

7.1.8 QIM	<p><i>Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and such other diversities (within 500 words).</i></p> <p><i>Provide Web link to:</i></p> <p><input type="checkbox"/> Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)</p> <p><input type="checkbox"/> Any other relevant information.</p>
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TEXT

The University remained committed to being inclusive as a diverse population of students, faculty and staff from different religions, castes, cultures, physical abilities and countries are its greatest strengths. The policy instruments are designed keeping this diversity in consideration and aim towards equality and harmony.

Board of Management in its 19th meeting held on 12 February 2016 ([link](#) to Minutes) adopted a “Policy on Equality, Diversity and Inclusion, 2015” ([Annexure 7.1.8.A](#)). This resulted in an “Equality Advisory Committee (EAC)”. Since 2017, this Committee has been renamed as “Diversity, Equality and Ethics Committee (DEEC)”. [Annexure 7.1.8.B](#) contains relevant office orders. Present composition of the DEEC can be accessed [here](#).

Minutes of meeting of EAC/DEEC are included in [Annexure 7.1.8.C](#). A report from DEEC for the year 2019 is enclosed as [Annexure 7.1.8.D](#).

Weblink: <https://terisas.ac.in/policy-on-equality-diversity-and-inclusion.php>



**MINUTES OF THE NINETEENTH MEETING OF THE BOARD OF MANAGEMENT
HELD ON 12 FEBRUARY 2016 AT 4:30 HRS AT THE CONFERENCE ROOM**

The Nineteenth meeting of the Board of Management was held on 12 February 2016 at 4:30 hrs at the Conference Room.

PRESENT:

The following were present:

Dr Leena Srivastava	Chairperson
Dr Rajiv Seth	
Air Marshal K K Nohwar (Retd.)	
Mr TN Thakur	
Mr Ishteyaque Amjad	
Mr Mahesh Vipradas	
Mr S Sundar	
Mr Shri Prakash	
Dr Prateek Sharma	
Mr Amit Kumar	
Dr Manipadma Datta	
Capt Pradeep Kumar Padhy (Retd.)	Secretary

Mr Mahesh Vipradas attended the meeting on behalf of Mr Tulsi Tanti. Dr Yasmine Hilton, Mr Prashant Bangur, Prof Parthasarathi Shome and Mr Ashok Lavasa were unable to attend the meeting.

ITEM NO. 1 To consider and approve the Minutes of the 18th Meeting of the Board of Management held on July 13, 2015.

The Secretary informed that the Minutes of 18th Meeting of the Board of Management held on July 13, 2015 were circulated to the members of the Board. No comments on the Minutes have been received.

TU/BM 19.1.1 The Board discussed and confirmed the minutes of 18th meeting of BoM held on July 13, 2015.

ITEM NO. 2 Matter of Information.

TU/BM 19.2.1 The Board considered the following matters and noted:-

- (i) Status of the MSc, MBA, MA (PP&SD), MA (SDP), MTech and the doctoral programmes at the TERI University.
- (ii) MoU signed with Ministry of Railways on setting up an Indian Railway Chair for Sustainable Mobility.
- (iii) Prof Shigeo Katsu, President of the Nazarbayev University, Kazakhstan invited as Chief Guest at the 8th Convocation of TERI University to be held on 07 March 2016.
- (iv) Status report on new campuses in Guwahati, Hyderabad and Hunsur.

ITEM NO. 3 Action Taken Report on the previous points.

TU/BM 19.3.1 The Board considered the Action Taken Report on the previous points taken at the 18th meeting of BoM held on July13, 2015 and noted the following:-

- (i) A Policy on Equality, Diversity and Inclusion, 2015 has been promulgated.
- (ii) Mechanism for Student Placement and Career progression of Alumni has been put in place.

ITEM NO. 4 To report the decisions taken by the Chairman on behalf of the Board of Management.

