



**JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY**  
WAKNAGHAT, P.O. – WAKNAGHAT,  
TEHSIL – KANDAGHAT, DISTRICT – SOLAN (H.P.)  
PIN – 173234 (INDIA) Phone Number- +91-1792-257999  
(Established by H.P. State Legislature vide Act No. 14 of 2002)

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## **Equity, Diversity, and Inclusivity (EDI) Policy**

### **1. Introduction**

Jaypee University of Information Technology (JUIT), Wagnaghat, Solan, is steadfast in its commitment to cultivating a campus environment rooted in **Equity, Diversity, and Inclusivity (EDI)**. Guided by the constitutional mandates of India (Articles 14–16) and aligned with global initiatives such as the United Nations Sustainable Development Goals (SDGs), JUIT strives to eliminate systemic barriers and foster a culture where every individual—irrespective of caste, religion, gender, disability, sexual orientation, socioeconomic status, or other protected characteristics—is empowered to achieve their fullest potential.

JUIT recognizes that diversity fuels innovation and academic excellence. This policy underscores our pledge to:

- **Eradicate Discrimination:** Proactively address biases in academic, administrative, and social interactions, adhering to the Rights of Persons with Disabilities Act (2016), the Transgender Persons Act (2019), and UGC guidelines on inclusivity.
- **Promote Accessible Education:** Ensure physical, digital, and pedagogical accessibility for persons with disabilities, including adaptive infrastructure, assistive technologies, and flexible learning frameworks.
- **Champion Inclusive Excellence:** Integrate diverse perspectives into curricula, research, and campus life to prepare students for a globalized world, while fostering empathy and cross-cultural collaboration.

JUIT's EDI framework is not merely a compliance measure but a moral imperative to uphold dignity, justice, and mutual respect. Through continuous dialogue, training, and community engagement, we aim to build a university where differences are celebrated, and every voice contributes to shaping a progressive society.

### **2. Definitions**

For clarity and consistency, the following terms are defined as per this policy:

- **Equity:**  
The fair distribution of resources, opportunities, and support tailored to address historical and systemic disadvantages. This includes targeted scholarships for marginalized communities, accessible infrastructure for persons with disabilities, and mentorship programs for first-generation learners. *Equity differs from equality by acknowledging that different individuals may require distinct support to achieve parity.*



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- **Diversity:**

The presence of varied identities and perspectives within the JUIT community, encompassing:

- **Demographic Diversity:** Age, gender (including transgender and non-binary identities), caste (SC/ST/OBC), religion, ethnicity, disability, sexual orientation, marital status, and socioeconomic background.
- **Cognitive Diversity:** Differences in thought, academic disciplines, and problem-solving approaches.
- **Geographic Diversity:** Representation from rural/urban areas, different Indian states, and international students.

- **Inclusion:**

The intentional creation of environments where all individuals feel valued, respected, and able to participate fully. This involves:

- **Cultural Inclusion:** Celebrating festivals, languages, and traditions of diverse groups through events like *Vasudhaiva Kutumbakam* (Global Harmony Week).
- **Academic Inclusion:** Designing curricula that reflect global perspectives, such as case studies on inclusive tech solutions for marginalized communities.
- **Social Inclusion:** Ensuring all campus spaces (classrooms, hostels, recreational areas) are free from harassment, exclusion, or microaggressions.

- **Protected Characteristics:**

Attributes safeguarded under Indian law against discrimination, including:

- Caste (Scheduled Castes, Scheduled Tribes, OBCs)
- Religion (Hinduism, Islam, Christianity, Sikhism, Buddhism, Jainism, others)
- Gender (as defined under the Transgender Persons Act, 2019)
- Disability (physical, intellectual, mental, or sensory impairments under the Rights of Persons with Disabilities Act, 2016)
- Sexual Orientation (protected under Supreme Court rulings decriminalizing Section 377 IPC)
- Marital Status (single, married, divorced, widowed)

- **Harassment:**

Unwelcome conduct—verbal, physical, or digital—that demeans, intimidates, or creates a hostile environment based on protected characteristics. Examples include casteist slurs, gender-based microaggressions, or exclusionary behavior in academic teams.

- **Accessibility:**

The provision of reasonable accommodations to ensure equal participation for persons with disabilities. This includes wheelchair ramps, screen-reading software, sign language interpreters, and flexible assessment methods.



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### 3. Scope

This policy applies comprehensively to **all members and activities** within the JUIT ecosystem, ensuring that EDI principles permeate every facet of institutional life:

- **Stakeholders:**
  - **Students:** Undergraduate, postgraduate, doctoral scholars, and exchange students.
  - **Faculty:** Full-time, adjunct, visiting, and emeritus professors.
  - **Staff:** Administrative, technical, housekeeping, security, and contractual personnel.
  - **Third Parties:** Vendors, contractors, guest lecturers, and visitors.
- **Operational Domains:**
  - **Academic Processes:** Admissions, curriculum design, pedagogy, assessments, research collaborations, and publication opportunities.
  - **Employment Practices:** Recruitment, promotions, professional development, benefits, and grievance redressal.
  - **Campus Life:** Hostels, cafeterias, sports facilities, cultural events, and student clubs.
  - **Digital Platforms:** Learning management systems (LMS), websites, and online portals.
- **Legal Alignment:**
  - **Physical Accessibility:** Compliance with the *Rights of Persons with Disabilities Act (2016)*, ensuring ramps, elevators, tactile pathways, and accessible restrooms.
  - **Gender Equity:** Adherence to the *Sexual Harassment of Women at Workplace Act (2013)* and provisions for transgender inclusivity under the *Transgender Persons Act (2019)*.
  - **Social Justice:** Implementation of reservation policies for SC/ST/OBC communities per constitutional mandates and UGC guidelines.
- **Geographical Reach:**
  - **Campus:** All buildings, laboratories, libraries, and open spaces at the Wagnaghat campus.
  - **Remote Engagement:** Virtual classrooms, hybrid conferences, and online admissions processes.

