PARUL UNIVERSITY

Note
Policy for Equality, Diversity and Inclusion (EDI)

Preamble:

Parul university is committed to fostering a vibrant and inclusive community that celebrates the rich diversity of its members. As a socially conscious university, Parul University is dedicated to realize and promote equitable opportunities in all areas of its operations, including learning, teaching, research, and employment. The university assists all the employees and the students in reaching their greatest potential, regardless of their background. Adopting EDI benefits the university can unleash the full potential of the diverse workforce and create a more inventive, prosperous, and lively environment for everyone by promoting a culture of respect, inclusiveness, and equal opportunity.

The following are the main objectives of this Equality, Diversity and Inclusion (EDI) Policy:

- **Promote equal access** Parul University will encourage equitable access to opportunities, resources, and educational programs.

- **Recruit:** Parul university is an equal opportunity employer**.**

- **Admission:** Parul university will be promoting EDI to the extent possible while adhering to the admission criteria.

- **Provide a safe and respectful Environment**: Parul university will make sure to provide a safe and secure place for pleasant and great learning experience.

- **Empower individuals:** Parul university will give people the tools they need to report and deal with instances of harassment or discrimination through various initiatives.

- **Provide resources and support services** to promote EDI, such as disability services, faith centers, and support groups.

- **Academic Support Services:** Ensure continued access to academic support services such as tutoring, writing centers, and disability services to help pregnant students maintain academic

success.

- **Parental Leaves and Benefits:** Parul University will consider offering paid maternity leave for faculty and staff members following childbirth or adoption. In addition, the university will allow unpaid parental leave (if required) for both mothers and fathers to care for a newborn or adopted child.

- **Freedom of Religion and Belief:** Parul University will explicitly prohibit any form of discrimination or harassment based on religious beliefs. This includes ensuring equal access to educational opportunities, employment benefits, and participation in university activities.

- Parul University will offer benefits for dependents, ensure these are available to dependents of **married couples, civil partners, and domestic partners** (depending on local legislation). Clear guidelines should be established regarding eligibility for dependent benefits.

- **Continuously monitor and improve**: Parul university will keep an eye on things to improve the EDI effort of the university.

Policy Guidelines:

Recruitment and Selection: Parul University will use unbiased hiring procedures to select from a wide range of applicants. Make use of varied interview panels with expertise in identifying unconscious bias. Create selection criteria that are precise and impartial.

Accessibility and Inclusion: Parul university will make sure that everyone has access to physical areas, communication channels, and technology resources. The university will provide accommodating work schedules and inclusive meeting procedures. The university will offer assistance services to differently abled persons.

EDI Training and Awareness: To encourage a deeper understanding of EDI principles and practices, training sessions and awareness activities on equality, diversity, and inclusion will be held for teachers, staff, and students.

Responsibilities: The university administration is going to be in charge of putting the Equality, Diversity, and Inclusion Policy into practice, with committees and departments that are pertinent in charge of particular projects.

Dr. Amit Ganatra, Provost, Parul University	Chairperson
Dr. Manish Pandya, Registrar, Parul University	Member
Dr. Vipul Vekariya, Dean, Faculty of Engineering & Technology	Member
Dr. Mrudul Jani, Head of Department Dr. Rina Choksi, Head of Department	Member
Dr. Falguni Acharya, Professor	Member
Dr. Mohsin Dadi, Associate Professor Dr. Daxa Vekariya, Associate Professor	Member
Ms. Mohini Macwan, Assistant Professors Dr. Pratibha Tyagi, Assistant Professor	Member
Shreya Zala	External Member

Monitoring and Review: The university will periodically assess the effectiveness and applicability of the policy and track the development of its EDI activities by following:

- Regularly collect data on diversity metrics (e.g., recruitment, retention, promotion rates).

- Conduct periodic surveys to assess the inclusiveness of the environment.

- Review and revise EDI policies and practices based on data and feedback.

Registrar

REGISTRAR
PARUL UNIVERSITY

To,
1) Deans of Faculties
2) Dean, Doctoral Studies & Research
3) Controller of Examinations
4) Hostel Superintendent
5) Chief Librarian
6) HOIs/Principals of Colleges
7) Executive/ Academic Directors
8) Director, CDC / EDC/ IRC / ISAC / AFMC/ CHRD / CEC / Security/ Marketing / CR4D / Alumni Association Cell/ CEP / EDP / Visiting Parents Cell/ Internship Cell/ ICT
9) Central Administration/ Accounts Section/ Purchase Department/ Students' Section/ MIS/ Marketing/ Security

Submitted to,
1) The President
2) The Vice President
3) Dr.Parul Patel, Member, Governing Body and Chairperson, Admissions Committee
4) Dr.Geetika Madan Patel, Member, Governing Body and Medical Director
5) Dr.Komal Patel, Member, Governing Body and Director
6) The Provost
7) The Pro Vice-Chancellor