



EQUALITY, DIVERSITY & INCLUSION POLICY

Equality, diversity & inclusion/ Policy /V1.0

UPES

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1.Introduction

At UPES, we are steadfast in our commitment to cultivating a vibrant academic environment that embraces equality, diversity, and inclusion. Guided by the spirit of holistic education as envisioned in NEP 2020, UPES aims to create a dynamic space where every community member is empowered to excel both academically and personally. We believe that an inclusive environment fosters innovation, creativity, and excellence in teaching, research, and community service.

2. Policy Statement

UPES reaffirms its commitment to ensuring that every individual is treated with respect, fairness, and dignity. This policy is designed to provide equal opportunities, celebrate the diverse backgrounds and perspectives of our community members, and integrate inclusivity into every aspect of university life. We are dedicated to preventing and addressing bias and discrimination, while creating a supportive environment that encourages every person to thrive.

3. Core Objectives

- **Promote Equality of Opportunity:**
Ensure that all members of the UPES community have equal access to educational and professional opportunities, regardless of race, gender, socio-economic status, religion, disability, or other personal characteristics. We recognize that equitable access is essential for nurturing talent and fostering academic innovation.
- **Celebrate Diversity:**
Value and honor the unique contributions that a diverse community brings. UPES is committed to celebrating cultural, linguistic, and regional diversity, and to promoting the inclusion of traditionally marginalized groups, thus enriching our academic and social environment.
- **Foster an Inclusive Culture:**
Create a welcoming and supportive campus where inclusiveness is embedded in academic curricula, research agendas, and administrative practices. UPES is dedicated to building strong partnerships within the university and with external communities to foster mutual respect, dialogue, and collaboration.
- **Enhance Accessibility:**
Ensure that all physical, digital, and curricular spaces are accessible, and continually review and improve our facilities and programs to accommodate the needs of individuals with disabilities and other underrepresented groups.
- **Uphold Accountability and Continuous Improvement:**
Establish robust mechanisms for monitoring, reporting, and addressing instances of bias or discrimination. UPES is committed to periodic reviews of this policy and related practices to ensure ongoing progress and the incorporation of best practices.

4. Implementation and Responsibilities

- **Leadership Commitment:**
UPES leadership is dedicated to integrating EDI principles into strategic planning, policymaking, and daily operations. Senior management will ensure that all initiatives and actions reflect our commitment to inclusive education.
- **Training and Capacity Building:**
Regular workshops, seminars, and training sessions will be provided for faculty, staff,

and students, aimed at enhancing cultural competence, reducing implicit biases, and fostering best practices for an inclusive environment.

- **Student and Community Engagement:**

The university will facilitate open dialogue and engagement with diverse community groups. Feedback and recommendations regarding EDI initiatives are actively sought and incorporated into policy updates and institutional practices.

- **Monitoring and Evaluation:**

A dedicated office or committee will oversee the implementation of this policy, ensuring compliance through regular assessments, transparent reporting, and accountability mechanisms. Periodic progress reports will be shared with all internal and external stakeholders.

5. Conclusion

UPES is committed to building and sustaining an inclusive academic community that reflects our shared values of equality, diversity, and inclusion. By embedding these principles into all facets of university life, we are laying the foundation for a future where every member can realize their full potential. This policy serves as a cornerstone in our pursuit of excellence and a vibrant, collaborative educational environment.