

# Equality, Diversity and Inclusion Policy

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1 <sup>st</sup> Revision amended on	IQAC Meeting held on 27 <sup>th</sup> October 2017
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## 1. INTRODUCTION AND COMMITMENT

B.S. Abdur Rahman Crescent Institute of Science and Technology (BSACIST) is committed to fostering a welcoming, inclusive, and equitable environment for all members of its community. We recognize that diversity enriches our academic, research, and social environment, and we are dedicated to creating a culture where everyone feels valued, respected, and empowered to succeed. This policy outlines our commitment to equality, diversity, and inclusion and provides a framework for promoting these values across all aspects of the institute. This policy aligns with Sustainable Development Goals (SDGs) 4 (Quality Education), 5 (Gender Equality), and 10 (Reduced Inequalities), as defined by the United Nations.

## 2. SCOPE

This policy applies to all members of the BSACIST community, including:

- Students (undergraduate, graduate, and doctoral)
- Faculty (full-time, part-time, and visiting)
- Staff (administrative, technical, and support)
- Researchers
- Contractors
- Visitors

This policy covers all activities and operations of BSACIST, including but not limited to:

- Admissions
- Recruitment and Employment
- Academic Programs
- Research Activities
- Student Life
- Campus Facilities
- External Partnerships

### 3. PROTECTED CHARACTERISTICS

This policy protects individuals from discrimination, harassment, and unfair treatment based on the following characteristics:

- Age:** All age groups are valued and respected.
- Gender:** All genders, including cisgender, transgender, and non-binary individuals, are valued and respected.
- Disability:** Individuals with physical, mental, intellectual, or sensory impairments are entitled to reasonable accommodations and equal opportunities.
- Race:** All racial and ethnic backgrounds are valued and respected.
- Religion or Belief:** All religions and beliefs, including non-belief, are valued and respected.
- Sexual Orientation:** All sexual orientations, including heterosexual, homosexual, bisexual, and asexual, are valued and respected.
- Marriage and Civil Partnership:** Marital and civil partnership status are protected.
- Refugee and Asylum Seeker Status:** Individuals with refugee or asylum seeker status are entitled to protection and support.
- Pregnancy and Maternity:** Pregnant individuals and new parents are entitled to protection and support.

## 4. DEFINITIONS

- **Equality:** Ensuring that everyone has equal opportunities and access to resources, regardless of their background or characteristics.
- **Diversity:** Recognizing and valuing the differences among individuals, including their backgrounds, experiences, perspectives, and identities.
- **Inclusion:** Creating a welcoming and supportive environment where everyone feels valued, respected, and empowered to participate fully.
- **Discrimination:** Unfair or prejudicial treatment of an individual or group based on one or more protected characteristics.
- **Harassment:** Unwelcome conduct that is offensive, intimidating, or abusive and that creates a hostile environment.
- **Reasonable Accommodation:** Modifications or adjustments to policies, practices, or facilities that enable individuals with disabilities to participate fully.

## 5. POLICY STATEMENTS

BSACIST is committed to:

- **Equal Opportunities:** Providing equal opportunities for all individuals in admissions, recruitment, employment, promotion, and access to resources and services.
- **Inclusive Environment:** Creating an inclusive environment where everyone feels valued, respected, and supported.
- **Diversity and Representation:** Promoting diversity and representation in all areas of the institute.
- **Accessibility:** Ensuring that campus facilities, programs, and services are accessible to individuals with disabilities.
- **Awareness and Training:** Providing training and awareness programs on equality, diversity, and inclusion for all members of the BSACIST community.
- **Addressing Discrimination and Harassment:** Taking prompt and effective action to address any incidents of discrimination or harassment.
- **Data Collection and Monitoring:** Collecting and monitoring data on diversity and inclusion to track progress and identify areas for improvement.

- **Transparency and Accountability:** Being transparent and accountable in our efforts to promote equality, diversity, and inclusion.

## 6. IMPLEMENTATION AND RESPONSIBILITIES

- **Senior Leadership:** The senior leadership of BSACIST is responsible for overall implementation and oversight of this policy.
- **Equality, Diversity, and Inclusion Committee:** An Equality, Diversity, and Inclusion Committee will be established to advise the senior leadership on EDI matters, monitor progress, and recommend actions.
- **Heads of Departments/Schools:** Heads of departments/schools are responsible for implementing this policy within their respective areas.
- **All Members of the BSACIST Community:** All members of the BSACIST community are responsible for upholding this policy and contributing to a welcoming, inclusive, and equitable environment.

## 7. MONITORING AND REVIEW

This policy will be monitored and reviewed regularly to ensure its effectiveness and relevance. The Equality, Diversity, and Inclusion Committee will be responsible for conducting the review and recommending updates as needed.

## 8. ALIGNMENT WITH SDGS

This policy directly contributes to the achievement of the following Sustainable Development Goals:

- **SDG 4: Quality Education:** By promoting inclusive and equitable education for all.
- **SDG 5: Gender Equality:** By eliminating discrimination and promoting equal opportunities for women and girls.
- **SDG 10: Reduced Inequalities:** By reducing inequalities based on protected characteristics and promoting social inclusion.



**REGISTRAR**