TU/BM 19.4.1 The Board resolved that the actions taken by Chairman, BoM be approved, reported and recorded as per details given below:-

- (a) The decisions taken based on the recommendations of the VC & Selection Committees for appointment of following to the positions as under:-

Name	Designation
Dr Gopal K Sarangi	Assistant Professor
Dr Sukanya Das	Assistant Professor
Dr Neeti	Assistant Professor
Dr L N Venkataraman	Assistant Professor
Ms Fawzia Tarannum	Lecturer
Capt. Pradeep Kumar Padhy (retd.)	Registrar and Head (Outreach)

- (b) Redesignation of Dr Soumendu Sarkar as Assistant Professor.
- (c) Creation of the post of Pro-Vice Chancellor at TERI University.
 - (i) Appointment of Dr Rajiv Seth to the post of Pro-Vice chancellor.
- (d) TERI University Policy and Guidelines for the Prevention, Prohibition and Punishment of Sexual Harassment of Women. (Annexure 1)
- (e) TERI University Policy on Equality, Diversity and Inclusion. (Annexure 2)

TERI University Policy on Equality, Diversity and Inclusion, 2015

Preamble

1. The TERI University is committed to being inclusive, as a diverse population of students, faculty and staff from different religions, castes, cultures, physical abilities and country, are its greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all the activities of the University. The TERI University commits to facilitate an environment of non-discrimination as envisaged under the Constitution of India and various laws passed by the Parliament aimed at eliminating discrimination.

Scope

2. This policy will be called “Policy on Equality, Diversity and Inclusion,2015” and shall be applicable to the faculty, students, staff, potential employees, service users, contract workers, volunteers, visitors, as well as Board of Management and the Academic Council. The University is committed to a zero tolerance policy in relation to discrimination on the basis of race, caste, ethnicity, accent, nationality, gender, marital status, disability, religion or belief, sexual orientation, age or any other irrelevant factor. This policy and procedure applies equally to all aspects of the activity including recruitment & selection, promotion, the teaching/learning process, dignity at work, grievances, sickness & absence, conduct, terms & condition of service and reasons for termination, student selection process, admission process, the evaluation process, the grading process and any other student centric processes at the University.

Definition – Equality, Diversity and Inclusion

3. Equality, Diversity and Inclusion include any one or more of the following:-
- (a) **Equality** is about creating a fairer community where everyone can participate and has the same opportunity to fulfil their potential.
 - (b) **Diversity** acknowledges and values the full range of differences between people both in the University and in wider society.
 - (c) **Inclusion** refers to an individual’s experience within the University and the extent to which they feel valued and included.

Equality Advisory Committee (EAC)

4. (a) Members : The Vice Chancellor shall constitute an Equality Advisory Committee (EAC) comprising of the following:
- (i) Dean Academic – Presiding Officer
 - (ii) One member from faculty and one student member from minority/disadvantaged group (Gender Champion, to be selected by Presiding Officer) on rotation basis every two years (on 01 August of the academic year).
 - (iii) One international student – Member
 - (iv) Additional General Manager (admin services), Member Secretary

(b) Any office bearer of the EAC would be removed by the Vice Chancellor in the following circumstances:-

(i) If an inquiry against the office bearer is initiated.

(ii) If the office bearer is convicted for any offence.

(iii) On dismissal/resignation/withdrawal of the office bearer from the TERI University.

(c) The EAC shall meet at least once in every four months and function from the office or the Presiding Officer.

(d) Complaint: Any member of TERI University who feels unfairly treated or subjected to direct or indirect discrimination can raise the matter through the EAC. There will be no victimisation of any employee or student for making or supporting or assisting a complaint of harassment, bullying or discrimination, even if the complaint is not upheld. However, if a complaint is shown to be untrue and has been brought in bad faith (e.g. maliciously or as an act of spite) disciplinary action will be taken in accordance with the terms & conditions of the policy. All complaints of bullying and harassment will be treated seriously and shall be investigated for appropriate action.

(e) Roles and Responsibilities of EAC:-

(i) Consult with the University administration to promote and champion equality, diversity and inclusion and prevent unlawful discrimination within the premises of the TERI University.

