



Equality Diversity and Inclusion (EDI) Policy of JSS Academy of Higher Education & Research

Preamble:

At JSS Academy of Higher Education & Research (JSS AHER), we are committed to fostering an inclusive and equitable environment that embraces diversity in all its forms. We recognize that diversity brings a richness of perspectives and experiences that enhances our academic and social community. This policy outlines our commitment to promoting equality, diversity, and inclusion in every aspect of our university's functioning.

Policy Statement:

JSS AHER is dedicated to providing equal opportunities and a supportive environment for all members of our university community, irrespective of race, color, ethnicity, nationality, religion, caste, gender identity, sexual orientation, disability, age, socio-economic background, or any other characteristic. We firmly believe in treating everyone with dignity, respect, and fairness, promoting an atmosphere free from discrimination, harassment, or prejudice.

Objectives:

- a. Promote Inclusivity: JSS AHER will foster an inclusive culture that welcomes and respects the diversity of our students, staff, faculty, and visitors. We will strive to create an environment where all individuals feel valued, supported, and able to participate fully in all aspects of university life.
- b. Eliminate Discrimination: We are committed to identifying and eliminating all forms of discrimination, harassment, and unfair practices within the university community. We will actively address any reported incidents and ensure appropriate actions are taken to rectify such situations.
- c. Celebrate Diversity: JSS AHER will celebrate the diverse backgrounds, perspectives, and cultures of our community members. We will organize events, programs, and initiatives that promote intercultural understanding, dialogue, and appreciation.

d. Equal Opportunities: We will ensure that all members of our university community have access to equal opportunities for education, employment, career development, and participation in university activities, regardless of their background.

e. Accessibility and Inclusivity: JSS AHER will work towards creating an accessible and inclusive physical environment that accommodates individuals with disabilities and ensures equitable access to facilities and resources.

f. Training and Awareness: We will provide regular training and awareness programs for staff, faculty, and students to promote understanding, sensitivity, and awareness about equality, diversity, and inclusion issues.

Responsibility and Accountability:

a. The Vice-Chancellor, Registrar, Principals of constituent colleges, and Heads of departments hold responsibility for implementing and monitoring the EDI policy.

b. The EDI Committee will be responsible for reviewing and updating the policy, conducting awareness programs, handling complaints, and monitoring progress towards achieving EDI objectives.

Complaints and Reporting

a. JSS AHER will establish a transparent and confidential procedure for reporting discrimination, harassment, or any EDI-related concerns. The university will investigate all reported incidents promptly and impartially, taking appropriate actions as necessary.

b. A dedicated EDI Complaints Officer will be appointed to handle all EDI-related complaints and concerns.

Communication and Awareness

JSS AHER will communicate this policy widely within the university community through various channels, including the university website, official communications, and orientation programs for new students and staff.

Review and Evaluation:

This EDI policy will be reviewed periodically to ensure its effectiveness and relevance. Feedback from staff, faculty, students, and other stakeholders will be sought to evaluate the policy's impact and identify areas for improvement.

JSS AHER is committed to upholding the principles of equality, diversity, and inclusion to foster an environment that is respectful, inclusive, and empowering for all. This policy forms the foundation of our commitment, and we aim to continually improve our efforts to create a vibrant and diverse university community.

Authority:

The Vice-Chancellor, Registrar, Principals of constituent colleges, and Heads of departments hold delegated authority and are responsible for all aspects of the EDI Policy Statement. Feedback from employees and stakeholders will be sought to identify areas for improvement and the Policy will be reviewed and revised accordingly.

Date of Implementation: 01.08.2018

Date of Last Review : 01.08.2023

Date for Next Review: 01.08.2026



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