



EQUAL OPPORTUNITY POLICY

A Policy for Rajiv Gandhi University



RAJIV GANDHI UNIVERSITY
RONO HILLS, DOIMUKH
ARUNACHAL PRADESH

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ABOUT RGU

The foundation stone of the Rajiv Gandhi University formerly known as Arunachal University was laid on 04th February 1984 by the then Prime Minister of India Smt. Indira Gandhi as a State University. However, in the year 2007, the University attained the status of a Central University and was renamed Rajiv Gandhi University, the nomenclature was done in the name of the former Prime Minister of India Shri Rajiv Gandhi. The University is on the hilltop of Rono Hills, Doimukh, Itanagar in the State of Arunachal Pradesh. The Rajiv Gandhi University is one of the oldest premier institutions for higher education in the state. Since its inception, the teaching and research programs of the University is focused on teaching, learning, and research. The research programs are designed with a view to playing a positive role in the socio-economic and cultural development of the State and the Nation. Despite infrastructural constraints and remote location, the University has been able to maintain its academic excellence. At present, the University has 43 departments under 12 faculties that offer various courses like Post Graduation, Diploma, Post Graduation Diploma, Certificate Courses, BFA, and Ph.D. with approximately 3200 students including research scholars. There are more than 30 colleges and institutions affiliated to the Rajiv Gandhi University which are in various locations of the State.

PURPOSE

With ‘Respect for Diversity’ being one of our core values, Rajiv Gandhi University has been committed to providing equal opportunities to all individuals associated with the University, including students, faculty, staff, contractors, and visitors.

“Our success is based on our people. We treat each other with respect and dignity and expect everyone to promote a sense of personal responsibility. We recruit competent and motivated people who respect our values, provide equal opportunities for their development and advancement, protect their privacy and do not tolerate any form of harassment or discrimination.”

“We embrace diversity and respect the personal dignity of our students, teaching and non-teaching staff of Rajiv Gandhi University and personal rights of every employee and student and is committed to maintaining an academic environment free from discrimination and

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harassment. Employees must not discriminate on the basis of origin, nationality, religion, race, gender, age or sexual orientation, or engage in any kind of verbal or physical harassment based on any of the above or any other reason.

INTRODUCTION

Rajiv Gandhi University is committed to providing equal opportunities to all individuals associated with the University, including students, faculty, staff, contractors, and visitors. We firmly believe in fostering a diverse and inclusive environment that values and respects the uniqueness of every individual, irrespective of their race, color, ethnicity, national origin, sex, gender identity, sexual orientation, age, disability, religion, or any other protected characteristic.

This Equal Opportunity Policy outlines our commitment to promoting fairness, preventing discrimination, and ensuring equal access to opportunities for all members of the Rajiv Gandhi University community.

NON-DISCRIMINATION

Rajiv Gandhi University prohibits discrimination on the basis of any protected characteristic as outlined by applicable laws and regulations. All individuals associated with the University, including but not limited to students, faculty, staff, contractors, and visitors, shall be treated with dignity and respect, and their rights shall be protected.

Discrimination includes any unfair or unequal treatment, whether intentional or unintentional, that adversely affects an individual or group based on their protected characteristics. This policy extends to all aspects of university life, including but not limited to admissions, employment, academic programs, student services, extracurricular activities, and facilities usage.

Equal opportunity policies for the LGBT category aim to ensure fair and equal treatment for lesbian, gay, bisexual, and transgender individuals in various aspects of life, including employment, education, housing, healthcare, and public services. These policies are designed to prevent discrimination based on sexual orientation or gender identity and promote inclusion and diversity.

FAIR ADMISSIONS AND EMPLOYMENT PRACTICES

Admissions: Rajiv Gandhi University will ensure that its admissions processes are fair, transparent, and based solely on merit, qualifications, and relevant criteria. No applicant shall be denied admission based on their race, color, ethnicity, national origin, sex, gender identity, sexual orientation, age, disability, religion, or any other protected characteristic. The University will actively promote diversity and inclusivity in its student body.

Employment: The University will promote fair employment practices and make employment decisions based on merit, qualifications, and job-related criteria. Recruitment, selection, promotion, training, compensation, and other employment-related decisions shall not be influenced by discriminatory factors. Reasonable accommodations will be provided to qualified individuals with disabilities, ensuring equal access to employment opportunities.

Affirmative Action: Rajiv Gandhi University recognizes the importance of affirmative action to promote equal opportunities for historically disadvantaged groups, as mandated by applicable laws and regulations. The University will implement appropriate policies and measures to redress historical imbalances and promote the equitable representation of underrepresented groups within its faculty, staff, and student body.

ACCESSIBILITY AND ACCOMMODATION

Rajiv Gandhi University is committed to creating an inclusive environment that is accessible to all individuals. We will strive to eliminate barriers and provide reasonable accommodations to individuals with disabilities, enabling them to participate fully in academic programs, employment, and other University activities. The University will adhere to the principles of universal design and accessibility standards in the design and construction of facilities and the provision of digital content.

Accommodation Process: The University will establish a clear and transparent process for individuals with disabilities to request reasonable accommodations. Requests for

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accommodations will be evaluated on a case-by-case basis, considering the nature of the disability and the functional limitations it imposes. The University will engage in an interactive process with the individual to determine appropriate accommodations that enable equal access and participation, while also considering the essential requirements of the program or job.

