DIVERSITY AND INCLUSION POLICY

Developed and Submitted by

Diversity & Inclusion Committee (DInC)

Indian Institute of Technology Roorkee

E-mail: chair.dinc@iitr.ac.in, dinc@iitr.ac.in
Website: http://dinc.iitr.ac.in

Diversity and Inclusion Policy

(Fostering Excellence through Diversity and Inclusion)

I.   Introduction

Diversity is a fact, and Inclusion is behaviour. The Indian Institute of Technology Roorkee, Roorkee (IITR) in its 64th meeting of the Board of Governors held on 8th March 2022, decided to constitute a Diversity and Inclusion Committee, in view of diverse cultures and values within the Institution, attract wide range of talent and enhance the engagement of the existing Faculty, Non-Faculty, and Students within the Institute.

The aim of constituting this committee is to ensure that all individuals in the Institute are truly representative of all sections of society and that each of them feels respected and able to give their best.

IITR promotes an organisational culture and a work and learning environment that is inclusive and fair. It encourages diversity of thoughts, perspectives, opinions and experiences.

In accordance with the resolution of the IITR Board of Governors", a Diversity and Inclusion Committee was constituted on 9th May 2022. The committee comprises representatives from all the departments, including Faculty, Non-Faculty, Technical, Management Professionals, and Student Representatives.

II.   Key Definitions

1. **Bullying**: Bullying refers to persistent and harmful behaviour intended to intimidate, harm, or humiliate others.

2. **Discrimination:** Discrimination means any distinction, exclusion, or restriction based on protected characteristics stated in this policy or in existing laws applicable to this Institute.

3. **Harassment:** Harassment is discriminatory behaviour involving unwanted and offensive conduct directed at individuals or groups based on their protected characteristics. This behaviour can create a hostile or intimidating environment for the targeted person.

4. **Malicious Intent:** Malicious intent refers to a situation where the complainant is fully aware that the complaint lacks reasonable grounds. This can involve deliberately attempting to

deceive or mislead the investigation or having an ulterior motive behind making the complaint.

5. **Zero Tolerance:** Zero tolerance refers to a policy or approach where any form of discrimination, harassment, or harmful behaviour is not tolerated under any circumstance. This means that any such behaviour is met with swift and appropriate consequences.

6. **Hate Crime:** A hate crime is a criminal offence committed against a person or their property that is motivated by hatred or prejudice towards the victim's race, religion, ethnicity, sexual orientation, disability, or other protected characteristics.

7. **Caste:** Caste refers to a fixed social group determined by birth within a particular social stratification system.

8. **Confidentiality:** The act of upholding authorized restrictions on access and disclosure includes implementing measures to safeguard personal privacy and proprietary information.

III.   Protected Characteristics

1. **Age:** Protects individuals from discrimination based on age to ensure equal treatment in various aspects of life, including employment.

2. **Gender:** Protects individuals from discrimination based on gender identity or expression.

3. **Language:** Safeguards individuals from discrimination based on language.

4. **Disability:** Ensures that individuals with physical or mental disabilities are not discriminated against and are facilitated to participate fully in society.

5. **Race:** Refers to a person's ethnic or racial background, protecting individuals from discrimination based on skin colour, nationality, or ancestry.

6. **Religion & Belief:** Ensures that individuals are free to follow religious beliefs or practices. This includes non-religious and philosophical beliefs such as atheism.

7. **Sexual Orientation:** Providing equal opportunity to all individuals irrespective of sexual orientation.

8. **Marriage:** Ensures that individuals are not discriminated against based on marital status, whether single, married, divorced, or widowed.

9. **Pregnancy and Maternity:** Protects individuals from discrimination due to pregnancy, childbirth, or maternity-related issues.

This Policy shall also adhere to definitions stated in the Statute of IIT Roorkee, which may be amended from time to time.

