



MANAV RACHNA UNIVERSITY

(Declared as State private University Vide Haryana Act No. 26 of 2014)
Plot-B, Sector-43, Aravali Hills, Delhi-Suraj-Kund Road, Faridabad

EQUITY, DIVERSITY, INCLUSIVENESS AND NON-DISCRIMINATORY GUIDELINES

The University believes that true progress begins with embracing diversity in all its forms. Our mission is to create an inclusive environment where every individual feels valued, respected, and empowered, irrespective of their background, identity, or experiences. In pursuance of this, Manav Rachna university established Equity, Diversity and non-discriminatory policy to foster a culture of equity and inclusion to ensure that all members of the community thrive regardless of their background, identity or circumstances.

1.Objectives:

The objective of Policy is to:

- Promote “Equity” amongst the students, staff members, applicants and service providers and eliminate discrimination against any section of society.
- Safeguard the interests of the students and staff members without any prejudice to their age, caste, creed, religion, language, ethnicity, gender, sexuality, and disability.
- Eliminate discrimination against or harassment of any student, staff members, applicants, service providers in all forms by prohibiting it and by providing for preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.
- Create an environment of equal treatment of students and staff members belonging to Scheduled Castes or Scheduled Tribes and other communities.
- Encouraging a diverse range of people to participate and contribute that leads to increased creativity, innovation and different perspectives.

2. Definitions:

For the purpose of this policy, MRU defines the terms as follows:

1. **Equity** refers to the commitment to fairness and impartiality, ensuring that all students and employees have equal access to opportunities and entitlements. This

includes fostering inclusivity and supporting the fair enjoyment of all legitimate rights. Equity involves offering fair treatment, opportunities, and resources to all, while recognizing that individuals may require varying levels of support to achieve success.

2. **Diversity-** encompasses the integration of individuals from a wide range of backgrounds, perspectives, identities, and experiences. It involves recognizing and valuing differences in aspects such as race, ethnicity, gender, age, sexual orientation, socioeconomic background, abilities, religious beliefs, political views, and more. Embracing diversity creates a vibrant environment for learning and collaboration, broadening perspectives and enhancing empathy and mutual understanding among individuals.
3. **Non-discriminatory-** means treating all individuals fairly and equally, without prejudice or bias based on factors like race, gender, age, religion, sexual orientation, disability, or any other personal characteristics. A non-discriminatory environment ensures everyone has access to the same opportunities, resources, and respect, creating a safe, inclusive, and supportive atmosphere.
4. **Inclusiveness:** University believes in the creation of a barrier free, inclusive environment that values diversity, is free from unlawful discrimination and harassment, ensures equality of opportunity, respect and dignity for all. The university shall extend all necessary facilities to make the campus barrier and accessible for all Specially abled students.

3. Policy Guidelines:

3.1 Equity:

- MRU aims to foster an inclusive culture and create a safe and welcoming environment for all students, faculty, and staff.
- Support Underrepresented Groups: Advocate for equal opportunities and rights for marginalized communities.
- Encourage Dialogue: MRU facilitates open conversations around diversity, equity, and inclusion.

- Drive Institutional Change: Collaborate with MRU leadership to implement DEI-friendly policies and practices.

3.2 Diversity:

- MRU aims to promote inclusive Policies and Practices - this includes providing equal opportunities, accommodations for individuals with disabilities, and clear reporting channels for discrimination or harassment.
- The University aims to encourage cultural and educational events by conducting a broad array of events, workshops, and discussions that celebrate and educate students about different cultures, beliefs, and experiences.
- Establish Diversity Clubs and Support Groups
- Implement Diversity and Sensitivity Training
- Create Mentorship Programs - Set up mentorship programs where diverse students can connect with mentors who share similar backgrounds or challenges.

3.3 Non-Discriminatory:

- The University will not discriminate on the basis of race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, age, sex, sexual orientation, gender, gender identity, gender expression, or any other characteristic in connection with any aspect of employment.
- All the employees are personally responsible for treating each other with respect and dignity, which includes respecting the rights and differences of others.
- The University will constitute an Internal Complaints Committee to prevent any form of discrimination at MRU. The members of this committee will oversee steps to inhibit any discrimination on campus and also provide facility for lodging complaints of any act of discrimination against an employee
- Conduct Regular Sensitivity and Awareness Training.

