



VIT[®]
Vellore Institute of Technology
(Deemed to be University under section 3 of UGC Act, 1956)

EQUITY, DIVERSITY AND INCLUSIVITY POLICY

(Ver. 2.0)

INTRODUCTION

VIT was founded with the intention of providing quality, international-standard higher education. Consistently, it pursues and implements novel approaches to enhance the quality of higher education. The campus is filled with students from all over the world, creating a cosmopolitan atmosphere. Teachers with extensive knowledge and experience are strongly encouraged to instruct students. The global standards set by VIT in the fields of instruction and research inspire us to pursue excellence with unrelenting zeal. In the modern world, discussions on equity, diversity, and inclusion are of the utmost importance. VIT is of the opinion that every individual, regardless of their race, gender, religion, sexual orientation, age, or any other distinguishing feature, should be shown the same degree of respect and dignity.

SCOPE

Everyone ought to have the same number of chances to be successful and live up to their full potential. To welcome and celebrate diversity and to work towards the creation of an inclusive atmosphere in which everyone can feel as though they are appreciated and included. Together, we are able to foster equity and make it possible for everyone to have equitable access to the opportunities, resources, and support that are necessary to accomplish their objectives. The document applies to our current students, research scholars, faculty members and other staff members.

POLICY STATEMENTS

- Developing an environment in which the individual differences and contributions of all employees are valued.
- Maintaining a respectful and dignified work environment for all employees.
- Attracting and retaining skilled and diverse personnel that best reflects the available talent in the communities where we operate.
- When hiring new employees and promoting existing team members, ensure that all selection criteria are fair and based on a variety of talents, experiences, and perspectives.
- Reviewing and revising as necessary all employment practices and policies that do not support the intent of this policy, including but not limited to recruitment and selection, finalising compensation and benefits, arranging for professional development & training, promotions, and transfers.

- Continually reviewing diversity statistics to assure representation of our communities at all levels of our workforce.
- Conforming to all applicable legislative requirements.
- Always encouraging respectful communication.
- Any forms of intimidation, bullying, victimisation, defamation, or harassment that result from or are contrary to the purposes of this policy will be actively discouraged and dealt with through appropriate disciplinary measures.

The institute and all its stakeholders are committed to

- Promote a culture that embraces EDI.
- Recognise and address the prejudices, underlying beliefs and values, assumptions, and stereotypes that may impede working and learning opportunities.
- Promoting a positive, knowledgeable, and inclusive attitude towards one another.
- Ensure the absence of discrimination and harassment in the workplace.
- Ensure representation of all groups' participation in decision-making.
- Offer pupils a protected setting in which they can learn to feel safe and appreciated, to have a sense of their own personal worth, and to be mindful and considerate of the requirements of other people.
- Students will be better prepared for life beyond VIT if they are assisted in the development of a strong moral compass.
- Follow uniform norms without any prejudice in all the departments.

Acknowledging the complexity of EDI, the institution pledges its commitment to initiate a number of actionable initiatives and best practices to support the diversity of the campus. We are making a difference in the EDI activities on our campus by paying attention to student organizations, fostering professional growth, collaborating with departments located across the institute, and keeping everyone accountable.