(ii) Ensure commitment of the TERI University to equality, diversity and inclusion is communicated to all faculty/employees/students fairly and responsibly.

(iii) Ensure that all members of the TERI University share responsibility for promoting equality, diversity and inclusion and ensure that this policy is implemented in practice.

(iv) Create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationship among the students coming from various social backgrounds.

(v) Make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.

(vi) Create awareness about equality and deal with breaches of this policy and recommend suitable action on the same.

(vii) Oversee/monitor various welfare schemes/programmes sponsored by the Government of India/State Government, UGC or any agency/organisation as well as those devised by the college/affiliating university for the disadvantaged groups for their effective implementation.

(viii) Recommend cases of serious nature to Grievance redressal.

(ix) Record and report to the Vice Chancellor (through the Admin Office) all instances of discrimination categorised as an offence under any law present by State following established procedures and guidelines.

All Members of the TERI University

5. Shall :-

- (a) Lead by example and champion equality, diversity and inclusion across the University and externally.
- (b) Treat people in accordance with the vision and values of this Policy. Be aware of their responsibilities and report inappropriate behavior (s) and raise any incident(s) that breach the dignity at work.
- (c) Familiarise with this Policy and procedures and ensure that practices are consistent with its content and legislation.
- (d) Be responsible and foster good relations with all.

Administrative Section

6. Shall :-

- (a) Ensure that the Equality, Diversity and Inclusion Policy and procedures are updated.
- (b) Make available Equality Monitoring Reports (EMR) from the EAC once in an academic year, which will be used to identify any potential barriers in relation to campus environment, admission, recruitment, selection, education and learning and career development.
- (c) Ensure that all University policies and procedures are equality impact assessed.

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7.1.8.B

Excerpts from the relevant office orders on composition of Equality Advisory Committee (EAC) and Diversity, Equality and Ethics Committee since 2016.

No : TU/100/VC/Policy/Com

Date:- 8 February, 2016

Constitution of TU Committees

In accordance with, the TU Notification no. No.TU/100/VC/Policy/Com dated 04 February,2016, the following committees have been constituted in the TERI University. All the committees are required to act in their respective areas as per the roles and responsibilities laid down in the notification ibid.

13. Equality Committee
(a) Dr.Prateek Sharma
(b) Dr. Chubamenla Jamir (convenor)
(c) Mr.Sandeep Arora
(d) Ms.Sahrin Jahan (Int Student)
(e) Md.Shahbaz Khan (Int Student)



Dr.Rajiv Seth
Acting Vice Chancellor

No : TU/100/VC/Policy/Com


Date:- 15 February, 2017

Constitution of TU Committees

In accordance with, the TU Notification no. No.TU/100/VC/Policy/Com dated 04 February, 2016, the following committees have been constituted in the TERI University. All the committees are required to act in their respective areas as per the roles and responsibilities laid down in the notification ibid w.e.f. February 01, 2017.

10. Diversity, Equality and Ethics Committee
(a) Dr Prateek Sharma, President
(b) Ms Fawzia Tarannum
(c) Dr M V Shiju
(d) Dr Basudev Prasad
(e) Dr Ritika Mahajan
(f) Dr Chubamenla Jamir (Convenor)
(g) Dr Priyanka Kaushal
(h) Mr Kamal Sharma
(i) Ms Kiden Gladys Robert (Int Student)
(j) Ms Sabnam Kalita (Student)

2. This notification supersedes all other notifications issued earlier on the subject.



Dr.Rajiv Seth
Pro Vice Chancellor

15 Feb 2017

NOTIFICATION
No.12 of 2017-18

No : TS/100/VC/Policy

Date:- 23 March, 2018

In accordance with, the Chapter II of the Compendium of Policies, Guidelines Part II, the following committees have been constituted in the TERI School of Advanced Studies. All the committees are required to act in their respective areas as per the roles and responsibilities laid down in the above guidelines.

