

EDI POLICY

EQUALITY, DIVERSITY, AND INCLUSION POLICY
OF
INDIAN INSTITUTE OF TECHNOLOGY HYDERABAD



భారతీయ సాంకేతిక విజ్ఞాన సంస్థ హైదరాబాద్
भारतीय प्रौद्योगिकी संस्थान हैदराबाद
Indian Institute of Technology Hyderabad

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Prof. B. S. Murty *Director, IIT Hyderabad*

At the Indian Institute of Technology Hyderabad (IITH), we take immense pride in fostering an environment that upholds the principles of Equality, Diversity, and Inclusion (EDI). As a premier institution of higher learning, we recognize that true academic and social excellence can only be achieved when every individual—regardless of background, identity, or circumstance—is empowered to contribute meaningfully.

This EDI Policy is a reflection of our unwavering commitment to ensuring that IITH remains a place where fairness, respect, and inclusivity are not just ideals but everyday realities. It embodies our dedication to eliminating discrimination, embracing diversity, and nurturing a culture of belonging for all members of our community—students, faculty, staff, and their families.

As an institution that thrives on innovation, we firmly believe that diversity enriches creativity and problem-solving. Our policies and initiatives will continue to evolve to ensure that every member of IITH experiences an environment that is safe, inclusive, and conducive to their personal and professional growth.

Introduction

The Indian Institute of Technology Hyderabad (IITH) is committed to fostering an environment that upholds the principles of equality, diversity, and inclusion (EDI) for all members of its community, including faculty, staff, and students. IITH recognizes that a diverse and inclusive community enhances innovation, academic excellence, and social cohesion. This policy outlines the institute's dedication to creating a campus where every individual is respected, valued, and provided with equal opportunities, in alignment with national and international legal frameworks, including the Constitution of India, and the National Education Policy (NEP) 2020.

Purpose

The purpose of this policy is to

- Promote a culture of respect, inclusivity, and equal opportunity.
- Eliminate all forms of discrimination, harassment, and bias.
- Ensure compliance with national and international laws on equality and non-discrimination.
- Provide mechanisms for addressing grievances and complaints related to discrimination or exclusion.
- Enhance awareness about diversity and inclusion through education, training, and sensitization programs.
- Foster a work and study environment that accommodates individual differences and diverse perspectives.
- Age: Protects individuals from discrimination based on age to ensure equal treatment in various aspects of life, including employment.
- Gender: Protects individuals from discrimination based on gender identity or expression.
- Language: Safeguards individuals from discrimination based on language.
- Disability: Ensures that individuals with physical or mental disabilities are not discriminated against and are facilitated to participate fully in society.

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- **Race:** Refers to a person's ethnic or racial background, protecting individuals from discrimination based on skin colour, nationality, or ancestry.
- **Religion & Belief:** Ensures that individuals are free to follow religious beliefs or practices. This includes non-religious and philosophical beliefs such as atheism.
- **Sexual Orientation:** Providing equal opportunity to all individuals irrespective of sexual orientation.
- **Marriage:** Ensures that individuals are not discriminated against based on marital status, whether single, married, divorced, or widowed.
- **Pregnancy and Maternity:** Protects individuals from discrimination due to pregnancy, childbirth, or maternity-related issues.

This Policy shall also adhere to definitions stated in the Statute of IIT Hyderabad, which may be amended from time to time.

Scope

The Policy outlines the principles that support the Institute to embed equality, diversity, and inclusion across all areas of its work. The Policy applies to all regular and contractual employees of the Institute, including Faculty, Non-Faculty, Technical, Management Professionals, Students, Project Staff, and families staying on the campus of IITH. IITH is dedicated to promoting equality of opportunity and embracing diversity, ensuring the prevention of any form of discrimination.

Legislation:

The Policy acknowledges and adheres to all relevant national laws and regulations on diversity, inclusion, and anti-discrimination. These may include but are not limited to laws addressing equal opportunity, accessibility, harassment, and human rights.

Definitions:

- **Equality:** Ensuring individuals or groups are not treated less favorably based on characteristics such as gender, race, caste, religion, disability, or sexual orientation.
- **Diversity:** Recognizing, respecting, and valuing differences in individuals' backgrounds, perspectives, and experiences.
- **Inclusion:** Creating an environment where all individuals feel welcomed, respected, and have equal access to opportunities and resources.
- **Discrimination:** Unjust or prejudicial treatment based on identity markers, including gender, caste, religion, or disability.
- **Bullying:** Bullying refers to persistent and harmful behaviour intended to intimidate, harm, or humiliate others.
- **Discrimination:** Discrimination means any distinction, exclusion, or restriction based on protected characteristics stated in this policy or in existing laws applicable to this Institute.
- **Harassment:** Harassment is discriminatory behaviour involving unwanted and offensive conduct directed at individuals or groups based on their protected characteristics. This behaviour can create a hostile or intimidating environment for the targeted person.
- **Malicious Intent:** Malicious intent refers to a situation where the complainant is fully aware that the complaint lacks reasonable grounds. This can involve deliberately attempting to deceive or mislead the investigation or having an ulterior motive behind making the complaint.
- **Zero Tolerance:** Zero tolerance refers to a policy or approach where any form of discrimination, harassment, or harmful behaviour is not tolerated under any circumstance. This means that any such behaviour is met with swift and appropriate consequences.
- **Hate Crime:** A hate crime is a criminal offence committed against a person or their property that is motivated by hatred or prejudice towards the victim's race, religion, ethnicity, sexual orientation, disability, or other protected characteristics.
- **Caste:** Caste refers to a fixed social group determined by birth within a particular social stratification system.

