

| <b>Equality, Diversity and Inclusion Policy</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |
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| <b>Objective of the policy</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |
| <ul style="list-style-type: none"> <li>Engage everyone in the DEC forum to enlighten the diversity and equality priorities and measure the impact of activities on staff and student experience.</li> <li>Foster an equitable and diverse environment.</li> <li>Make decisions and/or recommendations regarding relevant initiatives, policies, procedures, as well as resource-related equality and diversity matters.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  |
| <b>Introduction to the policy</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |
| <p>Diversity is recognizing difference and valuing that every individual is unique. Equity is intentionally eliminating barriers and mitigating biases that prevent full participation and access to resources and networks for underrepresented groups across our faculty, staff, and student populations. This committee is committed to supporting faculty and students to actively propose, implement and participate in initiatives that allow us to support a healthy community. The commitment to Equality and Diversity is reflected in the curriculum, enrichment activities and the range of direct and indirect student support services. This policy provides a framework for the institute to continue to attract and recruit talent from all sections of society, to fully develop the potential of our staff and students and continue to build a sense of community, not only to fulfil its Statutory Public duty but to go beyond this and to continually improve the experience of students, staff, our partners and service users.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  |
| <b>Guidelines from Public Statutory and Non-Statutory Bodies/ Committees.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |
| Guidelines from UGC, AICTE & Anna University                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  |
| <b>Importance and Implementation at KPRIET</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |
| <p><b>Importance:</b></p> <p>The Committee shall ensure that there is an integrated, proactive approach to equality and diversity that meets the institution's equality duties by best practice and supports the achievement of the institution's values and objectives. The Committee recognises both the impact of individual characteristics as well as the role of intersectionality in Equality and Diversity. The Group is committed to creating an environment underpinned by fair and equitable practices and procedures in which all members of the community can feel comfortable and share the Group's corporate responsibility to embed equality and diversity through the provision of its services and functions.</p> <p><b>Through this support, the aim is to:</b></p> <ul style="list-style-type: none"> <li>Raise knowledge and understanding of equality legislation</li> <li>Understand discriminatory practices and behaviours</li> <li>Develop equality and diversity competencies.</li> </ul> <p><b>Implementation at KPRIET</b></p> <ul style="list-style-type: none"> <li>All new staff will be required to attend 3 days induction program to understand the discriminatory practice and behaviours.</li> <li>All first-year students will undergo 2 weeks induction program to induct the knowledge of equality legislation, British values and clear guidelines on the behaviours expected.</li> <li>All faculty members to attend faculty development program and leadership program every year.</li> </ul> |  |

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| <ul style="list-style-type: none"> <li>Periodic conduct of webinars for faculty and students through the Equal Opportunity Cell.</li> </ul>                                                                            |                          |                         |
| <b>Responsible Statutory and Non-Statutory Bodies/ Committees at KPRIET</b>                                                                                                                                            |                          |                         |
| <ul style="list-style-type: none"> <li>Anti-Ragging Cell (ARC)</li> <li>Equal Opportunity Cell (EOC)</li> </ul>                                                                                                        |                          |                         |
| <b>Meeting Frequency</b>                                                                                                                                                                                               |                          |                         |
| The Committee will meet four times per year, and the Chair shall call additional meetings whenever necessary. The Committee will delegate activity to task forces and professional service departments as appropriate. |                          |                         |
| <b>First Implemented on</b>                                                                                                                                                                                            | <b>First Revision on</b> | <b>Last Revision on</b> |
| 11.06.2018                                                                                                                                                                                                             | 19 July,2023             | 9 July,2025             |
| <b>Details of Policy Framing Committee</b>                                                                                                                                                                             |                          |                         |
| <p>Chair: Principal</p> <p>Deputy Chair: Head / Planning and Development</p> <p>Academic Members: Head of the Departments, Controller of Examination, Senior Faculty</p> <p>Head – Equal Opportunity Cell</p>          |                          |                         |
| <b>Details of Policy Revision Committee</b>                                                                                                                                                                            |                          |                         |
| <p>Chair: Principal</p> <p>Deputy Chair: Head / Planning and Development</p> <p>Academic Members: Head of the Departments, Controller of Examination, Senior Faculty</p> <p>Head – Equal Opportunity Cell</p>          |                          |                         |