



## **EQUALITY AND NON-DISCRIMINATION POLICY**

### **Introduction:**

The Institute is committed to promoting equality, eliminating discrimination, and ensuring fair treatment for all members of its community. This policy establishes the Institute's commitment to provide an inclusive environment where no individual is disadvantaged nor discriminated against, on the grounds of ethnicity, religion, belief, disability, immigration status or gender.

The Institute values diversity as a strength that enriches learning, teaching, research, and campus life. The Institute strives to ensure that every individual has an equal opportunity to participate, contribute, and benefit from all aspects of Institute life.

### **SCOPE**

This policy applies to:

- All Current and Prospective Students
- All Academic, Administrative, and Support Staff
- All Visitors, Contractors, And Volunteers
- All University-led, Sponsored or Affiliated Programs, Activities, and Events and covers all aspects of the Institute including admissions, employment, teaching and learning, research, campus services, housing, and participation in student life.

### **Objectives of the Policy**

1. To prohibits discrimination, harassment, or victimisation on the grounds of ethnicity, religion or belief, disability, immigration status, or gender.
2. To ensure equal access to education, employment, facilities, and services for all members of the University community.
3. To provide reasonable accommodations and support to individuals with disabilities or specific needs.

4. To respect and accommodate religious and cultural practices, provided these are consistent with the principles of equality, safety, and academic integrity.
5. To recognise gender diversity and commit in supporting individuals' rights to express their gender identity freely.
6. To protect individuals' rights regardless of immigration or citizenship status, within the limits of applicable law.
7. To promote an environment of mutual respect, inclusivity, and dignity in all interactions and activities.

## **RESPONSIBILITIES**

Provide oversight and ensure institutional compliance with equality obligations.

### **Vice-Chancellor / President:**

Ensure leadership commitment, accountability, and resource allocation for effective implementation.

### **Deans and Directors**

Promote and monitor adherence to this policy in their respective areas.

### **All Staff and Students**

Treat others with respect and dignity, and actively contribute to maintaining an inclusive environment.

## **Implementation of the Policy**

The Institute provides training and awareness programs on equality, inclusion, and unconscious bias and ensures accessible facilities and learning materials for individuals with disabilities. The Institute incorporates inclusive design in communications, curriculum, and events and monitors recruitment, admissions, and participation data to identify and address inequalities if any. The Institute ensures to support religious observance through designated spaces and reasonable accommodations where necessary. Gender diversity is supported through inclusive language, policies, and facilities. The Institute regularly reviews policies, procedures, and data to ensure compliance and effectiveness. An annual report will be submitted to the Institute authorities outlining progress and areas for improvement. This policy will be formally reviewed every three years, or sooner if legislative or institutional changes occur.

## **REPORTING, COMPLAINTS, AND RESOLUTION**

Any individual who believes they have experienced discrimination or harassment based on ethnicity, religion, disability, immigration status, or gender may submit a formal complaint through the University's Complaints or Grievance Procedures. All reports will be handled with sensitivity, fairness, and confidentiality. The Institute will take prompt and appropriate action in response to any substantiated complaint.



**01.09.2025**

**REGISTRAR**



Registrar  
St. Peter's Institute of Higher Education and Research  
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