10. Diversity, Equality and Ethics Committee
(a) Dr Prateek Sharma, Presiding Officer
(b) Ms Fawzia Tarannum
(c) Dr M V Shiju
(d) Dr Kavita Sardana
(e) Dr Chubamenla Jamir
(f) Dr Priyanka Kaushal (Convenor)
(g) Mr Kamal Sharma
(h) Ms Hone Paing (Int Student)
(i) Ms Bahaar Pandey (Student)

2. This notification supersedes all other notifications issued earlier on the subject.


23/3/18
Dr. Rajiv Sethi
Pro Vice Chancellor

No : TS/100/VC/Policy

Date:- 26 February 2019

In accordance with, the regulations specified by Statutory bodies and rules in the Compendium of Policies, Guidelines Part I & II, the following committees have been constituted in the TERI School of Advanced Studies. All the committees are required to act in their respective areas as per the roles and responsibilities laid down in the above guidelines.

19. Diversity, Equality and Ethics Committee
(a) Dr Prateek Sharma, Presiding Officer
(b) Dr Chubamenla Jamir
(c) Dr A Saravanan
(d) Mr Kamal Sharma
(e) Mr Saurabh Nepal (Int Student)
(f) Ms Harshita Sharma (Student)
(g) Member from SC/ST/OBC etc.

2. This notification supersedes all other notifications issued earlier on the subject.


Capt. Bradeep Kr. Padhy (Retd.)
Registrar

NOTIFICATION
No.35 of 2019-20

Ref.: NOT/R35

Date: 29 May 2020

Sub : Diversity, Equality and Ethics Committee

1. Refer to the following :-
 - (a) Policy on Equality, Diversity and Inclusion,2015 at Chapter XII of Compendium Part I.
 - (b) Para F(iv)(i) of Chapter II of Compendium Part II of Rules of TERI SAS.
 - (c) Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989.
2. The following will constitute "Diversity, Equality and Ethics Committee" of the TERI SAS:-
 - (a) Dean (Academic) - Presiding Officer
 - (b) One member from faculty – Dr Chubamenla Jamir
 - (c) One student member from minority/disadvantaged group (Gender Champion to be selected by Presiding Officer on 01 Aug of every year)- Member
 - (d) One International Student (Name to be provided by Dy Registrar by 01 Aug of every year) – Member
 - (e) Associate Director (Admin) – Member Secretary
3. Suitable member(s) from SC / ST etc. to be co-opted if the complaint/issue pertains to member(s) of such scheduled caste, tribe or group duly notified by the Government.
4. The terms and conditions of the committee shall be as per the guidelines specified in the extant rules. The members will be intimated by the Secretary on receipt of their names and the Committee names to be kept updated annually. The Secretary shall maintain the minutes and all records wrt the matters related to the Committee. An annual report on the activities of the Committee in the academic year be shared with IQAC.
5. This issues with the approval of the Vice Chancellor.



Capt. Pradeep Kr. Padhy (Retd.)
Registrar

Copy to :

The Vice Chancellor
The Presiding Officer, All members & Secretary

Dy Registrar (Academic Admin)

NOTIFICATION
No.16 of 2020-21

Ref.: NOT/R35

25 January 2021

1. Refer to para 2(b) of TERI SAS notification No.35 of 2019-20 dated 29 May 2020 with regard to Diversity, Equality and Ethics Committee. The following amendment is promulgated herewith:-

For

Dr Chubamenla Jamir

Read

Dr Sukanya Das

2. This issues with the approval of the Vice Chancellor.



Kamal Sharma
Registrar (Acting)

Distribution:
Vice Chancellor
The Presiding Officer and Member Secretary
Notification file

To whom it may concern

This is to certify the following:

1. TERI University Policy on Equality, Diversity and Inclusion, 2015 was approved vide TU/BM 19.4.1 (e) in 19th meeting of the Board of Management held on 12.02.2016.
2. The policy includes an 'Equality Advisory Committee' to operationalise the policy.
3. The notification no TU/100/VC/Policy/Com dated 08.02.2016 includes constitution of a committee with such a name, i.e. Equality Advisory Committee.
4. The notification no TU/100/VC/Policy/Com dated 15.02.2017 includes constitution of a 'Diversity, Equality and Ethics Committee' in place of Equality Advisory Committee. Subsequent notifications carry this name, i.e. 'Diversity, Equality and Ethics Committee'.
5. Powers, functions and other roles of 'Diversity, Equality and Ethics Committee' and identical to Equality Advisory Committee as per TERI University Policy on Equality, Diversity and Inclusion, 2015 was approved vide TU/BM 19.4.1 (e).

