



POLICY ON DIVERSITY, EQUITY, INCLUSION, AND NON-DISCRIMINATION AT BML MUNJAL UNIVERSITY

BMU/RO/2024/0270(b); Dated: August 30, 2024

Version-1.0



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A Not-for-Profit Initiative of the **HERO GROUP**

POLICY ON DIVERSITY, EQUITY, INCLUSION, AND NON-DISCRIMINATION AT BML MUNJAL UNIVERSITY

1. Preamble:

A comprehensive document outlining various HR practices dated September 5, 2016, was in place. However, with the strengthening of processes and evolving requirements, the need arose to draft separate policies focusing on specific practices

This Diversity, Equity, Inclusion, and Non-Discrimination Policy (Policy) is designed to promote a diverse and inclusive environment at BML Munjal University (BMU), aligned with our institution's core values of care and equity. We are committed to fostering a fair and inclusive community that embraces and reflects diversity.

This Policy outlines our commitment to:

- Equity and equal opportunity for all
- Ethical standards in all aspects of university operations
- Addressing fair living wages, and labour rights
- Protecting the labour rights of all employees, including outsourced staff, in accordance with University Grants Commission (UGC) guidelines and Indian labour laws

By upholding these principles, we aim to create a supportive and equitable environment for all students, and employees, in line with national standards and global best practices

2. Scope

This Policy applies to all BMU staff, faculty, students, and outsourced personnel. It is designed to protect all stakeholders from discrimination and to promote equitable treatment across gender, caste, disability, and socio-economic background, in alignment with the values of accessibility and diversity in higher education.

3. Diversity, Equity, and Inclusion

BMU is committed to fostering a diverse, equitable, and inclusive campus community, in accordance with UGC guidelines. We value diversity in all its forms, including regional, BMU/RO/2024/0270(b); Dated: August 30, 2024 Version-1.0



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caste, cultural, religious, socio-economic, and gender backgrounds. We strive to enroll students and hire staff from diverse geographic locations to enrich our campus with diverse perspectives and experiences. Our commitment extends to supporting students and staff from all backgrounds, ensuring equal opportunity and inclusivity in all aspects of campus life. Through dedicated programs and awareness initiatives, we promote understanding, respect, and acceptance for all, creating a campus that celebrates diversity and supports every individual.

BMU is committed to providing equal opportunities for all students, ensuring fair access to resources and support for their educational success. The University is dedicated to identifying and removing barriers that may prevent full participation in academic and campus life, with particular focus on meeting the unique needs of students from diverse backgrounds, including those defined by caste, gender, religion, socio-economic status, and geographic origin.

Our policy embraces diversity and strives for inclusivity by designing a curriculum that reflects multiple perspectives and prioritizing accessibility for students with disabilities.

To support marginalized communities, BMU offers scholarships, financial aid, and academic assistance to ensure that no student is left behind. We foster a welcoming environment through mentorship, peer support, and awareness programs.

4. Non-Discrimination

The University does not discriminate against its students or staff based on:

- Gender
- Age
- Disability
- Race
- Religion or Belief
- Cultural Background



- Sexual Orientation
- Marital Status
- Refugee and Asylum Seeker Status
- Language
- Pregnancy and Maternity
- Paternity and Parental Status

The University is committed to non-discrimination in admissions, hiring, and promotions. To provide equal employment and advancement opportunities to all employees, employment decisions at the University are based on experience, qualifications, merit and abilities. BMU follows international human rights standards, including the United Nation's International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. The University expects its students, employees, and its partners to adhere to these standards. Violations shall result in termination of services of its employees and cessation of relationships with such entities respectively.

4.1 Living Wage and Pay Scale Equity

BMU is committed to fair and competitive compensation for all employees, including outsourced workers as per the regulations of Ministry of Human Resources & Government of India. The University ensures that all employees receive a minimum living wage that reflects the cost of living and promotes financial independence. It provides equitable pay across comparable roles to avoid gender or caste-based disparities. The Human Resources (HR) department of the University regularly reviews pay scales to address any inequities and ensures fair progression opportunities. The HR department also monitors gender equity in pay scales, reinforcing the University's commitment to non-discrimination on the basis of gender. This approach ensures that every employee is valued and supported, fostering an inclusive and equitable work environment across the University and upholding the principle of equal pay for equal work.

4.2 Gender Equity

Gender inclusivity is integral to our approach, with initiatives supporting and promoting gender equality at the University. The University fosters gender equity by ensuring equal opportunities for individuals of all gender identities, including transgender and non-binary persons, in academic, administrative, and extracurricular roles. The University encourages and supports female and transgender students and staff to participate without any discrimination in all levels of education and decision-making.

The University has notified the Standard Operation Procedure for the *Gender Champions* on June 24, 2021, with an aim to create a gender-sensitive eco-system and positive social norms that values gender diversity. The Gender Champions are envisaged as responsible leaders who will facilitate an enabling environment within the campus, where everyone is treated with dignity and respect. They advocate for gender equality and monitor gender justice.

The Office of Diversity, Equity, and Inclusion (DEI) released *Guidelines for a Gender-Sensitive Workplace* on May 17, 2024, to help faculty and staff understand gender-sensitive workplace behaviours.

4.3 Freedom of Association and Collective Bargaining

Employees have the right to form associations or unions, subject to the regulations of the institution and in accordance with national labour laws. The University recognizes and respects the role of employee unions in supporting fair labour practices.

5. Office of Diversity, Equity & Inclusion

The Office of DEI plays a crucial role in fostering an inclusive and supportive environment on campus. It is responsible for ensuring the University's commitment to diversity, equity, and inclusion by overseeing adherence to DEI policies, monitoring representation, and actively creating a welcoming space for students and staff from all backgrounds. The key responsibilities of the Office of the DEI include:



5.1 Awareness and Education Initiatives

Through various activities, including workshops, seminars, and group discussions, the Office will engage the campus community in meaningful dialogue about diversity, equity, and inclusion. These initiatives aim to deepen understanding and foster engagement among students and staff.

The Office of DEI will undertake regular surveys to evaluate and refine DEI strategies on campus.

5.2 Supportive Networks

The DEI Committee will towards establishing peer support groups and networks, on campus to create a safe and supportive environment for students and staff from diverse backgrounds.

5.3 Organizing Events and Campaigns

To further promote awareness, the Office will organize events, campaigns, and discussion forums



Registrar
BML Munjal University, Gurugram