



INCLUSIVISITY POLICY

DAV UNIVERSITY JALANDHAR

Introduction

DAV University is committed to fostering an inclusive, equitable, and supportive environment where every member of the university community—regardless of their background, identity, or abilities—feels valued and empowered. This policy outlines the university's commitment to inclusivity, the principles guiding our approach, and the responsibilities of all members of the university community in upholding these values.

1. Scope

This policy applies to all students, faculty, staff, and administrators at DAV University. It encompasses all aspects of university life, including admissions, academics, employment, student services, and campus activities.

2. Objectives

The Inclusivity Policy aims to:

- Promote a culture of respect, diversity, and inclusion across the university.
- Ensure equal access to opportunities and resources for all members of the university community.
- Eliminate discrimination, harassment, and bias in all forms, creating a safe and supportive environment for everyone.
- Encourage diverse perspectives, ideas, and contributions to enrich the academic and social experience at the university.
- Support the personal and professional development of all students, faculty, and staff, regardless of their background or identity.

3. Principles of Inclusivity

3.1 Respect for Diversity

- The university recognizes and celebrates the diversity of its community, including differences in race, ethnicity, gender, sexual orientation, disability, religion, socioeconomic status, and more.
- Respect for each individual's identity and experience is fundamental to our approach to inclusivity.

3.2 Equity and Access

- The university is committed to providing equitable access to educational opportunities, resources, and services for all students, faculty, and staff.
- Proactive measures are taken to remove barriers that may prevent full participation in university life.

3.3 Zero Tolerance for Discrimination and Harassment

- The university maintains a zero-tolerance policy for discrimination, harassment, and any form of bias.

- Any incidents of discrimination or harassment will be addressed promptly and effectively, with appropriate consequences for those responsible.

3.4 Inclusive Curriculum and Pedagogy

- The university strives to incorporate diverse perspectives and content into its curriculum and teaching practices.
- Faculty members are encouraged to adopt inclusive pedagogical approaches that respect and engage all students.

3.5 Support for Marginalized Groups

- The university provides targeted support services for marginalized groups, including but not limited to the students with disabilities, international students, and students from underrepresented communities.
- The university actively seeks to create a campus climate where marginalized groups feel safe, supported, and empowered.

4. Responsibilities

4.1 University Administration

- The administration is responsible for implementing and upholding this policy, ensuring that inclusivity is integrated into all aspects of university governance and operations.
- The administration will provide resources and training to support faculty, staff, and students in fostering an inclusive environment.

4.2 Faculty and Staff

- Faculty and staff are expected to model inclusive behavior in their interactions with students and colleagues.
- They are responsible for creating inclusive learning environments and supporting students from diverse backgrounds.

4.3 Students

- Students are encouraged to respect and appreciate the diversity of their peers and to contribute to a welcoming and inclusive campus culture.
- Students are also expected to report any incidents of discrimination or harassment to the appropriate university authorities.

5. Implementation and Monitoring

5.1 Training and Education

- The university will offer regular training and educational programs on diversity, equity, and inclusion for all members of the university community.
- These programs aim to raise awareness, build skills, and promote inclusive practices across campus.

5.2 Reporting and Accountability

- A clear and accessible reporting system will be established for incidents of discrimination, harassment, or bias.
- The university will regularly review and assess the effectiveness of its inclusivity initiatives, making adjustments as needed to improve outcomes.

5.3 Continuous Improvement

- The university is committed to continuously improving its inclusivity practices by seeking feedback from the community, staying informed about best practices, and adapting to changing needs.

6. Amendments

This policy will be reviewed periodically and may be amended by the university administration in consultation with the Equal Opportunity Cell and other relevant stakeholders.


(Registrar)

REGISTRAR
DAV UNIVERSITY
JALANDHAR