This has been approved by the competent authority.



[Kamal Sharma]
Registrar

Registrar
TERI School of Advanced Studies
10, Institutional Area, Vasant Kunj
New Delhi-110 070

Minutes of the meeting of the TERI University Equality Advisory Committee

Dated: 24th February, 2016

Venue: Conference Hall, TERI University

Attendees:

1. Prof. Prateek Sharma, Presiding Officer
2. Mr Sandeep Arora, Member Secretary
3. Dr Chubamenla Jamir, Convenor

The first meeting of the TERI University Equality Advisory Committee (EAC) was held on Wednesday, 24th February, 2016 at 9.00 am.

The following points were discussed in line with the roles and responsibilities assigned to the EAC by the University:

1. Promote and champion equality, diversity and inclusion

- a. The existence of the TU policy document on equality, diversity and inclusion should be shared with the faculty, administrative staff and students through the Office of the Registrar, TERI University.
- b. The policy document will be shared with all the new staff and students at TERI University.
- c. This policy document should be part of the Registration Kit given to students at the time of their admission.
- d. Information on equality, diversity and inclusion should be made available to the staff and students. This can be in the form of an awareness document or a quiz.

2. Create a socially congenial atmosphere

The TU currently various organizes cultural events in the university to promote and celebrate diversity and inclusion. Some of the existing events include, 'Ethnic Day and various cultural and religious festivals.

- a. The Class Representatives (CRs) are encouraged to celebrate all festivals, irrespective of the religion and culture. The CRs may do so in consultation with the Student representatives of the EAC and must contact the Additional General Manager (admin services) to organize the event.
- b. International students should also be encouraged to celebrate 'International Cultural events'.
- c. The National Integration Day should be observed at the University. Ms. Mangala Dubey may help in organizing this day. The National integration day in India is celebrated on 19th November.

3. Create awareness about equality

- a. Organize talks by leading Sociologists in order to sensitize the staff and student community of TU. (Action: Registrar Office may like to contact the Delhi School of Economics, Department of Social Work; JNU, School of Social Sciences)
- b. Two talks, one in each semester to be organized.

4. Oversee/monitor existing welfare schemes/programmes

- a. The Registrar's Office should explore various welfare schemes/programmes sponsored by the Government of India/State Government, UGC or any agency/organization for the disadvantaged groups for their effective implementation.

5. A list of the Government of India acts on various aspects of equality, diversity and inclusion such as Religion, Caste, Culture, language, Gender, physical disability etc. This should be prepared in consultation with Mr MV Shiju and Dr MP Ram Mohan.

6. Equality Report

The University will prepare an Annual Equality Report. This Report should be for January to December Year. Ms Mangala Dubey will lead the Editorial Board.

The Editorial board will prepare an initial document on the content for the equality reporting in consultation with the reports that are available in other Premier universities as well as with the available documents/ policies on equality, diversity and inclusion in India. The draft will then be sent for review by a panel of faculty members. The EAC committee suggests the following Faculty:

- i. Mr M V Shiju
- ii. Dr. Sitaraman Ramakrishnan
- iii. Ms Fawzia Rehman
- iv. Dr. Nandan Nawn
- v. Dr. Manipadma Datta
- vi. Dr. Smriti Das
- vii. Dr. Sudipto Chatterjee
- viii. Mr. Naqui Anwer

7. The EAC Committee will meet once in four months.



Dr Chubamenla Jamir

Convenor

Minutes of the meeting of the TERI University Committee on Diversity, Equality and Ethics Committee

Dated: 30th March, 2016

Venue: Conference Hall, TERI University

Attendees:

1. Prof. Prateek Sharma, President
2. Ms Fawzia Tarannum
3. Dr MV Shiju
4. Dr Basudev Prasad
5. Dr Ritika Mahajan
6. Dr Priyanka Kaushal
7. Mr Kamal Sharma
8. Dr Chubamenla Jamir, Convenor

The newly formed TERI University Diversity, Equality and Ethics Committee held a meeting on Wednesday, 30th March 2017 at 3.00pm.

