

Policy on implementation of Promotion of Equality, Diversity, and Inclusion (EDI) in Higher Educational Institutions

An “Anti-Discrimination” Officer has been appointed by the University to look into the complaints of discrimination of students. Tezpur University actively practice and promote Equality, Diversity, and Inclusion (EDI) actively practice and promote these principles in various ways:

- (a) safeguard the interests of the students without any prejudice to their caste, creed, religion, language, ethnicity, gender, and disability.
- (b) eliminate discrimination against or harassment of any student in all forms in higher educational institutions 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.
- (c) promote equality among students of all sections of the society.
- (d) Commitment to an inclusive curriculum is reflected in our efforts to incorporate diverse perspectives, cultures, and voices into our courses, thereby providing a well-rounded educational experience and promoting understanding and empathy among students.
- (e) prioritizes the needs of students and staff with disabilities by implementing wheelchair-accessible ramps, elevators, assistive technologies, and specialized software to ensure inclusive accessibility throughout our facilities.
- (f) address specific needs within our community, such as the Gender Inclusivity course prepared for TU for Multidisciplinary Course at Graduation level. This initiative aims to provide comprehensive education on gender inclusivity, fostering understanding and acceptance among our students.
- (g) established and sustains the TU Queer Circle, providing a safe space and gender-neutral toilets for the LGBTQ+ community. Through this initiative, we offer support, resources, and a sense of community, fostering inclusivity and acceptance within our institution.
- (h) Centre for Inclusive Development, aimed at uplifting underprivileged students through education, training, engagement, and counseling.
- (i) SC/ST Cell dedicated to the upliftment of students and employees belonging to SC/ST categories, addressing grievances and welfare concerns.

Definition of “discrimination”

“Discrimination” means any distinction, exclusion, limitation or preference which has the purpose or effect of nullifying or impairing equality of treatment in education and in particular, of depriving a student or group of students on the basis of caste, creed, religion, language, ethnicity, gender and disability of access to education of any type at any level.

Definition of “harassment”

“Harassment” means unwanted conduct which is persistent and demeans, humiliates or creates a hostile and intimidating environment.

Definition of “person with disability”

“Person with disability” means a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others.

Definition of Queer/LGBTQ+

Queer people may identify as gay, lesbian, bisexual, transgender, non-binary, genderqueer, or other identities within the LGBTQ+ spectrum. The term emphasizes non-conformity to traditional gender and sexual norms and celebrates diversity within the community.

Mechanism for implementation

The University already has a well laid down mechanism of hearing student complaint. Since this existing mechanism has been fine-tuned over the time, the implementation mechanism of Anti Discrimination Regulation will involve it for quick and efficient functioning.

The following mechanism for Anti Discrimination Regulation is therefore adopted:

- 1) All students shall be made aware of the provision of the Antidiscrimination Regulation during the orientation programme conducted for the newly admitted students by the University.
- 2) Any complaint of discrimination by a student in the academic department and centre
 - a. Any complaint of discrimination by a student in the academic department and centre shall be submitted in writing to the respective Head of the department/centre.
 - b. The Head of Dept./Centre will enquire the matter and, if found genuine, take appropriate action. If the complaint is satisfactorily resolved the head of dept./centre shall prepare an action taken report and the students shall submit the complaint and report to the Anti Discrimination Officer. This shall be completed within a time frame of 15 days.
 - c. If the complaint is against an act of the HoD, it will be directly submitted to the Dean of the concerned school.
 - d. If the student is not satisfied with the action taken at HoD level or in the event of no action within 15 days, she/he will forward the complaint to the respective Dean of the concerned school. The dean will review the matter with the involvement of the complainant and take appropriate action. The report again shall be forwarded to the Anti Discrimination Officer. This shall be completed within a time frame of next 15 days from the date of receipt of the complaint by the Dean.
 - e. If the complaint is against the Dean concerned then the student shall submit it directly to the Anti Discrimination Officer.
 - f. If the student is not satisfied with action taken at Dean Level or in the event of no action at Dean level, she/he shall forward the complaint to the Antidiscrimination Officer. Anti Discrimination Officer then shall make a detailed review/investigation of the matter and recommend appropriate action to the Vice Chancellor with a time frame of the next 30

days from the date of receipt of the complaint by the Anti Discrimination Officer.



- 3) Any complaint of discrimination by a student in Hostel.
 - a. Any complaint of discrimination by a student in any Hostel shall be submitted in writing to the respective Warden.
 - b. The Warden will enquire the matter and, if found genuine, take appropriate action. If the complaint is satisfactorily resolved the warden shall prepare an action taken report and the students shall submit the complaint and report to the Anti Discrimination Officer. This shall be completed within a time frame of 15 days.
 - c. If the complaint is against an act of the Warden, it will be directly submitted to the Dean of Student Welfare.
 - d. If the student is not satisfied with the action taken at Warden level or in the event of no action within 15 days, she/he will forward the complaint to the Dean of Student Welfare. The dean will review the matter with the involvement of the complainant and take appropriate action. If the complaint is satisfactorily resolved DSW shall prepare an action taken report and the students shall submit the complaint and report to the Anti Discrimination Officer. This shall be completed within a time frame of 15 days from the date of receipt of complaint by the DSW.
 - e. If the complaint is against the DSW then the student shall submit it directly to the Anti Discrimination Officer.
 - f. If the student is not satisfied with the action taken at DSW level or in the event of no action within 15 days, she/he shall forward the complaint to the Antidiscrimination Officer. Anti Discrimination Officer then shall make a detailed review/investigation of the matter and take recommend appropriate action to the Vice Chancellor within a time frame of 30 days from the date of receipt of the complaint by the Anti Discrimination Officer.
- 4) Any complaint of discrimination in the University by a student in matters not relating to Department/Centre/Hostel shall be submitted directly to the Antidiscrimination Officer. Anti-discrimination Officer shall make necessary enquiry and submit recommendation to the Vice Chancellor.
- 5) University administration shall extend all cooperation to the Antidiscrimination Officer in the conduct of enquiry against any complaint.
- 6) Any person found guilty of indulging in acts of indiscrimination shall be warned in writing against such act.
- 7) The quantum of punishment for repeat of acts of indiscrimination by any person shall be recommended by a committee to be constituted by the Antidiscrimination Officer and it will be forwarded by the Anti Discrimination Officer to the Vice Chancellor for approval.
- 8) The decision of the Vice Chancellor shall be final and binding.

Quantum of punishment: As defined in the University Rules & Regulations