



Equality, Diversity and Inclusion (EDI) Policy

MJP Rohilkhand University aims to ensure that everyone is treated fairly, and opportunities are available to all. EDI policies of MJP Rohilkhand University aims to eliminate prejudice and discrimination on the basis of an individual's or group's characteristics.

Policy Statement

MJP Rohilkhand University is committed to the development, maintenance and support of a policy of equal opportunity for staff, students and prospective staff and students.

Aims and Scope

This policy document and associated procedure applies to staff members, registered students and course applicants, and to the University's interactions with the wider community.

In respect of staff, the aim of this policy is to promote equality of opportunity in relation to all areas of employment practice including recruitment and selection, training and development, progression and promotion, pay and employment conditions irrespective of gender, civil status, family status, sexual orientation, religious belief, age, disability, nationality or ethnic or national origin, or membership of the Traveller community.

In respect of registered students the aim of this policy is to promote equality of opportunity in relation to the provision of all services including teaching and supervision, assessment, progression, award and support services conditions irrespective of gender, civil status, family status, sexual orientation, religious belief, age, disability, nationality or ethnic or national origin, or membership of the Traveller community.

In respect of course applicants the aim of this policy is to promote equality of opportunity in relation to all decisions in respect of the admission of students.

Responsibility and Implementation

The Governing Authority via the Equality, Diversity & Inclusion Committee (EDIC) has overall responsibility for the approval of this policy and ensuring that the University's goal of equal opportunities for staff and students is achieved.

The Committee, which reports to the EDIC is responsible for formulating, monitoring, evaluating and reviewing the University's Equal Opportunities policy.

Coordinator is responsible for coordinating the operation of this policy for staff and the development, maintenance and monitoring of support procedures. Heads of the departments are responsible for implementing this Equal Opportunities policy in relation to the staff and students of their departments.

Implementing equal opportunities for staff and students is a continual process that needs to be kept under constant review. The process involves devising policy, establishing procedures,



describing good practice within the University and setting goals to ensure that the momentum of implementation is maintained.

The University will consult with staff and trade unions representing staff, and the Students' Union representing students, where appropriate and practical, on issues relating to equal opportunities policies and procedures.

The University seeks to ensure that, in so far as is reasonably practical, staff, students and applicants for employment or courses are informed of this policy and, as appropriate, any associated procedures and schemes. A copy of this policy will be included in the Human Resources Policies and Procedures repository and attention drawn to it at induction courses for new staff and students.

The University seeks to provide appropriate equality & diversity training for all staff and members of committees. The focus of training and development programmes is aimed at Heads of departments, senior staff, Coordinators and supervisors who have a particular responsibility for implementing this equality policy.

The Centre of the Equality, Diversity and Inclusion will evaluate the progress of this policy including, inter alia, reviewing statistical data on applicants for posts in the university, progression, promotions, access to training and career development.

The Committee, in association with the Head of the departments, will carry out a review of this policy every three years. The coordinator will advise how to implement best practice and the legal provisions. Relevant changes in legislation will be reflected in this policy as they occur.

Equality in the Workplace

The University ensures that, through its recruitment and selection procedures, it provides equality of opportunities for employment so that the workforce reflects the diversity of the community it serves. The University is committed to the achievement of equality of opportunity for all staff in all aspects of their employment including remuneration, career development, training and promotion. The University monitors and reviews employment policies and practices to ensure that they do not, directly or indirectly, discriminate unfairly against individual members of staff or groups of staff.

Policies and Procedures

MJP Rohilkhand University is committed to a policy of equality of opportunity in its employment practices and the following are specifically designed policies and procedures that foster this commitment:

(a) *Recruitment and Selection*

The MJP Rohilkhand University policies and procedures pertaining to recruitment and selection aim to ensure that the best candidate for the job will be selected. Commitment to this



principle of appointment on merit will assist the continuing development of the University and support equality of opportunity, in accordance with all relevant legislation.

Gender composition of all selection boards will be monitored by the IQAC, and must be comprised of a minimum of 40% women and 40% men. All members of selection boards will complete unconscious bias training.

(b) *Harassment and Sexual Harassment*

The University believes that every staff member is entitled to work in an environment free from harassment and sexual harassment, and every student is entitled to study in an environment free from harassment and sexual harassment.

(b) *Anti-Bullying*

The University encourages the promotion of a working, learning and social environment where all staff work positively and harmoniously together. The University believes that the work environment should give all employees the freedom to do their work without having to suffer bullying or intimidation from any member of staff, colleague or group of colleagues, student or group of students.

(c) *Discrimination*

Any staff member who believes that they have been discriminated against on the grounds of age, nationality or ethnic origin, gender, civil status, family status, disability, religious belief, has the right to file a complaint regarding the alleged discrimination.

Staff Training and Development

The University is committed to equality of opportunity in relation to access to higher and further education and training programmes

Equality in Student Life

The MJP Rohilkhand University recognises and implements the philosophy that equality of treatment in the educational environment is a fundamental right. Accordingly, MJPRU pledges to use its best endeavours to devise and implement procedures which will ensure that no student or potential student will receive less favourable treatment than any other because of age (subject to University regulations in regard to matriculation and minimum age of entry), race, gender, civil status, family status, disability, religious belief and sexual orientation.