


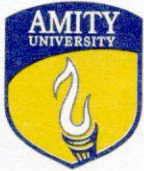


AMITY UNIVERSITY

— R A J A S T H A N —

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| Name of the Policy | Date of Issue | Date of Review | Authorized Signatory |
|--------------------|---------------|----------------|---|
| EDI Policy | 11 /02/2022 | - |  |



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Equity, Diversity, and Inclusion (EDI) Policy

Introduction :

At Amity University Rajasthan, we are committed to fostering an inclusive and supportive environment that values and respects the diversity of our university community. This Equity, Diversity, and Inclusion (EDI) Policy is designed to promote a culture of fairness, equality, and understanding, ensuring that all members of our university - students, staff, faculty, and visitors - are treated with dignity and respect, regardless of their age, gender, disability, race, religion, orientation, marriage & civil partnership, pregnancy & maternity, or any other characteristic protected by law.

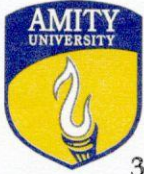
Principles:

1. **Equal Opportunities:** We believe in providing equal opportunities for all members of our university community, regardless of their backgrounds. This includes equal access to education, training, employment, and other university-related activities.
2. **Respect and Dignity:** We are committed to maintaining an environment that fosters mutual respect, dignity, and understanding, where every individual feels valued and appreciated.
3. **Elimination of Discrimination:** Discrimination in any form, including direct and indirect discrimination, harassment, victimization, and retaliation, will not be tolerated within our university.
4. **Accessibility and Inclusivity:** We will strive to ensure that our campus, facilities, programs, and services are accessible and inclusive for all, making reasonable accommodations to support individuals with disabilities.
5. **Awareness and Education:** We will actively promote awareness and education regarding equity, diversity, and inclusion, encouraging open discussions and providing resources for learning and growth.
6. **Proactive Approach:** We will take proactive measures to identify and address potential barriers to inclusion, seeking to create a more inclusive environment for everyone.
7. **Reporting Mechanism:** We will establish a confidential and accessible reporting mechanism to address concerns related to discrimination, harassment, or any violation of this EDI Policy.

Key Areas of Focus:

1. **Age:** We will promote an age-inclusive environment, ensuring that individuals of all age groups are treated fairly and have access to opportunities for learning, growth, and employment.
2. **Gender:** We are committed to gender equality and will strive to eliminate gender bias, ensuring that individuals of all genders have equal opportunities and representation.





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3. **Disability:** We will make efforts to create a barrier-free environment, providing reasonable accommodations to support individuals with disabilities in their academic pursuits and work-related activities.
4. **Race and Ethnicity:** We will celebrate the diversity of cultures and backgrounds represented within our university, fostering a climate of respect and appreciation for individuals of all races and ethnicities.
5. **Religion:** We respect the religious beliefs and practices of all members of our university community, ensuring that religious diversity is acknowledged and accommodated.
6. **Sexual Orientation:** We are dedicated to creating a safe and supportive environment for individuals of all sexual orientations and gender identities, promoting acceptance and understanding.
7. **Marriage & Civil Partnership:** We recognize, and value all forms of partnership and will treat individuals in such unions equally and respectfully.
8. **Pregnancy & Maternity:** We will support and accommodate individuals experiencing pregnancy and maternity, ensuring that they have equal opportunities to excel in their studies and careers.

Implementation and Accountability:

This EDI Policy is the responsibility of the entire university community. It will be implemented through ongoing efforts, training programs, and regular assessments of progress.

All members of the university, including students, staff, faculty, and administration, are expected to comply with this policy. Any violations or incidents of discrimination, harassment, or retaliation should be reported through the established reporting mechanism.

The university will regularly review and update this policy to align with changing needs and best practices in equity, diversity, and inclusion.

Conclusion:

By embracing this Equity, Diversity, and Inclusion Policy, we reaffirm our commitment to creating a welcoming and nurturing environment where everyone can thrive and contribute to the academic and social fabric of our university. Through collective efforts, we will work towards a more equitable and inclusive future for all.

