



Equality, Diversity, and Inclusion (EDI) Policy

1. Introduction

The Dr Bhimrao Ambedkar University (DBRAU), Agra, is firmly committed to creating an inclusive environment that upholds the values of equality, diversity, and inclusion (EDI). This policy outlines our dedication to ensuring that individuals, irrespective of their gender, disability, socio-economic background, caste, or regional origin, are provided with equal opportunities to succeed.

2. Objectives of the EDI Policy

The primary objectives of EDI policy are as follows:

- To ensure equality of opportunity for all students, faculty, and staff, regardless of gender, disability, caste, religion, socio-economic status, or regional background.
- To ensure adherence to the Government of India's reservation policies, including those for Persons with Disabilities (PwD), Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC-NCL), Economically Weaker Sections (EWS), and female candidates.
- To enhance representation from underrepresented groups, including women and PwD candidates, across academic, research, and administrative roles.

3. Policy on Reservation

DBRAU Agra adheres to the Government of India's reservation policies to ensure equitable representation across all levels. This includes admission processes, faculty recruitment, and the appointment of administrative roles.

3.1 Reservation for Persons with Disabilities (PwD)

- Dr. Bhimrao Ambedkar University (Agra University) provides a 4% reservation for Persons with Benchmark Disabilities (PwBD) in both

admissions and recruitment, following the Rights of Persons with Disabilities (RPwD) Act, 2016. This includes sub-categories like blindness, low vision, deafness, locomotor disability, and autism.

- **Admission:** Candidates with a minimum 40% disability are eligible for the 4% reservation, which applies to academic courses.
- **Recruitment:** The university follows government norms for non-teaching and teaching posts, adhering to the 4% quota.

3.2 Female Reservation under CSAB/CCMT Guidelines

- University reserves a certain percentage of seats for female candidates under the guidelines set by the government and university board..

3.3 Other Reservation Categories

- University ensures compliance with the following reservation categories:
 - 15% reservation for Scheduled Castes (SC)
 - 7.5% reservation for Scheduled Tribes (ST)
 - 27% reservation for Other Backward Classes (Non-Creamy Layer)
 - 10% reservation for Economically Weaker Sections (EWS)

4. Gender Diversity and Female Representation

University recognizes the importance of gender diversity and is committed to improving the representation and participation of women across all levels.

The following initiatives have been implemented to promote gender equity:

4.1 Encouraging Women in Leadership Roles

- The university is proactive in identifying and mentoring female faculty and staff for leadership positions.
- University ensures transparent, merit-based recruitment and promotion processes to provide equal opportunities for women in decision-making bodies and committees.
- Regular leadership development programs and workshops are conducted to empower women and prepare them for administrative and academic leadership roles.

4.2 Improving the Female-to-Male Faculty Ratio

- University continuously strives to improve the gender balance within its faculty by actively encouraging female candidates to apply during recruitment drives.
- Family-friendly workplace policies, including flexible working hours

and childcare facilities, are offered to make the work environment more conducive to female employees.

4.3 Support for Female Students

- University has established women's cells and grievance redressal mechanisms to address gender-related issues and concerns.
- Financial aid, scholarships, and mentorship programs tailored for female students, especially those from marginalized backgrounds, are provided to support their academic and personal development.
- Regular networking events, career counseling sessions, and leadership workshops are organized to assist female students in their professional growth.

5. Inclusion of Persons with Disabilities (PwD)

University is committed to ensuring that persons with disabilities have equal access to education, employment, and campus facilities. Key measures to promote inclusion for PwD individuals include:

- Ensuring compliance with accessibility standards in both physical infrastructure and digital platforms.
- Offering assistive technologies, financial support, and devices for PwD students and staff to ensure they can engage fully in academic and campus activities.
- Regular sensitization workshops are conducted for students, faculty, and staff to raise awareness and foster an inclusive environment that supports the needs of PwD individuals.

6. Financial Aid for Students Below the Poverty Line (BPL)

DBRAU Agra is dedicated to supporting students from economically disadvantaged backgrounds. As part of its commitment to inclusivity, the university provides financial support to students whose parents fall below the poverty line (BPL), irrespective of their category. This ensures that students from the most financially challenged backgrounds have access to high-quality education without the burden of tuition fees. This initiative is a step toward making education accessible to all and promoting social mobility among economically weaker sections.

7. Unnat Bharat Abhiyan: Addressing EDI through Community Engagement

University actively participates in the **Unnat Bharat Abhiyan**, a national initiative aimed at addressing rural development challenges and promoting sustainable growth. As part of this program,

Through the Unnat Bharat Abhiyan, university leverages its academic resources and expertise to promote equitable growth, aligning its community outreach initiatives with its commitment to EDI principles.

8. Recruitment and Employment Practices

To ensure diversity in its workforce, university implements the following recruitment practices:

- Strict adherence to reservation policies during faculty and staff recruitment, ensuring representation from underrepresented groups.
- Conducting awareness campaigns to attract candidates from diverse backgrounds.
- Offering professional development opportunities to employees from marginalized and underrepresented communities to help them excel in their roles and progress to leadership positions.

9. Training and Awareness Programs

This is achieved through:

- Organizing regular workshops and training sessions on topics such as unconscious bias, cultural competence, and inclusive practices.
- Conducting sensitization programs to raise awareness among faculty, staff, and students on diversity-related issues.
- Celebrating diversity through events, festivals, and seminars

10. Monitoring and Accountability

The effective implementation of the EDI policy at DBRAU Agra is overseen by a dedicated EDI Committee. The committee's responsibilities include:

- Regularly reviewing and updating the policy to align with changing needs and legal requirements.
- Conducting periodic audits to assess the success of EDI initiatives and programs.
- Soliciting feedback from students, faculty, and staff to identify areas

for improvement and address any gaps in EDI practices.

11. Grievance Redressal Mechanisms

This includes:

- The establishment of an SC,ST, OBC and Gender Cell to handle cases related to discrimination, harassment, and inequality.
- Providing anonymous reporting channels to ensure that individuals can raise concerns without fear of retaliation.
- Implementing transparent and timely procedures for resolving complaints.

12. Conclusion

DBRAU Agra reaffirms its commitment to building a diverse, inclusive, and equitable campus by aligning with national policies, implementing proactive initiatives, and promoting community engagement to empower all individuals and ensure equal opportunities for all.