



EQUALITY, DIVERSITY AND  
INCLUSION (EDI) POLICY

TM  
SWAMI VIVEKANAND  
**SUBHARTI**  
UNIVERSITY  
Approved by UGC *Where Education is a Passion...*



**Equality, Diversity and Inclusion  
(EDI) Policy**



# Equality, Diversity and Inclusion (EDI) Policy

S. No.	Particulars	Description
1	Policy Number	U-07/SVSU/2024/1803
2	Policy Statement	Swami Vivekanand Subharti University (SVSU), Meerut, is dedicated to fostering a fair, inclusive, and respectful academic environment that values diversity in gender, caste, religion, ethnicity, language, disability, and socio-economic background as a means to enrich institutional excellence. This policy ensures that all students, faculty, staff, and visitors are treated with dignity and fairness, strictly prohibiting discrimination, harassment, or victimization in any university activity. The University actively promotes equal access to opportunities, encourages diverse representation in decision-making, and provides a transparent grievance redressal process to support a culture where every individual can learn and work with dignity.
3	Scope of the Policy	This policy applies to all faculty, colleges, departments, centres, and community outreach wings of the University. The Policy applies to all activities conducted within or outside the campus under the University's authority.
4	Policy Status	Original
5	Originated By	Gender Sensitization Cell, Equal Opportunity Cell, and Internal Complaints Committee of the University.
6	Reviewed By	Registrar
7	Effective Date of Policy	03/09/2024
8	Approving Authority	Hon'ble Vice Chancellor
9	Policy Review Date	





## 1. Preamble

Swami Vivekanand Subharti University (SVSU), Meerut, is committed to creating a fair, inclusive, and respectful academic environment that values diversity and promotes equality for all members of the university community.

The University recognizes that diversity in gender, caste, religion, ethnicity, language, disability, socio-economic background, and culture enriches the learning environment and strengthens institutional excellence.

This policy aims to ensure that all students, faculty, staff, and visitors are treated with dignity, respect, and fairness without discrimination or bias.

## 2. Objectives

The objectives of this policy are:

- 2.1. To promote equality and fairness in all academic and administrative activities of the University.
- 2.2. To ensure an inclusive campus environment free from discrimination, harassment, and victimization.
- 2.3. To encourage participation and representation of diverse groups in decision-making and university activities.
- 2.4. To support marginalized or disadvantaged groups through institutional mechanisms.
- 2.5. To align university practices with national laws, educational policies, and social justice principles.

## 3. Equality, Diversity & Inclusion:

The University ensures equal access to opportunities in admissions, recruitment, promotion, training, and participation in university activities and strives to create an inclusive environment where all individuals feel respected, supported, and able to contribute fully to academic and campus life.

The University strictly prohibits discrimination, harassment, or unfair treatment in any form based on:

- Gender or gender identity
- Religion or belief
- Caste, tribe, or community
- Disability
- Nationality or ethnicity
- Socio-economic status
- Age or marital status

Any form of bullying, harassment, victimization, or exclusion is considered misconduct and will be addressed through appropriate disciplinary procedures





#### 4. Institutional Mechanisms

To implement this policy effectively, the University has established the following bodies:

- 4.1 **Equal Opportunity Cell (EOC):** The Equal Opportunity Cell Promotes inclusive practices within the University and provides guidance and support to disadvantaged groups
- 4.2 **Gender Sensitization Cell:** The Gender Sensitisation cell is dedicated to create a safe, equitable and respectful environment free from gender-based discrimination or harassment
- 4.3 **Internal Complaints Committee (ICC):** The ICC handles complaints related to gender discrimination and sexual harassment in accordance with legal provisions.

#### 5. Responsibilities

- 5.1 The Equal Opportunity Cell, Gender Sensitization Cell, and the Internal Complaints Committee will ensure the proper implementation of this policy and monitor its compliance.
- 5.2 The Equal Opportunity Cell, Gender Sensitization Cell, and the Internal Complaints Committee will ensure that the Faculty and Staff will promote inclusive teaching and working practices, respect diversity, and uphold equality principles.
- 5.3 The Equal Opportunity Cell, Gender sensitization Cell, and the Internal Complaints Committee will ensure Students Respect diversity among peers and report incidents of discrimination or harassment, if any.

#### 6. Awareness and Capacity Building

The Equal Opportunity Cell, Gender Sensitization Cell, and the Internal Complaints Committee will conduct:

- Workshops and seminars on diversity and inclusion
- Gender sensitization programs
- Awareness campaigns on equality and human rights
- Training for staff and students on inclusive practices

#### 7. Grievance Redressal Mechanism

Any member of the university community who experiences discrimination may submit a complaint to the Equal Opportunity Cell, and all complaints will be handled confidentially and fairly, ensuring protection against retaliation.

#### 8. Monitoring and Review

The policy will be reviewed as and when required by the University.