### 4. Objectives

JUIT's EDI objectives are designed to translate principles into actionable outcomes, fostering systemic change and measurable progress:

#### 4.1 Eliminate Discrimination

- **Zero Tolerance Framework:**



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- Establish **Anti-Discrimination committee (EDI Cell)** for reporting incidents of casteism, sexism, ableism, or religious bias.
- Mandate **bias-neutral recruitment panels** with representation from diverse genders, castes, and disciplines.
- **Legal Safeguards:**
  - Train faculty/staff on compliance with the **Prevention of Atrocities Act (1989)** and **POSH (Prevention of Sexual Harassment) Committee** protocols.

#### 4.2 Ensure Accessibility

- **Infrastructure Upgrades:**
  - Retrofit legacy buildings with tactile paths, audio-enabled lifts, and wheelchair-friendly pathways by 2026.
  - Develop an **Accessibility Audit Committee** to review facilities annually.

#### 4.3 Foster Inclusion

- **Cultural Integration:**
  - Host **Diversity Dialogues**, a forum for students/staff to share lived experiences (e.g. rural-urban transitions).
  - Integrate **Indigenous Knowledge Systems** into tech curricula (e.g., tribal agricultural practices in AI-driven farming modules).
- **Community Building:**
  - Launch **Buddy Programs** pairing international students with local mentors to ease cultural acclimatization.

### 5. Policy Guidelines

To operationalize JUIT's commitment to EDI, the following actionable guidelines shall govern all institutional practices:

#### 5.1 Non-Discrimination and Equal Treatment

- **Zero Tolerance:** Prohibit discrimination, harassment, or exclusion based on protected characteristics (caste, gender, disability, etc.) in academic, administrative, or social interactions.
- **Inclusive Language:** Mandate the use of gender-neutral and caste-sensitive language in official communications, syllabi, and public addresses.

#### 5.2 Accessibility and Accommodation

- **Physical Infrastructure:**

*Equity, Diversity and Inclusivity Policy*



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- Ensure 100% compliance with the *Rights of Persons with Disabilities Act (2016)* by 2026, including tactile pathways, wheelchair ramps, and accessible restrooms.
- Designate **priority seating** in classrooms and transport for persons with disabilities.
- **Digital Accessibility:**
  - Adopt **WCAG 2.1 standards** for all digital platforms (websites, LMS, exam portals) to ensure compatibility with screen readers and voice commands.
  - Provide **alternative formats** (e.g., audio lectures) for students with visual impairments.

## 6. Roles and Responsibilities

To ensure accountability, the following roles are defined for effective EDI implementation:

### 6.1 Leadership and Governance

- **Vice-Chancellor:**
  - Serve as the chief advocate for EDI, ensuring resource allocation and policy integration across departments.
  - Approve annual EDI action plans and review progress reports.
- **Registrar:**
  - Oversee grievance redressal processes and ensure compliance with statutory timelines.
  - Coordinate with the EDI Cell to publish annual diversity metrics.

### 6.2 Faculty and Academic Leadership

- **Heads of Departments (HoDs):**
  - Embed EDI principles into curriculum design, research projects, and teaching methodologies.
  - Address bias in student evaluations and ensure inclusive classroom practices.
- **Faculty Members:**
  - adopt inclusive pedagogy (e.g., diverse case studies, accessible materials).
  - Report incidents of discrimination or exclusion to the EDI Cell.

### 6.3 Staff and Administrative Teams

- **Human Resources (HR):**
  - Audit recruitment processes for bias and ensure diverse hiring panels.
  - Track retention rates of marginalized groups (SC/ST, persons with disabilities) and address disparities.
- **Infrastructure and IT Teams:**



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- Prioritize accessibility upgrades (e.g., ramps, screen-reader compatibility) as per audit recommendations.

#### 6.4 Students and Student Bodies

- **Student Representatives (EDI Cell):**
  - Advocate for peer concerns and propose initiatives like cultural exchange programs.
  - Organize awareness campaigns (e.g., anti-casteism workshops).
- **All Students:**
  - Uphold EDI principles in academic and social interactions.
  - Utilize grievance mechanisms to report violations without fear of retaliation.

#### 7. Conclusion

Jaypee University of Information and Technology reaffirms its commitment to fostering an ecosystem where **equity, diversity, and inclusion** are not merely ideals but lived realities. By integrating EDI into every facet of institutional operations—from classroom pedagogy to infrastructure design—JUIT aspires to cultivate leaders who champion social justice and drive technological innovation for an equitable world.

**Signature:**

**Name:**

**Prof. Sunil Kumar Khah**

**Designation:**

Dean (Accreditation)

**Prof. Rajendra Kumar Sharma**

(Vice Chancellor)