

Equality, Diversity, and Inclusion (EDI) Policy



Deen Dayal Upadhyaya Gorakhpur University
A⁺⁺ Accredited by NAAC (3.78 CGPA); <https://ddugu.ac.in>
Gorakhpur-273009
Uttar Pradesh, India

Introduction

Deen Dayal Upadhyay Gorakhpur, Gorakhpur is dedicated to create a society with diversity that respects and values people from all walks of life, irrespective of their gender, age, race, ethnicity, religion, disability, or any other attribute. We strongly believe that an inclusive culture that values diversity and ensures equality of opportunity is essential for our success. Our commitment to foster an atmosphere that upholds diversity, encourages equal opportunities, and makes sure that everyone feels appreciated and welcomed is reflected in this Equality, Diversity, and Inclusion (EDI) Policy.

Objectives

The following are the main objectives of the Equality, Diversity, and Inclusion Policy:

- To give everyone in the university community—students, employees, faculty, and guests—equal chances, irrespective of their backgrounds or personal traits.
- To promote an inclusive culture that appreciates and respects the range of viewpoints, backgrounds, and identities that exist within the university.
- To make a concerted effort to end all types of harassment, discrimination, and unfair treatment at the university.
- To guarantee that all university resources, services, and facilities are inclusive of and accessible to people with special needs or impairments in order to create an accessible and inclusive Environment.

Policy Guidelines

- In all facets of university life, including hiring, admissions, employment, and access to academic programs, the University will ensure that every person is treated equally and without prejudice creating an environment of equal treatment and opportunities.
- The university will work to create an inclusive curriculum that takes into account a range of viewpoints, backgrounds, and cultural traditions. Research projects that tackle social justice and inclusion concerns will be supported.
- Any kind of bullying, harassment, or discrimination will not be tolerated at the university. Proper channels will be created for reporting and dealing with these kinds of situations with a temperament of zero tolerance for harassment and discrimination.
- To ensure participation of people with disabilities in all facets of university life, including coursework and campus events, the University will try to provide reasonable accommodations or make adjustments.
- In committees, leadership roles, and decision-making bodies, the institution will work to guarantee diverse representation.

EDI Training and Awareness

- To foster a deeper comprehension of EDI principles and practices, regular training programs and awareness campaigns on equality, diversity, and inclusion will be held for teachers, staff, and students.
- To address inadequate representation and encourage diversity in certain areas where inequities exist, the institution may put affirmative action initiatives into place.

MKS

MKS

- In order to create alliances and promote a feeling of acceptance and respect for one another, the University will actively interact with a variety of groups and organizations.

Execution and Evaluation

- The university administration will be in charge of carrying out the Equality, Diversity, and Inclusion Policy, with committees and departments that are pertinent to the matter supervising particular projects.
- To make sure the policy is applicable and effective; the institution will periodically assess the success of its EDI policy.
- In order to strengthen its policies, the university will take into account the opinions and recommendations of the University community on EDI-related issues.

Conclusion

Deen Dayal Upadhyay Gorakhpur, Gorakhpur's Equality, Diversity, and Inclusion Policy demonstrate the dedication of the university authorities to create an environment that is kind, inclusive, and encouraging for everyone. The goal is to strengthen the university community by actively promoting equality of opportunity and respect for diversity, valuing each person's particular contributions and embracing their differences. By following these guidelines, we aim to create a more just and compassionate society, both within the university and beyond its campus.

MLG

M. S. Pushkara