The following points were discussed.

1. The minutes of the first meeting of the Equality, Diversity and Inclusion committee held on 24th February 2016 were reviewed. The Members expressed their interest to know the progress made with respect to the following actions listed in the Minutes of the meeting dated 24.02.2016.
 - a. Action No. 1 – whether the policy document has been provided in the welcome kit to new faculty and students (2016-2017 batch) at the time of registration.
 - b. Action 2c – celebration of the National Integration Day
 - c. Action 3a, b – Talks by leading sociologist
 - d. Action 6 – TU Equality report 2016
2. The committee recommend that the university should restrict itself only to observation of the three National Holidays, (i) 26th January Republic Day, (ii) 15th August Independence Day, (iii) 2nd October Gandhi Jayanti. The committee also recommends that the University will not encourage celebration that has any regional, cultural, racial annotation.
3. The Committee would integrate the progress of the Ethics Committee 2015-16 in the next meeting. Dr Ritika Mahajan (Formerly member of the TU Ethics Committee 2016) will

7.1.8.C

brief the committee in the next meeting and share the minutes of the meeting with committee before the next meeting.

4. The next meeting will be held in a 10-15 days time based on the best available date.

A handwritten signature in blue ink, appearing to read "Chubamenla Jamir", with a horizontal line underneath.

Dr Chubamenla Jamir

Convenor

Minutes of the meeting of the TERI University Committee on Diversity, Equality and Ethics Committee

Dated: 24th April, 2017

Venue: Conference Hall, TERI University

Attendees:

Committee members

1. Prof. Prateek Sharma, President
2. Dr Priyanka Kaushal
3. Dr MV Shiju
4. Dr Basudev Prasad
5. Dr Ritika Mahajan
6. Mr Kamal Sharma
7. Dr Chubamenla Jamir, Convenor

Other attendees

1. Dr Rajiv Seth

The second meeting of the TERI University Diversity, Equality and Ethics Committee was held on 24th April 2017.

The following points were discussed.

1. The minutes of the first meeting of the Equality, Diversity and Inclusion committee held on 31st March 2017 were reviewed.
2. On questions in the previous meeting regarding the combining of Ethics and equality committee and also on the scope of the committee:
 - a. RS- Ethics is the mandate of this committee. Equality and diversity is part of this. Since TERI University stands by equal opportunity, “Equality and diversity” should stem out of ethical behavior and not based on laid down rules and regulation. Ethics should be the culture of the TU by default.
3. Scope of the committee should be to pin-point some areas of focus that will make TU a highly ethical university. It is also within the scope of the committee to draft principles for ethical conduct for faculty as well as for visiting faculty.

7.1.8.C

4. The existing “Faculty/ students/ administrative code of conduct”. TERI Honour code can be used as a point of reference.
5. The committee during the meeting also reviewed the ‘Honour code’ in the existing TU students’ handbook. The committee suggested the following changes to be made:
 - a. ‘Consuming intoxicants’ to be removed
 - b. Tampering any university document (e.g., log books)
 - c. Disrupting peace and social well-being in the university
 - d. Causing physical/ mental assault/ theft on the University premises.
6. The committee suggested that the fees waiver can be introduced for meritorious students from Below Poverty Level (BPL) families for an x% of seat per programme.

