

KHWAJA MOINUDDIN CHISHTI LANGUAGE **UNIVERSITY, LUCKNOW**

EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

1. Preamble

The University is committed to fostering an inclusive, equitable, and respectful academic and working environment in which all individuals are valued and supported to achieve their full potential. The University recognizes that diversity strengthens teaching, research, innovation, and community engagement, and affirms its responsibility to eliminate discrimination, promote fairness, and advance equal opportunity in all institutional activities.

This Policy applies to all students, faculty, staff, researchers, contractual personnel, visitors, and stakeholders associated with the University.

2. Purpose

The purpose of this Policy is to:

- Promote equality of opportunity across all academic and administrative functions.
- Prevent and eliminate discrimination, harassment, victimization, and unfair treatment.
- Ensure an inclusive and accessible campus environment.
- Foster a culture of dignity, respect, and belonging.
- Embed equity, diversity, and inclusion principles into governance, recruitment, curriculum, research, and community engagement.

3. Scope and Application

This Policy covers all aspects of university life, including:

- Student admissions and progression
- Recruitment, promotion, and employment practices
- Teaching, learning, and assessment
- Research and innovation activities
- Campus services and facilities

- Participation in extracurricular and leadership opportunities
- **4. Groups Specifically Protected Under This Policy**
- The University prohibits discrimination, harassment, or unfair treatment on the basis of any protected characteristic. The following groups are specifically protected under this Policy:
- **Age** – Protection against discrimination based on age at any stage of academic or professional life.
- **Gender** – Including gender identity, gender expression, and transgender status.
- **Disability** – Including physical, sensory, intellectual, learning, and mental health conditions; reasonable accommodations shall be provided.
- **Race** – Including race, ethnicity, caste, nationality, or national origin.
- **Religion or Belief** – Including all religious affiliations, philosophical beliefs, or lack of belief.
- **Sexual Orientation** – Including lesbian, gay, bisexual, and other diverse sexual orientations.
- **Marriage and Civil Partnership** – Protection from discrimination based on marital or partnership status.
- **Refugees and Asylum Seekers** – Ensuring fair access to opportunities and protection from exclusion or marginalization.
- **Pregnancy and Maternity** – Protection of rights related to pregnancy, childbirth, maternity leave, and related conditions.

The University affirms that no individual shall be disadvantaged or excluded on the basis of any of the above characteristics.

5. Policy Commitments

The University commits to:

- **Equal Treatment and Fair Processes:** Ensure transparent and merit-based systems in admissions, recruitment, promotion, and evaluation.
- **Zero Tolerance for Discrimination:** Maintain clear mechanisms for reporting, investigating, and addressing discrimination, harassment, and bullying.
- **Reasonable Accommodations:** Provide necessary academic and workplace adjustments for persons with disabilities, pregnancy-related needs, or other protected circumstances.
- **Inclusive Curriculum and Research:** Encourage diverse perspectives and inclusive content in teaching, research, and scholarly activities.

- **Safe and Respectful Environment:** Promote a campus culture free from intimidation, bias, or hostility.
- **Capacity Building:** Conduct regular training, awareness programs, and sensitization workshops on EDI principles.
- **Diverse Representation:** Strive for inclusive representation in committees, leadership roles, and decision-making bodies.
- **Data Monitoring and Transparency:** Periodically review demographic data and institutional practices to identify and address disparities.
- **6. Formulation and Constitution of the Committee for Ethical Compliance**
- To ensure effective implementation, monitoring, and advancement of this Policy, the University shall constitute a **Committee for Ethical Compliance**.

6.1. Establishment

- The Committee shall be formally constituted through an administrative order and function as the central advisory and oversight body on matters related to equality, diversity, inclusion, and human rights on campus.

The Committee shall work in coordination with statutory bodies, grievance redressal mechanisms, and relevant academic and administrative units.

6.3. Roles and Responsibilities

The Committee shall:

- Advise the University administration and governing bodies on EDI-related policies, strategies, and compliance requirements.
- Develop, implement, and periodically review policies, action plans, and institutional frameworks related to diversity, equity, inclusion, and human rights.
- Organize training programmes, sensitization workshops, and awareness campaigns for students, faculty, and staff.
- Promote inclusive teaching practices, accessible infrastructure, and equitable recruitment and admission processes.
- Monitor institutional data and practices to identify disparities and recommend corrective measures.
- Serve as an advisory body in cases involving systemic discrimination or inclusion-related concerns (without prejudice to statutory grievance bodies).

Prepare an annual EDI report outlining activities, progress, challenges, and recommendations.

8. Commitment for Anti-Bribery

- The University is committed to maintaining the highest standards of integrity, transparency, and ethical conduct in all academic, administrative, financial, and operational activities. Bribery in any form is strictly prohibited.
- The University adopts a zero-tolerance approach to bribery and undue influence.
- No employee, student, contractor, consultant, vendor, or representative of the University shall directly or indirectly offer, give, solicit, or accept any bribe, kickback, facilitation payment, gift, hospitality, or other advantage intended to improperly influence a decision or secure unfair benefit.
- This prohibition applies to all activities including admissions, examinations, recruitment, promotions, procurement, research funding, partnerships, accreditations, and regulatory approvals.

8.2 Gifts and Hospitality

- Modest and reasonable hospitality consistent with professional norms may be permitted, provided it does not create a conflict of interest or influence decision-making.
- All significant gifts or hospitality must be declared in accordance with University regulations.

8.3 Responsibilities

- All members of the University community must act with integrity and avoid situations that may give rise to actual or perceived bribery.
- Senior leadership and administrators are responsible for promoting ethical practices and ensuring compliance within their respective units.

8.4 Reporting

- Any suspected instance of bribery must be reported through designated confidential reporting mechanisms.
- Whistleblowers acting in good faith shall be protected from retaliation.

9. Commitment for Anti-Corruption

- The University upholds principles of accountability, fairness, and lawful conduct, and is committed to preventing corruption in all its forms.
- Corruption, including fraud, embezzlement, misuse of funds, favoritism, nepotism, abuse of authority, academic misconduct, and financial irregularities, is strictly prohibited.
- University resources—financial, physical, intellectual, and digital—must be used solely for legitimate institutional purposes.

9.2 Transparent Governance

- Recruitment, admissions, procurement, promotions, grading, and financial decisions shall be conducted through transparent, merit-based, and documented processes.
- Appropriate checks and balances, internal controls, and audit mechanisms shall be maintained to prevent misuse of authority or resources.

9.3 Conflict of Interest

- All staff, faculty, and decision-makers must disclose any actual, potential, or perceived conflict of interest.
- Individuals shall recuse themselves from decisions where impartiality may be compromised.

9.4 Monitoring and Compliance

- Periodic internal and external audits shall be conducted to ensure financial and administrative integrity.
- Violations of this Policy shall result in disciplinary action in accordance with University rules and applicable laws.

9.5 Ethical Culture

- The University shall promote a culture of ethics and accountability through training, awareness programmes, and clear codes of conduct.
- Leadership shall model integrity and reinforce zero tolerance for corruption at all levels.

Through these Anti-Bribery and Anti-Corruption provisions, the University reinforces its commitment to ethical governance, institutional credibility, and public trust.

10. Monitoring and Review

This Policy shall be reviewed periodically to ensure continued relevance, effectiveness, and alignment with national regulations and international best practices. Feedback from the University community shall inform continuous improvement.

11. Conclusion

Through this Equality, Diversity, and Inclusion Policy, the University reaffirms its commitment to building an equitable, inclusive, and socially responsible academic community where diversity is respected, dignity is upheld, and every individual is empowered to succeed.

