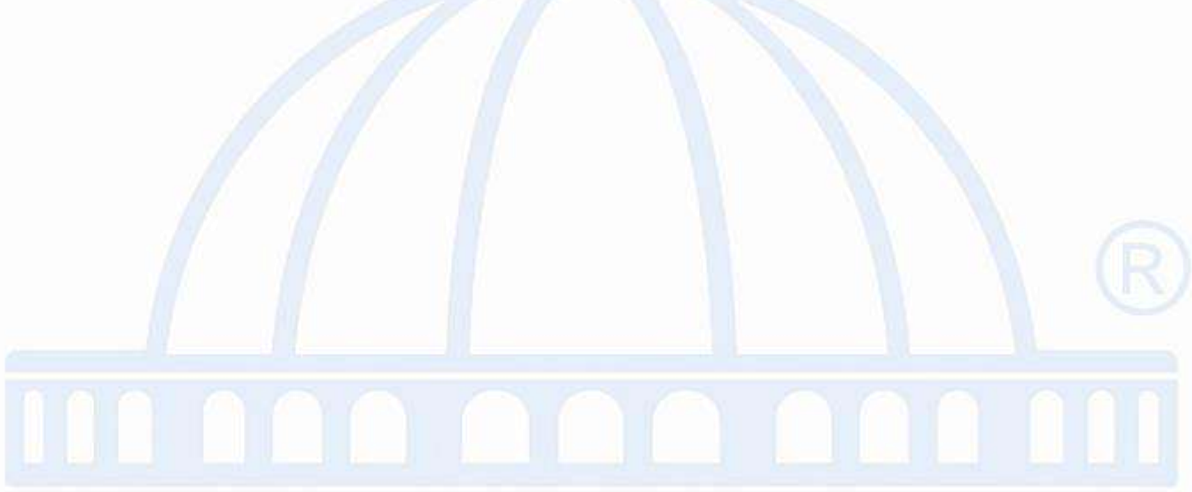


POLICY ON EQUALITY & PROMOTING DIVERSITY ON UNIVERSITY CAMPUS

(2024)

Note

This is a newly framed policy and it is applied to all employees of the university community, including students, staff, faculty, and visitors. It encompasses all aspects of university life, including recruitment, admissions, employment, teaching and learning, research, facilities access, and participation in university-sponsored activities. is committed to fostering an inclusive and diverse environment where all members of the university community feel valued, respected, and empowered to reach their full potential. As part of this commitment, the university recognizes the importance of promoting equal opportunities for all individuals, irrespective of their background, characteristics, or personal circumstances.



MIT-WPU

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POLICY ON EQUALITY & PROMOTING DIVERSITY ON UNIVERSITY CAMPUS (2024)

1. Introduction

MIT World Peace University, located in Pune, Maharashtra, India, is committed to fostering an inclusive and diverse environment where, students, parents, faculty, staff and all direct and indirect stakeholders of the university community feel valued, respected, and empowered to reach their full potential. As part of this commitment, the university recognizes the importance of promoting equal opportunities for all individuals, irrespective of their background, characteristics, or personal circumstances.

2. Scope

This policy applies to all members of the university community, including students, staff, faculty, and visitors and all direct and indirect stakeholders. It encompasses all aspects of university life, including recruitment, admissions, employment, teaching and learning, research, facilities access, and participation in university-sponsored activities, etc.

3. Principles

The following principles guide the implementation of this Equal Opportunities Policy:

- a. Non-Discrimination:** The university prohibits discrimination based on race, color, ethnicity, nationality, religion, caste, gender, sexual orientation, gender identity, age, disability, marital status, pregnancy, socio-economic status, or any other characteristic protected by law.
- b. Equal Treatment:** All individuals within the university community are entitled to equal treatment and opportunities, free from bias, prejudice, or unfair treatment.
- c. Inclusive Environment:** The university strives to create an inclusive environment that celebrates diversity and fosters a sense of belonging for all members of the community.
- d. Accessibility:** The university is committed to ensuring that its facilities, programs, and services are accessible to individuals with disabilities and to providing reasonable accommodations to enable their full participation.
- e. Merit-Based Selection:** Recruitment, admissions, and employment decisions are based on merit, qualifications, and relevant criteria, without regard to irrelevant factors such as personal characteristics or

background etc. in adherence to the timely guidelines provided by the State and Central Government of India.

4. Responsibilities

a. University Leadership: The university leadership, including the Board of Trustees, Board of Management and senior administrators, is responsible for championing the principles of equal opportunities and ensuring their integration into all aspects of university policies, practices, and decision-making processes.

b. Implementation: Academic and administrative units are responsible for implementing this policy within their respective areas, including developing procedures, training programs, and initiatives to promote equal opportunities and diversity.

c. Compliance: All members of the university community are expected to comply with this policy and refrain from engaging in any form of discrimination, harassment, or unequal treatment.

