

**Plaksha University**

# Diversity, Equity, Inclusion, and Non-Discrimination

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| Program                | Diversity, Equity, Inclusion, and Non-Discrimination                                                            |
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| Prepared By            | Office of Registrar                                                                                             |
| Reviewed By            | Nimrata Kapoor, Chief Human Resources Officer<br>Abhay Sharma, Registrar<br>Arvind Agrawal, Pro Vice Chancellor |
| Approved By            | Prof. Rudra Pratap, Vice Chancellor                                                                             |
| Policy Administered by | Human Resources                                                                                                 |

## **Diversity, Equity, Inclusion, and Non-Discrimination**

### **Objective**

This Diversity, Equity, Inclusion, and Non-Discrimination Policy (Policy) is designed to promote a diverse and inclusive environment at Plaksha University, rooted in our commitment to inclusivity and holistic well-being. At Plaksha We are committed to fostering a fair and inclusive community that embraces and reflects diversity.

This Policy outlines our commitment to:

- Equity and equal opportunity for all
- Ethical standards in all aspects of university operations
- Fair living wages and labor rights
- Protecting the labor rights of all employees, including outsourced staff, in accordance with University Grants Commission (UGC) guidelines and Indian labor laws

By upholding these principles, we aim to create a supportive and equitable environment for all students and employees, in line with national standards and global best practices.

### **Applicability**

This policy applies to all faculty, executives, students, teaching fellows, research fellows, academic program management staff, contractual and research staff at Plaksha University. It is designed to protect all stakeholders from discrimination and to promote equitable treatment across gender, caste, disability, and socio-economic backgrounds, aligning with the values of accessibility and diversity in higher education.

### **Diversity, Equity, and Inclusion**

Plaksha is committed to fostering a diverse, equitable, and inclusive community in accordance with UGC guidelines. We value diversity in all its forms, including regional, caste, cultural, religious, socio-economic, and gender backgrounds. Our commitment extends to enrolling students and recruiting employees and staff from diverse geographic locations to enrich our campus with varied perspectives and experiences.

We ensure equal opportunity and inclusivity in all aspects of campus life through dedicated programs and awareness initiatives that promote understanding, respect, and acceptance. The University is committed to removing barriers that prevent full participation in academic and campus life, particularly for students from diverse backgrounds, including those defined by caste, gender, religion, socio-economic status, and geographic origin.

Our curriculum reflects multiple perspectives and prioritizes accessibility for students with disabilities. To support marginalized communities, Plaksha offers scholarships, financial aid, and academic assistance, ensuring that no student is left behind. We foster a welcoming environment through mentorship, peer support, and awareness programs.

### **Non-Discrimination**

Plaksha University does not discriminate against students, employees or staff based on:

- Gender
- Age
- Disability
- Race
- Religion or belief
- Cultural background
- Sexual orientation
- Marital status
- Refugee and asylum seeker status
- Language
- Pregnancy and maternity
- Paternity and parental status

The University is committed to non-discrimination in admissions, hiring, and promotions. Employment decisions are based on experience, qualifications, merit, and abilities, ensuring equal employment and advancement opportunities for all employees. Plaksha adheres to international human rights standards, including the United Nations' International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. The University expects its students, employees, and partners to uphold these standards. Violations will result in termination of employment or cessation of partnerships.

### **Living Wage and Pay Equity**

Plaksha ensures fair and competitive compensation for all employees, including outsourced workers, as per the regulations of the Ministry of Human Resources & Government of India. The University guarantees a minimum living wage that reflects the cost of living and promotes financial independence. Equitable pay is provided across comparable roles to prevent gender- or caste-based disparities. The Human Resources (HR) department regularly reviews salary data to address inequities and ensure fair progression opportunities. HR also monitors gender equity in pay, reinforcing the University's commitment to equal pay for equal work.

### **Gender Equity**

Gender inclusivity is integral to our approach, with initiatives supporting and promoting gender equality at the University. Plaksha ensures equal opportunities for individuals of all gender identities, including transgender and non-binary persons, in academic, administrative, and extracurricular roles. The University actively encourages and supports female and transgender students and staff to participate fully and without discrimination at all levels of education and decision-making.

The University has established a Standard Operating Procedure for Gender Champions to create a gender-sensitive ecosystem and foster positive social norms that value gender diversity. Gender Champions serve as responsible leaders who advocate for gender equality, facilitate an enabling campus environment, and monitor gender justice.

**Freedom of Association and Collective Bargaining**

Employees have the right to form associations or unions, subject to institutional regulations and in accordance with national labour laws. The University recognizes and respects the role of employee unions in supporting fair labour practices.

**Office of Diversity, Equity & Inclusion (DEI)**

The Office of DEI plays a crucial role in fostering an inclusive and supportive environment on campus. It ensures adherence to DEI policies, monitors representation, and actively creates a welcoming space for students and staff from all backgrounds. The key responsibilities of the Office of DEI include:

- **Awareness and Education Initiatives:**

The Office of DEI conducts workshops, seminars, and group discussions to engage the campus community in meaningful dialogue about diversity, equity, and inclusion. These initiatives aim to deepen understanding and foster engagement among students and staff. The Office will also undertake regular surveys to evaluate and refine DEI strategies on campus.

- **Supportive Networks**

The DEI Committee is responsible for establishing peer support groups and networks on campus to create a safe and supportive environment for students and staff from diverse backgrounds.

- **Organizing Events and Campaigns**

To further promote awareness, the Office of DEI organizes events, campaigns, and discussion forums that highlight the importance of diversity, equity, and inclusion.

**Conclusion**

By implementing this Policy, Plaksha University reaffirms its commitment to fostering a diverse, inclusive, and equitable academic environment where all individuals are valued and respected.

