

**SDG-Equality, Diversity and Inclusion (EDI)
Policy
Chandigarh University**

Chandigarh University is committed to promoting equality, diversity, and inclusion (EDI) in all aspects of its operations. This policy sets out our commitment to ensuring that all members of the University community are treated fairly, with dignity and respect, and have equal opportunities to succeed.

Equality

- The University is committed to promoting equality of opportunity for all members of the University community regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- The University takes steps to eliminate discrimination, harassment, and victimisation in all its forms.
- The University ensures that all policies, procedures, and practices are fair, transparent and free from bias and discrimination.
- The University monitors and reviews its policies, procedures, and practices regularly to ensure that they are effective in promoting equality.

Diversity

- The University recognises the value of diversity in promoting creativity, innovation and excellence.
- The University promotes diversity and seeks to ensure that its workforce and student body reflect the diversity of the wider community.

- The University ensure that recruitment and selection procedures are open, transparent and fair and that they do not discriminate against any group or individual.
- The University seeks to accommodate the needs of all members of the University community, including those with disabilities.

Inclusion

- The University is committed to promoting an inclusive culture where all members of the University community feel valued and respected.
- The University seeks to create an environment where all members of the University community are encouraged to participate fully and contribute to the life of the University.
- The University provides training and development opportunities for all members of the University community to promote understanding and awareness of issues related to EDI.
- The University promotes the reporting of discrimination, harassment, and victimisation and will ensure that appropriate action is taken to address any complaints.

Responsibilities

- The University ensures that all staff and students are aware of their responsibilities under this policy.
- The University appoints a designated person(s) responsible for promoting EDI within the University.
- All staff and students have a responsibility to ensure that their actions do not discriminate against or harass others.

- All staff and students have a responsibility to promote a culture of inclusion and to report any incidents of discrimination, harassment, or victimisation that they witness or experience.

Review

- This policy is reviewed annually to ensure that it remains up-to-date and effective.
- Any changes to this policy are communicated to staff and students in a timely manner.
- The effectiveness of this policy is monitored through the analysis of data on recruitment, retention, and progression of staff and students from different groups.