IV. Aim

The Policy aims for all individuals in the Institute to be truly representative of all sections of society and for each of them to feel respected and able to give their best. IITR aims to create an environment where people exhibit their real persona by respecting, appreciating, and understanding the varying characteristics of individuals.

V. Scope of the Policy

The Policy outlines the principles that support the Institute to embed equality, diversity, and inclusion across all areas of its work. The Policy applies to all regular and contractual employees of the Institute, including Faculty, Non-Faculty, Technical, Management Professionals, Students, Project Staff, and families staying on the campus of IITR. IITR is dedicated to promoting equality of opportunity and embracing diversity, ensuring the prevention of any form of discrimination.

VI. Policy Principles

1. **Respect and Dignity**: All individuals within the Institute should be treated with respect and dignity, regardless of their backgrounds, characteristics, or identities.

2. **Inclusive Environment**: The Institute aims to cultivate an inclusive environment that embraces and appreciates diversity, fosters a sense of belonging, and encourages active participation from all members of the community.

3. **Equal Opportunity**: The Institute is committed to providing equal opportunities for all staff and students in learning, teaching, employment, and participation in all aspects of campus life, without discrimination or bias.

4. **Educational Excellence**: The Policy recognizes that diversity and inclusion contribute to academic excellence by exposing individuals to a wide range of perspectives, experiences, and ideas.

5. **Continuous Improvement**: The Institute is committed to continually improving its policies, practices, and programs to enhance diversity and inclusion within the IITR community.

6. **Prohibition of Retaliation**: The Institute is committed to ensuring a safe environment for every individual who reports behaviour they reasonably believe to be in violation of this Policy or who provides information in good faith during an investigation. Any such act of retaliation against these individuals will not be accepted.

VII. Legislation

The Policy acknowledges and adheres to all relevant national laws and regulations on diversity, inclusion, and anti-discrimination. These may include but are not limited to laws addressing equal opportunity, accessibility, harassment, and human rights.

VIII. Roles and Responsibilities

1. **Board of Governors and Director IIT Roorkee**: The Board of Governors and Director IIT Roorkee are responsible for setting the strategic direction and ensuring the implementation of the diversity and inclusion policy.

2. **Diversity and Inclusion Committee (DInC)**: DInC is responsible for overseeing the implementation and progress of the policy, coordinating initiatives, and providing stakeholder guidance and support.

3. **Faculty and Staff**: All faculty and staff members are expected to actively promote Diversity and Inclusion, create an inclusive learning environment, and challenge biases or discriminatory practices.

4. **Students**: Students are encouraged to contribute to an inclusive educational environment by respecting diversity and inclusion, engaging in respectful dialogue, and reporting any incidents that violate the Policy.

IX. Implementation

To improve Diversity and Inclusion within the Institute, the following measures should be implemented:

1. **Recruitment and Hiring:** Implementing unbiased recruitment and selection processes to attract diverse candidates, ensuring job postings reach a wide range of candidates, and utilizing diverse interview panels.

2. **DInC Statement**: *"DInC formulated a statement for promoting diversity and inclusion on campus, i.e., "*IIT Roorkee is committed to nurture and promote diversity and inclusion*." This DInC statement of the IITR must be included in all recruitment and admission drives.

3. **Inclusive Work Environment**: DInC is committed to devising policies that support and promote a diverse workplace after discussions with all relevant stakeholders in the Institute. These may include introducing paternity and maternity leave for all staff and students, a personal accident policy, providing designated parking spaces for individuals with special needs, and installing emergency phone booths throughout the campus.

4. **Communication and Feedback**: The Institute will establish channels for open communication, feedback, and reporting mechanisms to ensure that concerns regarding diversity, inclusion, and discrimination are promptly addressed.

5. **Diversity and Inclusion Scholarship and Awards**: DInC will work on instituting scholarships and awards for those students and staff who help improve diversity, equality, and inclusion on the campus.

By implementing this Policy, the Institute aims to create an environment that values and respects diversity, fosters inclusion and empowers individuals to reach their full potential.