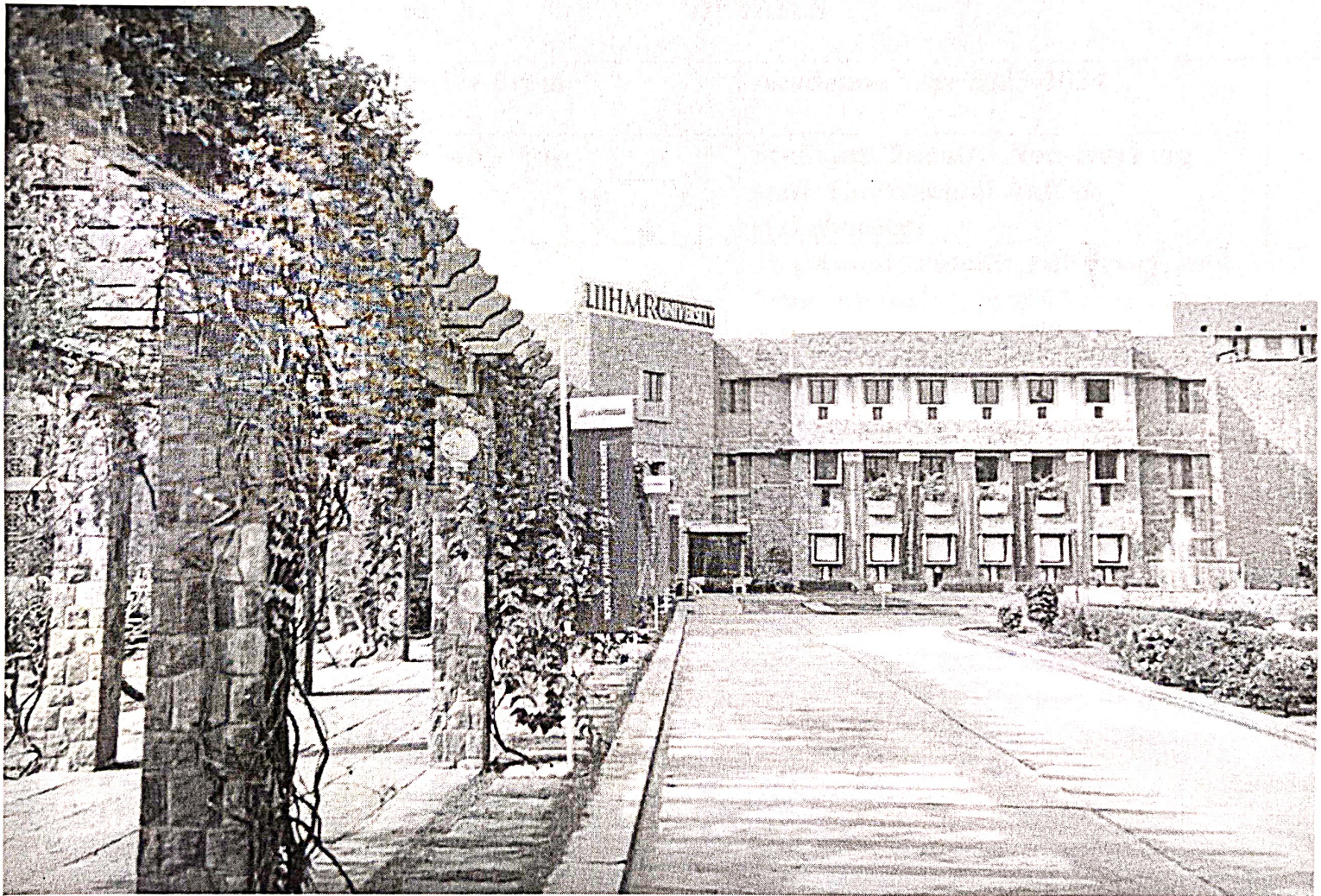




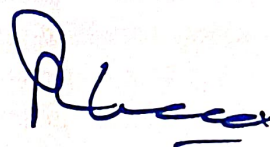
Policy on Equality, Diversity & Inclusion



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Policy on Equality, Diversity & Inclusion

S.No.	DETAILS	
1	Policy Effective From	Academic Year 2023-2024
2	Policy Applicable For	Students, Faculty, Non-teaching staff, Contractual staff & stakeholders
3	Purpose of Policy	To promote equality, diversity, and foster an inclusive academic and working environment



INTRODUCTION

IIHMR University is committed to promoting **equality, diversity, and fostering an inclusive academic and working environments** for all members of its community. The University believes that diversity enriches learning, strengthens research, and contributes to socially responsible leadership in healthcare management and public health.

This policy establishes the University's commitment to ensuring equal opportunity, non-discrimination, and inclusive participation for **students, faculty, staff, and stakeholders** across all academic and administrative activities.

PURPOSE

The purpose of this policy is to foster an environment that **promotes equal opportunities in education, employment, and institutional participation**. It aims to ensure a safe, respectful, and inclusive campus atmosphere while actively preventing discrimination, harassment, and exclusion. By encouraging representation from diverse social, economic, and cultural backgrounds, the policy seeks to integrate principles of equity and inclusion into all aspects of education, research, and governance. Ultimately, this initiative contributes to global goals related to equity, inclusion, and diversity, promoting a more equitable society for everyone.

SCOPE AND DEFINITION

The policy applies to everyone within the University, including students, faculty, administrative staff, scholars, contractual employees, and external partners. It encompasses all institutional functions such as admissions, recruitment, teaching and learning, research activities, campus facilities, student services, and university events.

The University ensures fair and equitable treatment for all individuals and equal access to academic and professional opportunities. The University maintains a zero-tolerance approach to discrimination and harassment. It acknowledges and appreciates diversity across various dimensions, including gender and gender identity, age, disability, socioeconomic background, race, religion and belief, caste and ethnicity, nationality and cultural identity, language, sexual orientation, marital status, refugee status, and maternity.

Diversity is considered a key driver of innovation, academic excellence, and global engagement. The University promotes an inclusive environment where all individuals feel valued, respected, supported, and empowered to participate fully in academic and campus life.

AWARENESS AND REVIEW

The University organizes training programs, workshops, and awareness campaigns to promote understanding of diversity, equity, and inclusion among students and staff.

The implementation of this policy is supported through institutional mechanisms, including Internal Complaints Committee (ICC), Grievance Redressal Committee, Equal Opportunity initiatives, Gender sensitization and diversity awareness programs, Student welfare and inclusion initiatives. Regular reviews of the policy and its implementation will be conducted to ensure its effectiveness and alignment with institutional values and legal standards.