PREVENTION OF HARASSMENT

Rajiv Gandhi University prohibits any form of harassment, including but not limited to sexual harassment, bullying, or any behavior that creates a hostile or offensive environment. Harassment is defined as unwelcome conduct, whether verbal, written, physical, or visual, based on an individual's protected characteristics, which has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive environment.

Prevention and Reporting: The University will take proactive measures to prevent harassment, including regular training programs, awareness campaigns, and the establishment of reporting mechanisms. All members of the Rajiv Gandhi University community are encouraged to promptly report any incidents of harassment. The University will treat all reports with confidentiality, sensitivity, and fairness.

Our university has implemented a comprehensive anti-ragging policy to ensure a safe and inclusive learning environment. Ragging in any form is strictly prohibited, encompassing physical and verbal abuse, hazing rituals, sexual harassment, cyberbullying, and more. We conduct awareness programs, establish a grievance cell, and provide counseling services for victims. Any incidents of ragging should be reported promptly and confidentiality will be maintained. Violators will face disciplinary actions, including suspension and expulsion. Our university is dedicated to fostering respect, empathy, and integrity among all members of the community.

Investigation and Remedial Actions: Complaints of harassment will be promptly and thoroughly investigated. The University will provide supportive measures to the complainant, such as counselling, safety planning, and academic or work accommodations, as appropriate.

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If a violation is substantiated, the University will take appropriate disciplinary actions against the responsible party, which may include counselling, training, reassignment, suspension, termination, or expulsion, depending on the severity of the offense.

TRAINING AND AWARENESS

Rajiv Gandhi University will provide training and awareness programs to educate its members about their rights and responsibilities under this Equal Opportunity Policy. These programs will promote diversity, inclusion, and the prevention of discrimination and harassment. Training initiatives will be tailored to specific audiences, such as students, faculty, staff, and those involved in recruitment and selection processes.

Inclusion and Cultural Competence: The University will promote cultural competence and sensitivity among its members to foster an environment where all individuals feel respected and valued. This includes raising awareness about different cultures, identities, and experiences and facilitating intercultural dialogue and understanding.

The Gender Champion Club is a dedicated initiative within our university aimed at promoting gender equality and empowering individuals of all genders. The club serves as a platform for raising awareness, organizing events, and engaging in discussions and activities that challenge gender stereotypes and biases. It strives to create an inclusive environment where every individual has equal opportunities and rights. Through various initiatives, the Gender Champion Club works towards fostering a culture that embraces diversity, encourages gender equity, and advocates for the rights and well-being of all members of the university community.

The Equal Opportunity Cell (EOC) at Rajiv Gandhi University is a crucial department dedicated to ensuring equal opportunities for all individuals, irrespective of their background or characteristics. The EOC strives to create an inclusive and diverse campus environment, eliminating any form of discrimination or prejudice. It provides support services, resources, and guidance to students and staff members facing any form of discrimination, be it based on gender, caste, religion, disability, or any other factors. The EOC actively works towards promoting awareness, organizing workshops, and implementing policies that foster equal access, representation, and participation for all members of the university community.

COMPLAINTS AND GRIEVANCES

Rajiv Gandhi University will establish a formal procedure for reporting and addressing complaints and grievances related to discrimination, harassment, or unfair treatment. Individuals who believe they have been subjected to discrimination, harassment, or any violation of this policy are encouraged to come forward and report their concerns. The University will treat all complaints with seriousness, respect, and confidentiality.

Complaint Process: The University will ensure that the complaint process is accessible, transparent, and free from retaliation. It will provide clear instructions on how to file a complaint, including designated reporting channels and contact information for responsible offices or individuals. The University will conduct prompt and impartial investigations, respecting the due process rights of all parties involved.

Remedial Actions: If a complaint is substantiated, the University will take appropriate remedial actions to address the situation. These actions may include, but are not limited to, disciplinary measures, education and training, monitoring, policy revisions, or changes in procedures to prevent future occurrences.

COMPLIANCE AND ACCOUNTABILITY

Rajiv Gandhi University is committed to complying with all applicable laws and regulations related to equal opportunity and non-discrimination. The University will review and revise its policies, procedures, and practices to ensure their effectiveness and compliance with evolving legal requirements and best practices.

Accountability: Those found to have violated this Equal Opportunity Policy may be subject to disciplinary action, up to and including termination or expulsion, depending on the severity

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and recurrence of the offense. The University will take appropriate steps to address violations promptly and fairly.

COMMUNICATION AND DISSEMINATION

Rajiv Gandhi University will communicate this Equal Opportunity Policy to all members of the University community through various channels, including but not limited to the University's website, intranet, orientation programs, employee handbooks, and other relevant means. The policy will be made available in accessible formats to accommodate individuals with disabilities.

Ongoing Communication: The University will promote regular communication and dialogue about equal opportunity, diversity, and inclusion among its members. This will include providing updates on policy revisions, sharing best practices, and soliciting feedback and suggestions for improvement.

REVIEW AND REVISION

This Equal Opportunity Policy will be reviewed periodically to ensure its effectiveness, relevance, and alignment with legal requirements. The University will engage relevant stakeholders, including student and employee representative bodies, in the review process. Necessary revisions will be made to address emerging issues, changes in legal requirements, or feedback from the Rajiv Gandhi University community.



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