

Equality, Diversity, and Inclusion Policy (EDI Policy)

This policy is titled “Equality, Diversity and Inclusion Policy” of the university.

1. Introduction

The ICFAI Foundation for Higher Education (IFHE), a deemed-to-be University, dedicated to fostering an environment where equality, diversity, and inclusion (EDI) are fundamental principles upheld in all aspects of its operations. This policy is a guiding framework to promote respect, fairness, and belonging for individuals across diverse backgrounds and identities in IFHE’s student body.

2. Objective

The policy recognizes the importance of promoting equality, diversity, and inclusion as essential components of institutional ethos. IFHE is committed to creating a culture where every student is treated with dignity, respect, and fairness, irrespective of their background or identity.

3. Key Principles

The EDI policy is guided by the following principles:

Equality: IFHE is dedicated to ensuring that all students and staff receive equitable treatment, rights, and opportunities, irrespective of their race, religion or belief, sexual orientation, marital and civil partnership status, pregnancy, or maternity.

- Age discrimination occurs when individuals are subjected to unjust or unfavourable treatment based on age.
- Gender discrimination pertains to inequitable treatment based on gender identity, expression, or transitioning status.
- Discrimination based on disability occurs when individuals are treated unjustly based on physical or mental impairments that significantly restrict daily functioning.
- Race discrimination is the detrimental treatment of individuals based on their race, nationality, ethnic background, or ethnic origin.
- Discrimination based on religion or belief involves unfair treatment due to religious beliefs or lack thereof.
- Sexual orientation discrimination encompasses inequitable treatment that is predicated on the sexual orientation of an individual, be it bisexual, heterosexual, or homosexual.
- Discrimination based on marriage and civil partnership status involves unfair treatment due to marital or civil partnership status.
- Pregnancy and maternity discrimination pertains to the inequitable treatment of individuals based on their pregnancy status, maternity leave, or childbirth.
- Diversity: The University recognizes the unique contributions of people of various backgrounds and identities to our institution. IFHE celebrates the diversity of its student body and employees. In recognition of the unique contributions that people of various backgrounds and identities make to the institution, IFHE commemorates the diversity of its people, be it employees or students.
- Inclusion: IFHE endeavours to foster an environment that is welcoming, respectful, and supportive to every member of the student body and employees and in which obstacles to participation are recognized and resolved.

4. Responsibilities

- Institutional Leadership: Institutional leaders champion EDI initiatives, integrate EDI principles into institutional policies and practices, and foster a culture of inclusion and respect among students and employees.
- Faculty and Staff: Faculty and staff members are responsible for implementing EDI policies and practices within their areas of responsibility, addressing instances of discrimination or harassment, and promoting a respectful learning environment and culture.
- Students: Students are expected to adhere to the principles of this policy, treat others with respect, challenge discrimination, and contribute to creating an inclusive culture within the student community.
- EDI Committee: An EDI committee shall be established to oversee the implementation of EDI initiatives, monitor compliance with EDI policies, and provide guidance and support to students and employees in matters related to equality, diversity, and inclusion.

5. Mitigation Strategies

To mitigate barriers to equality, diversity, and inclusion, IFHE implements the following strategies:

- Providing training and awareness programs on EDI topics.
- Promoting inclusive practices and diversity in recruitment and admissions processes of both students and employees.
- Offering support services for physically challenged students and employees to ensure equal participation and access.
- Facilitating cultural competency and intercultural understanding through educational initiatives and events accessible to students and employees.
- Establishing support networks and affinity groups for underrepresented communities.
- Enforcing policies and procedures to address discrimination, harassment, and bias-based misconduct.
- Conduct regular reviews and assessments of policies, practices, and procedures to identify and address any systemic barriers to EDI.

6. Monitoring and Evaluation

IFHE will monitor and evaluate the effectiveness of this policy through:

- Data collection and analysis of demographic information to assess representation and participation across diverse groups among students and employees.
- Surveys and feedback mechanisms to gauge the experiences and perceptions regarding EDI.
- Reviewing incident reports and outcomes related to discrimination, harassment, or bias-based misconduct.
- Engaging with relevant stakeholders to gather feedback and insights on implementing EDI initiatives.

7. Review and Revision

This policy will be reviewed periodically to ensure its effectiveness and relevance, with revisions made as necessary in consultation with relevant stakeholders. Updates will be communicated transparently.

8. Conclusion

IFHE is committed to advancing equality, diversity, and inclusion as core values that enrich the student community and employees and enhance collective well-being. By upholding this policy and fostering a culture of respect and inclusion among students, IFHE aims to create a welcoming and supportive environment where everyone can thrive.