5. Support and Resources

The university provides support services, resources, and mechanisms for addressing concerns related to equal opportunities, including:

a. Training and Education: The university offers training programs, workshops, and educational resources to raise awareness and promote understanding of equal opportunities, diversity, and inclusion.

b. Reporting Mechanisms: Individuals who experience discrimination, harassment, or unequal treatment are encouraged to report their concerns through established reporting mechanisms, such as Students Grievance Redressal Committee, Internal Complaint Committee, Anti-Ragging Committee and Human Resource Department.

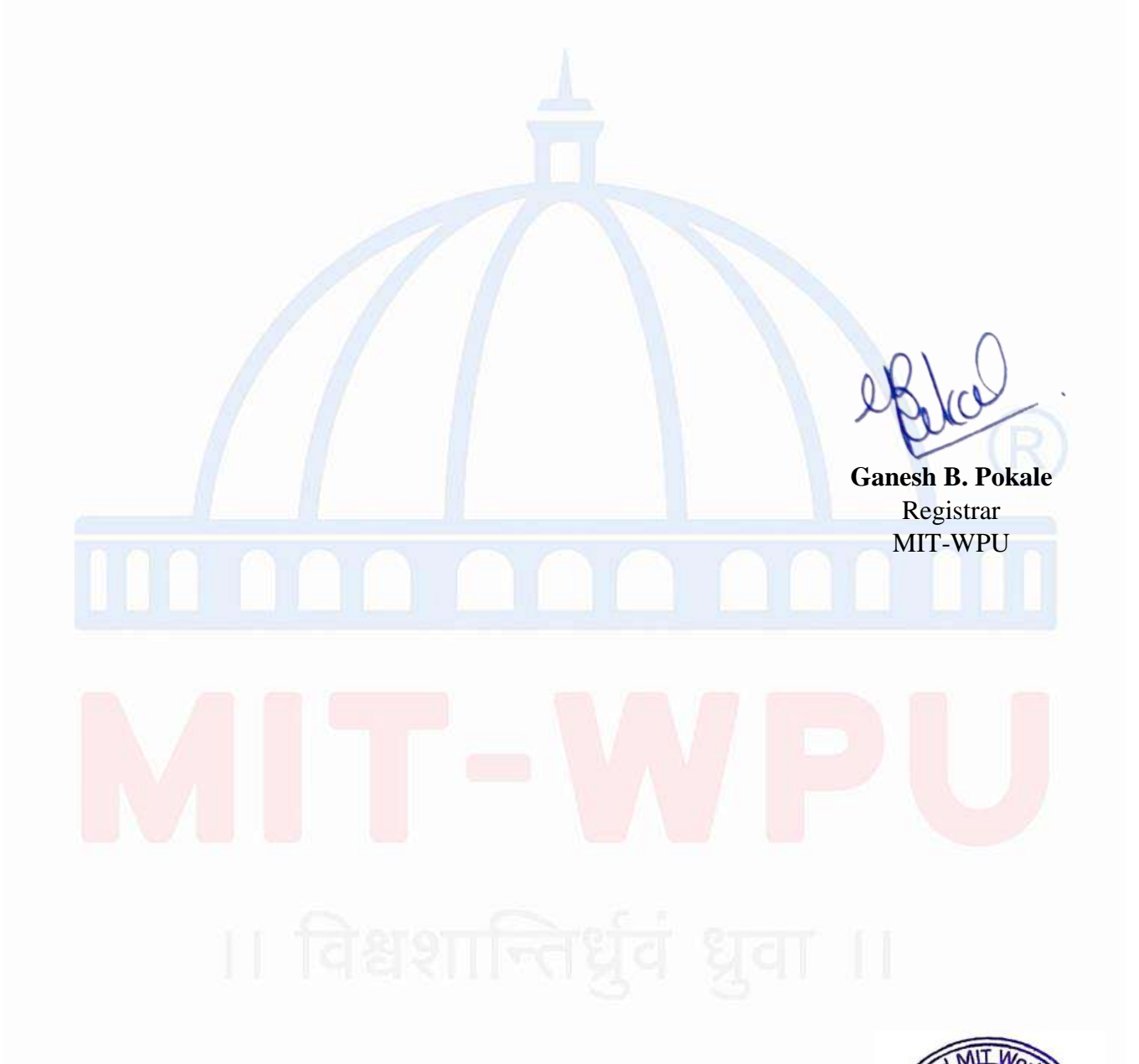
c. Supportive Measures: The university provides supportive measures to individuals who report concerns, including access to counseling, advocacy, and assistance in navigating the resolution process.

6. Review and Revision

This Equal Opportunities Policy will be periodically reviewed and revised as necessary to ensure its effectiveness and alignment with evolving legal requirements, best practices, and community needs.

7. Conclusion

MIT World Peace University is committed to fostering a culture of equality, diversity, and inclusion that enriches the university experience for all members of the community. Through the implementation of this Equal Opportunities Policy, the university reaffirms its dedication to providing a welcoming and supportive environment where everyone has the opportunity to thrive.



Ganesh B. Pokale
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Registrar
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Note: All the previous policies in this regard holds no longer valid.