Policy Principles

- **Non-Discrimination:** IITH prohibits discrimination based on age, caste, disability, gender identity, marital status, nationality, race, religion, sex, sexual orientation, or any other characteristic protected by law.
- **Equal Opportunity:** All employment and academic decisions will be based on merit, qualifications, and abilities. The

Institute is committed to providing equal opportunities for all staff and students in learning, teaching, employment, and participation in all aspects of campus life, without discrimination or bias.

- **Inclusive Environment:** IITH is dedicated to creating a supportive environment that values diversity and fosters mutual respect.
- **Reasonable Accommodation:** The institute shall provide necessary accommodations to individuals with disabilities to ensure full participation.
- **Zero-Tolerance for Harassment:** IITH has a zero-tolerance policy towards harassment, bullying, and hate speech.
- **Respect and Dignity:** All individuals within the Institute should be treated with respect and dignity, regardless of their backgrounds, characteristics, or identities.
- **Inclusive Environment:** The Institute aims to cultivate an inclusive environment that embraces and appreciates diversity, fosters a sense of belonging, and encourages active participation from all members of the community.
- **Continuous Improvement:** The Institute is committed to continually improving its policies, practices, and programs to enhance diversity and inclusion within the IITH community.

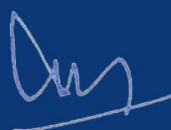
Prohibition of Retaliation: The Institute is committed to ensuring a safe environment for every individual who reports behaviour they reasonably believe to be in violation of this Policy or who provides information in good faith during an investigation. Any act of retaliation against such whistle-blowers will not be accepted, but will be met with a befitting disciplinary action against the perpetrators.

Roles and Responsibilities:

- (a) **Administration:** Ensures implementation and monitoring of the EDI policy.
- (b) **Board of Governors and Director IIT Hyderabad:** The Board of Governors and Director IITH are responsible for setting the strategic direction and ensuring the implementation of the diversity and inclusion policy.
- (c) **Faculty and Staff:** All faculty and staff members are expected to actively promote Diversity and Inclusion, create an inclusive learning environment, and challenge biases or discriminatory practices.
- (d) **Students:** Students are encouraged to contribute to an inclusive educational environment by respecting diversity and inclusion, engaging in respectful dialogue, and reporting any incidents that violate the Policy.
- (a) **Support Systems:** Establish support structures, such as counselling services and affinity groups, to assist individuals from diverse backgrounds.

Grievances Redressal Mechanism:

- (a) **Complaints Committee:** A dedicated committee will address grievances related to discrimination and harassment.
- (b) **Equal Opportunity Cell:** A separate cell to ensure equal opportunities at work place has already been formed at IITH, which is functioning well under the direct charge of a Liaison Officer.
- (c) **Confidentiality:** All complaints will be handled with utmost confidentiality and sensitivity.
- (d) **Protection Against Retaliation:** Individuals reporting incidents in good faith will be protected from retaliation.



Implementation

To improve Diversity and Inclusion within the Institute, the following measures should be implemented

- (a) **Recruitment and Hiring:** Implementing unbiased recruitment and selection processes to attract diverse candidates, ensuring job openings reach a wide range of candidates, and utilizing diverse interview panels including nomination of a member on the selection committees to take care of the interests of the backward, the less privileged and the vulnerable categories of candidates.
- (b) **Communication and Feedback:** The Institute will establish channels for open communication, feedback, and reporting mechanisms to ensure that concerns regarding diversity, inclusion, and discrimination are promptly addressed.
- (c) **Diversity and Inclusion Scholarship and Awards:** The Institute will work on instituting scholarships and awards for those students and staff who help improve diversity, equality, and inclusion on the campus.
- (d) **Regular Reviews:** The EDI policy will be reviewed periodically to assess its effectiveness and make necessary adjustments

Communication

The EDI policy will be

- (a) Published on the IITH official website.
- (b) Included in orientation programs for new faculty, staff, and students.
- (c) Regularly highlighted in institutional platforms and communications.

Conclusion

IITH is committed to upholding the highest standards of equality, diversity, and inclusion. By embracing these principles, we aim to cultivate a vibrant and dynamic community where everyone can thrive.

This policy shall serve as a constantly evolving document to reflect the changing dynamics of the IITH community and societal advancements from time to time.



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