SDG-Equality, Diversity and Inclusion (EDI) Policy

Harcourt Butler Technical University
Kanpur-208002 (U.P.)

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1. Preamble

Harcourt Butler Technical University (HBTU), Kanpur, is committed to creating and maintaining an inclusive academic and professional environment where all individuals, regardless of their background, have equal opportunities to learn, grow, and contribute. This policy is rooted in the principles of Equity, Diversity, and Inclusiveness (EDI) and aligns with the United Nations Sustainable Development Goals (SDGs) to ensure fair and unbiased access to education and resources.

At HBTU, we recognize that diversity is a powerful driver of innovation and societal progress. Our institution thrives on bringing together people from different backgrounds, perspectives, and experiences, fostering an atmosphere of mutual respect, understanding, and collaboration.

This policy is designed to eliminate discrimination, support underrepresented groups, and promote an inclusive culture where students, faculty, and staff feel valued, respected, and empowered.

2. Alignment with Sustainable Development Goals (SDGs)

HBTU's EDI policy is closely aligned with the following SDGs:

(i) SDG 4: Quality Education – Ensuring inclusive and equitable access to education and lifelong learning opportunities for all.

(ii) SDG 5: Gender Equality – Promoting equal opportunities for all genders in academic and leadership roles.

(iii) SDG 10: Reduced Inequalities – Addressing socio-economic and systemic barriers to education and career advancement.

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By embedding these SDG principles into our policies, we aim to create a more just, fair, and inclusive academic environment.

3. Objectives of the EDI Policy

a) Promote Inclusive Education – Ensure that all students, regardless of gender, caste, religion, disability, or socio-economic background, have equal access to learning opportunities, scholarships, and academic resources.

b) Create a Respectful and Safe Campus – Maintain a culture where every individual is treated with dignity and respect, free from discrimination, harassment, and bias.

c) Encourage Diversity in Enrollment & Employment – Ensure fair representation of marginalized and underrepresented groups in student admissions, faculty recruitment, and leadership positions.

d) Ensure Physical and Digital Accessibility – Implement infrastructural and technological measures to support students and faculty with disabilities.

e) Promote Awareness and Sensitization– Organize educational programs, workshops, and discussions to foster awareness and understanding of diversity and inclusion.

f) Support Women and Underprivileged Groups – Provide special provisions and programs to support the academic and professional growth of women and disadvantaged communities.

g) Strengthen Grievance Redressal Mechanisms – Ensure a transparent, efficient, and effective system for handling complaints related to discrimination and exclusion.

4. Implementation Strategies

4.1 Inclusive Admissions and Recruitment

- Introduce policies that encourage applications from students belonging to disadvantaged and underrepresented communities.

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- Offer scholarships and financial aid for students from economically weaker sections to ensure affordability of education.
- Adopt fair and transparent faculty and staff recruitment processes to encourage diversity in hiring.
- Conduct targeted outreach programs to increase participation of students from rural and remote areas.

4.2 Anti-Discrimination and Anti-Harassment Measures

- Maintain a "zero-tolerance policy" for discrimination, harassment, and bias based on caste, gender, religion, disability, or economic background.
- Strengthen "grievance redressal committees", ensuring swift resolution of complaints and strict action against violations.
- Encourage anonymous reporting of discrimination cases, ensuring confidentiality and protection for complainants.

4.3 Gender Equality and Women Empowerment

- Promote gender-sensitive policies to increase participation of women in STEM (Science, Technology, Engineering, and Mathematics) fields.
- Offer "mentorship and leadership programs" to empower women faculty, students, and researchers.
- Provide maternity and paternity benefits to ensure work-life balance.
- Ensure safe campus spaces, including "gender-neutral restrooms" and women's safety cells.

4.4 Accessibility for Persons with Disabilities

- Develop "barrier-free infrastructure", including ramps, elevators, braille signages, and accessible classrooms.

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- Provide "assistive technologies" such as screen readers, voice-to-text software, and sign language interpretation in lectures.
- Offer specialized "counseling and academic support" for students with disabilities.

4.5 Curriculum and Research for Social Good

- Incorporate "social justice, human rights, and diversity studies" into academic curricula to build awareness among students.
- Promote "interdisciplinary research" focused on reducing social inequalities, improving accessibility, and fostering inclusive technology.
- Encourage "collaborations with NGOs, government agencies, and global institutions" working on SDGs.

4.6 Awareness and Training Programs

- Conduct "regular sensitization workshops" for students, faculty, and staff on issues related to diversity and inclusion.
- Organize "cultural and heritage events" to celebrate the diversity of traditions, backgrounds, and experiences.
- Provide "diversity training" for hiring committees, student leaders, and faculty members to reduce unconscious bias.

5. Institutional Mechanisms for EDI Implementation

5.1 Equity, Diversity, and Inclusion Committee (EDIC)

To oversee the implementation of this policy, HBTU will establish a dedicated "**Equity, Diversity, and Inclusion Committee (EDIC)**", comprising faculty members, student representatives, and administrative staff. The key responsibilities of EDIC will include:

- Monitoring the progress of EDI initiatives and recommending policy changes.
- Reviewing and resolving complaints related to discrimination and inclusivity concerns.

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- Organizing awareness programs and capacity-building workshops.

5.2 Annual Diversity & Inclusion Report

HBTU will publish an "Annual Diversity & Inclusion Report", highlighting the university's progress in implementing the EDI policy, challenges faced, and future action plans. This report will include:

- Statistical data on student and faculty diversity.
- Updates on accessibility initiatives.
- Reports on grievances filed and resolutions provided.
- Recommendations for further improvement.

5.3 Feedback and Continuous Improvement

- Establish a "student and faculty feedback mechanism" to assess the effectiveness of EDI initiatives.
- Periodically review policies to align with emerging best practices and evolving societal needs.
- Encourage student-led initiatives to foster an inclusive culture within campus life.

HBTU Kanpur firmly believes that fostering an equitable, diverse, and inclusive environment is fundamental to academic excellence and societal progress. This policy is a step toward building a university that values every individual's unique contribution and ensures that no student or staff member is left behind due to systemic barriers.

By integrating these principles into every aspect of our academic and administrative framework, we aim to create a vibrant, inclusive, and forward-thinking university that sets an example for educational institutions across the country.

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The University has a "Equality, Diversity and Inclusion Policy" since 2021. The mandate of this policy are implemented by various sub-committees as follows:

- Internal Complaint Committee
- Student Councellor (Dr. Arti Pandey)
- SC/ST Cell
- Committee regarding Economically Weaker Section Fund
- Research Ethics Committee (Animal, Chemical, Bio-Ethics etc.)
- Cell for students from J&K for higher studies
- Caste Based Discrimination Redressal Cell
- Minority Grievance Redressal Cell
- Grievance Redressal Committee for Faculty/Officers/Staffs
- Committee regarding Student Grievance Redressal Cell
- Female/Male Counselor for students

Each of the above sub-committees have various office bearers for their smooth functioning as assigned by the administration. Many of these office bearers are associated with the Academic Affairs and Student Welfare. Thus the office of the Dean Academic Affairs and Dean Student Welfare act as the nodal office. The link to various sub-committees is given below

Sustainability – HBTU