Policy on the Diversity and Equality Committee and Officer

Preamble

Kristu Jayanti (Deemed to be University) is committed to equality, diversity and inclusion for all students and staff. To oversee this commitment, the University constitutes a Diversity and Equality Committee, working with the Equal Opportunity Cell, and designates a Diversity and Equality Officer, in line with Sustainable Development Goal 10 (Reduced Inequalities).

Objectives

- To provide a clear, accountable body and a named point of contact for equality, diversity and inclusion.
- To promote equal opportunity and prevent discrimination on grounds of gender, caste, religion, language, disability, economic status, region or any other ground.
- To monitor and report on the progress of diversity and inclusion at the University.

Diversity and Equality Officer

The Vice Chancellor shall designate a senior member of the University as the Diversity and Equality Officer, whose role is:

- To be the first point of contact for students and staff on matters of equality, diversity and inclusion.
- To convene the Committee, maintain its records and implement its decisions.
- To coordinate with the Equal Opportunity Cell, the Anti-Discrimination Officer and other statutory committees.
- To publish the contact details of the Officer on the University website and notice boards.

Working of the Committee

- The Committee shall meet at least once every quarter, and as required.
- One-third of the members, including the Chairperson or the Officer, shall form the quorum.
- Members shall serve for a term of two years, and may be renominated.
- Minutes and an annual report shall be submitted to the Vice Chancellor, and a summary shall be made available publicly.

Procedures and prerequisites in this regard will be as per the University Regulation.

Details of the Committee: -

1. Chairperson - Student Welfare Officer
2. Member Secretary – Diversity and Equality Officer
3. Member – Senior Dean
4. Member – Senior Faculty Member
5. Member – Junior Faculty Member
6. Member – Head, Human Resources
7. Member – Representative from Administrative Staff
8. Member – Representative of the Equal Opportunity Cell
9. Parents Representative – (name)
10. Students Representative – Student Council Member (Male)
11. Students Representative - Student Council Member (Female)

All the members of the Committee shall be nominated by the Vice Chancellor.

Functions of the Committee

1. Overseeing the implementation of equality, diversity and inclusion policies for students and staff.
2. Reviewing the data on admissions, recruitment and retention of under-represented groups.
3. Organising awareness sessions, workshops and training to promote inclusion and prevent discrimination.
4. Recommending improvements to policies, facilities and support services, including for persons with disabilities.
5. Preparing the annual diversity and equality report for the Vice Chancellor.
6. Consulting and seeking guidance from the Equal Opportunity Cell, and submitting quarterly reports of grievances to the Advisory Committee for suitable action.
7. Addressing the difficulties/grievances of persons who approach the Committee and recommending unresolved issues to the Anti-Discrimination Officer.

Review of the Policy

This policy shall be reviewed at least once every three years, or earlier if required by changes in law or University Regulations.

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