Copy to:

1. Registrar TERI University
2. TERI University Diversity, Equality and Ethics Committee



Dr Chubamenla Jamir

Convenor

**Minutes of the meeting of the TERI SAS Committee on Diversity, Equality and Ethics
Committee**

Dated: 4th September 2018

Venue:C 308, TERI SAS

Member:

1. Prof. Prateek Sharma (Present)
2. Ms Fawzia Tarannum(Present)
3. Mr Kamal Sharma (Absent with notice)
4. Dr Kavita Sardana (On leave)
5. Dr Priyanka Kaushal (Present)
6. Ms. Cathy Honepaing (Present)
7. Ms. Bahaar Pandey (Absent)

The TERI SAS Diversity, Equality and Ethics Committee held a meeting on Tuesday, 4th September 2018 at 3.00 pm.

The following points were discussed.

1. The committee discussed the need to follow-up on the previously recommended action point.
2. The student representative talked positively about the cultural activities in the campus and said that though language is not a barrier in campus, however recommended to ensure that English is the communication-language in campus.
3. The Committee decided to meet again in full strength, with all its member present, to discuss future actions and recommendations.
4. The next meeting will be held in a 10-15 days time based on the best available date.



Dr Chubamenla Jamir

Convenor



DIVERSITY, EQUALITY AND ETHICS COMMITTEE REPORT 2019

Equality, Diversity and Inclusion Committee

@TERI School of Advanced Studies

12/31/2019

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2 Introduction / Executive Summary

The "Diversity, Equality and Ethics Committee" of the TERI SAS is advised by relevant provisions of rules of TERI School of Advanced Studies and Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989. The University provides a platform for equal opportunities to both students, faculty and administrative staff of the University.

3 Equality Objectives: for staff and students

TERI University follows an equal opportunity admission process so that no section of the society is disadvantaged.

4 Gender: Staff and Students

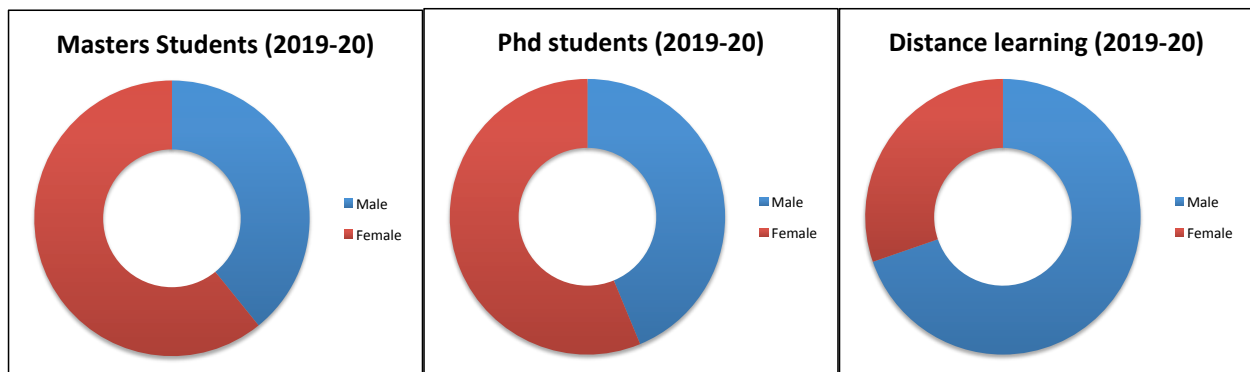


Figure 1. Gender composition of students under different degree programmes.

