



# TEERTHANKER MAHAVEER UNIVERSITY

(Established under Govt. of U. P. Act No. 30, 2008)

Delhi Road, Moradabad (U.P)

jointregistrar@tmu.ac.in

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## Equity, Diversity and Inclusion (EDI) Policy

### 1. Introduction:

Teerthanker Mahaveer University (TMU) recognizes the importance of equity, diversity, and aspects of inclusion as an integral part of its core institutional ethics and values. The University promotes various direct and indirect practices that are aligned with the notion of Equity, Diversity, and Inclusion (EDI). It reflects in various operations across campus activities and functions. This policy outlines TMU's commitment to Equity, Diversity, and Inclusion in alignment with its institutional values and ongoing initiatives.

### 2. Purpose:

The purpose of this policy is to provide a clear framework for EDI practices and their impact across academic, administrative, society, and operational domains at TMU. It aims to:

- Promoting equity of opportunity
- Nurture a culture of inclusion and belonging
- Eliminating discrimination, harassment, and victimization
- Valuing diversity as a strength that enhances academic and social outcomes

### 3. Scope and Applicability

This policy applies to all:

- Colleges, departments, and administrative units
- Students, faculty, and staff
- Contractors, consultants, and visitors
- Institutional partners and collaborators

Dr. Vaibhav Rastogi  
Joint Registrar  
Teerthanker Mahaveer University  
Moradabad

## 4. Definitions

### Equity

Ensure fair treatment, access, and opportunities for all individuals, removing barriers that may disadvantage any group.

### Diversity

Recognize, respect, and celebrate differences, including but not limited to:

- Gender and gender identity
- Age
- Disability
- Socio-economic background
- Religion and belief
- Ethnicity and culture

### Inclusion

Create an environment where everyone feels valued, heard, and empowered to participate fully.

## 5. Guiding Principles

TMU shall be guided by the following principles:

- **Equity of opportunity:** ensuring fair access to education, employment, participation, and advancement.
- **Dignity and respect:** fostering a campus culture that values every person and rejects prejudice.
- **Inclusion and belonging:** creating conditions in which individuals from diverse backgrounds can participate fully and confidently.
- **Accessibility:** removing physical, digital, communication, and procedural barriers for persons with disabilities and others facing disadvantage.
- **Representation:** encouraging balanced participation in student enrolment, staffing, and leadership.
- **Accountability:** assigning responsibility for implementation, review, and corrective action.
- **Evidence-based improvement:** using data, feedback, and periodic review to strengthen outcomes over time.

## **6. Implementation Framework**

### **6.1 Leadership and Governance**

- Establish an EDI Committee responsible for oversight and policy implementation
- Integrate EDI metrics into institutional performance indicators

### **6.2 Recruitment and Employment Practices**

- Ensure fair, transparent, and inclusive recruitment processes
- Conduct regular reviews of hiring, promotion, and compensation practices
- Provide equal opportunities for training, development, and career progression

### **6.3 Training and Capacity Building**

- EDI awareness and sensitivity training for all staff
- Leadership training on inclusive practices and unconscious bias
- Student orientation programs promoting respect and diversity

### **6.4 Inclusive Learning Environment**

- Design curricula that reflect diverse perspectives
- Ensure accessibility in physical and digital infrastructure
- Provide support services for underrepresented and disadvantaged groups

## **7. Roles and Responsibilities**

### **7.1 Governing Body / Executive Leadership**

The governing authority and executive leadership shall provide visible commitment, approve policy direction, ensure resourcing, and review institutional progress on Equity and inclusion.

### **7.2 Vice Chancellor**

The Vice Chancellor shall provide strategic leadership for implementation, accountability, and annual review of EDI performance indicators.

### **7.3 EDI Committee**

A designated Equity, Diversity and Inclusion Committee shall:

- Oversee implementation of this policy.

- Recommend action plans.
- Coordinate awareness and training programmes.
- Review complaints trends and institutional responses.
- Monitor data related to representation, participation, and inclusion.

#### **7.4 Deans, Directors, and Heads of Departments**

Academic and administrative leaders shall integrate this policy into local procedures, ensure fair treatment, and support inclusive environments in their units.

#### **7.5 Employees and Students**

All members of the university community are responsible for upholding respectful conduct, reporting concerns, and contributing to an inclusive campus culture.

#### **8. Monitoring, Reporting, and Review**

To support accountability and continuous improvement, the university shall monitor relevant Equity and inclusion data, subject to the law. This policy will be reviewed every three years or as required to reflect:

- Changes in legal requirements
- Emerging best practices
- Institutional priorities



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