

ESTD. 1984



ज्ञान, विज्ञान आणि सुसंस्कार यासाठी शिक्षण प्रसार - शिक्षणमहर्षी डॉ. बापूजी साहूंचे

Shri Swami Vivekanand Shikshan Sanstha Kolhapur's

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(Affiliated to Shivaji University, Kolhapur) - Re-accredited by NAAC B+



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Antidiscrimination policy (Inclusive policy)

Introduction:

The policy is designed as per the decision taken in Internal Quality Assurance Cell meeting held on 14th December, 2022.

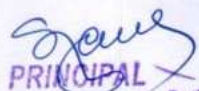
An inclusive policy refers to a set of guidelines, rules, or practices that are designed to create an environment that is accessible, welcoming, and supportive to individuals from diverse backgrounds. In the context of institutions such as businesses, educational institutions, or government organizations, an inclusive policy aims to ensure that everyone, regardless of their race, ethnicity, gender, sexual orientation, age, disability, or other characteristics, has equal opportunities, rights, and representation.

Institutional inclusive policies are essential for promoting diversity, equity, and inclusion within organizations. They help address historical disadvantages and systemic barriers that certain groups may face, while fostering an environment that values and respects individual differences. Here are some key aspects of institutional inclusive policies:

Non-discrimination: An inclusive policy should explicitly state that discrimination, harassment, or exclusion based on protected characteristics is strictly prohibited. It should promote equal treatment and opportunities for all individuals within the institution.

Accessibility: Institutions should ensure that their facilities, services, and information are accessible to individuals with disabilities. This can include physical accessibility, such as




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ramps or elevators, as well as digital accessibility, such as providing alternative formats for written materials or accommodating assistive technologies.

Recruitment and Hiring: Inclusive policies should guide recruitment and hiring practices to ensure that individuals from diverse backgrounds have equal opportunities to be considered for employment. This may involve implementing diversity quotas, establishing inclusive language in job postings, or adopting blind hiring practices to mitigate unconscious biases.

Training and Education: Institutions should provide regular training and education programs to raise awareness about diversity, equity, and inclusion. This can help staff and members of the institution understand their own biases, promote inclusive behaviors, and create a more welcoming environment for everyone.

Accommodation and Support: An inclusive policy should provide mechanisms for accommodating the needs of individuals from diverse backgrounds, including reasonable workplace accommodations for people with disabilities or support for employees with care giving responsibilities.

Representation and Participation: Institutions should strive to include diverse perspectives in decision-making processes, leadership roles, and governing bodies. This can be achieved through initiatives like diversity targets, mentorship programs, or affinity groups.

Evaluation and Accountability: It is important for institutions to regularly assess and evaluate the effectiveness of their inclusive policies. This may involve collecting data on




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diversity and inclusion metrics, conducting surveys or focus groups, and making necessary adjustments to address any identified challenges.

Implementing an institutional inclusive policy requires a commitment from leadership, active engagement from all members of the organization, and willingness to continuously learn and adapt. By fostering an inclusive environment, institutions can harness the power of diversity and create a more equitable and thriving community for everyone involved.



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