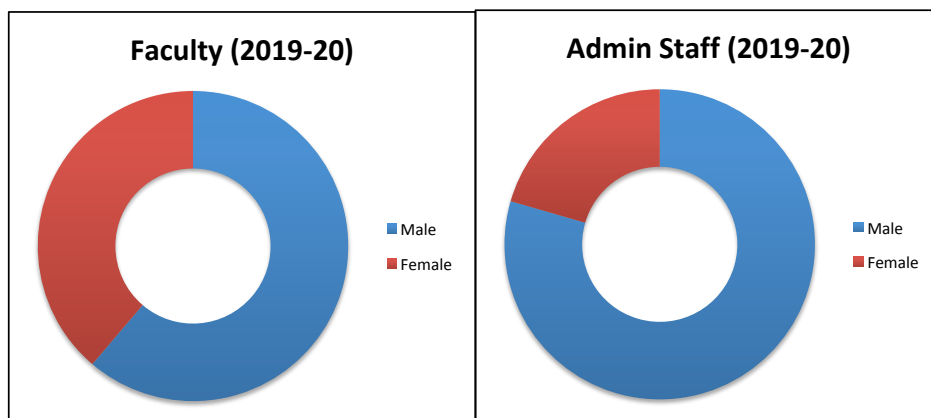


Figure 2. Gender composition of faculty and permanent Administrative Staff.

5 Ethnicity

TERI SAS follows an equal opportunity admission process so that no section of the society is disadvantaged.

6 Age distribution

Out of the 52 full time faculty members in the year 2016, majority of the faculty were in the age group between 31 to 50 years age bracket.

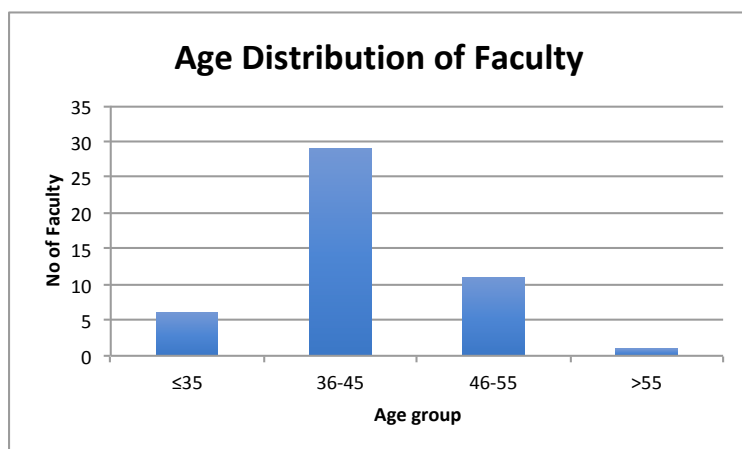


Figure 3. Age distribution of faculty members in 2016.

7 Religion or belief

TERI SAS follows an equal opportunity admission process so that no section of the society is disadvantaged.

8 Grievance Policy and procedure

The TERI SAS address any students grievances at two level; (i) Institutional level, and (ii) Departmental level. The committee at the institutional level consists of a chairperson and members drawn from faculty in the university. At the department level, it is a three member committee consisting of the Chairperson, Convenor and a Member.

The student's grievances are addressed in two steps:

7.1.8.D

Step 1: Direct complaint to the concerned authority - Grievances and complains of any kind is forwarded to the concerned Deemed University Authorities/Offices for resolution.

Step 2: If the complainant is not satisfied with the decision then the issue may be forwarded to the Grievance Redressal committee at email ID studentsgrievance@terisas.ac.in

Details of the Grievance committee is in the link. <https://www.terisas.ac.in/committee-for-grievance-redressal.php>

9 Student Equality

The students are provided with equal opportunity at the time of admissions and there is no discrimination based on religion, gender, caste, or economic background. Students get an equal opportunity to participate in all academic and extra-curricular activities through out the duration of their degree programme at the University. The students are also sensitized through regular seminars/ workshops, etc on appreciating the diversity within the student and wider university community.

10 Harassment policy

In accordance with the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of woman employees and students in higher educational institutions) Regulations 2015 and Chapter XIII of Compendium of policies, rules and guidelines for TERI SAS, the Vice Chancellor has constituted the following “Internal Complaints Committee(ICC)” to address all issues related to cases of Sexual Harassment in TERI SAS.

<https://www.terisas.ac.in/prevention-and-sexual-harassment.php>

11 Faculty Employment

The TERI SAS do not discriminate faculty on the basis of their gender, caste or creed. The faculty selection is based entirely on the academic credits of the faculty.



Dr Chubamenla Jamir
Member