



**SOMAIYA**  
VIDYAVIHAR UNIVERSITY



**POLICY**  
**for**  
**DIVERSITY, EQUITY, and INCLUSION (DEI)**



## **Introduction: Diversity, Equity and Inclusion (DEI)**

Somaiya Vidyavihar University is dedicated to implement DEI, aligning to Sustainable Development Goals (SDG), specifically SDG 5 and 10. We recognize the importance of creating the necessary environment supporting DEI.

The University is committed to the principles of gender equity, diversity, and equal opportunity where individuals from diverse backgrounds can learn, grow, and contribute to the knowledge/society at large.

The University takes pride in fostering an environment that values the unique perspectives of each individual. The policy on DEI outlines our broad approach to promoting gender balance, eliminating biases, and fostering an atmosphere that supports the professional and personal development of every member of our university community.

### **Scope:**

The university is committed to fostering a climate of inclusion where all individuals have equal opportunities to learn, teach, work, and thrive. The diversity, equity and inclusion policy apply to all members of the university, including students, faculty, staff, and administrators. It encompasses all aspects of university life, from recruitment and admissions to professional development, promotion, and campus culture.

### **Policy statements:**

#### **The university will**

- strive to seek gender balance in student admissions and faculty recruitment and ensure fair and transparent practices. Efforts will be made to attract a diverse pool of candidates, to recognize and eliminate unconscious biases of selection committees.
- committed to providing equal opportunities for academic and professional development of all **individuals**.
- Promote and maintain working and learning environment where all individuals are treated with respect and dignity.
- Provide equal access, participation, and opportunities to all students, faculty, and staff.
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- Foster a safe, supportive and inclusive environment free from all forms of harassment and discrimination based on gender.



- Promote activities to create awareness on gender equity, to prevent and address gender-based harassment and discrimination and create a supportive environment for all members of the community.
- Encourage the university community to actively participate in achieving and maintaining gender equity and establish feedback mechanisms to address concerns and suggestions.

## Policy Review

This policy shall be periodically reviewed. The University is also committed to carry out annual gender audit to ensure the compliance of the policy.

## Conclusion

By adapting to and implementing this policy on DEI, the University reaffirms its commitment to creating a campus environment that is equitable, inclusive, and supportive of individuals of all genders. This policy reflects our dedication to fostering a community where everyone can contribute and excel without facing gender-based barriers. The university is dedicated to continuous improvement in its gender equity initiatives, ensuring the policy remains dynamic and aligned with evolving best practices.

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