

XAVIER UNIVERSITY, PATNA

EQUALITY, DIVERSITY, AND INCLUSION POLICY

1. Introduction

Xavier University, Patna, was established with the mission of delivering high-quality, internationally-recognized higher education. We continuously explore and implement innovative methods to elevate the standard of higher education. Our campus is a vibrant melting pot of students from diverse backgrounds, creating a truly cosmopolitan environment. Our faculty, comprised of highly knowledgeable and experienced educators, are dedicated to nurturing and inspiring our students. The global benchmarks we set in teaching and research drive us to pursue excellence with unwavering passion. In today's world, discussions on diversity, inclusion, and equality are paramount. Xavier University, Patna, believes that every individual, regardless of their race, gender, religion, sexual orientation, age, or any other distinguishing feature, deserves equal respect and dignity.

2. Scope

Everyone should have equal opportunities to succeed and reach their full potential. We strive to embrace and celebrate diversity, fostering an inclusive environment where everyone feels valued and included. Together, we can promote equality and ensure that everyone has equitable access to the opportunities, resources, and support needed to achieve their goals. This policy applies to our current students, research scholars, faculty members, and other staff members.

3. Policy Statement

- 3.1 Creating an environment where the individual differences and contributions of all employees are valued.
- 3.2 Maintaining a respectful and dignified work environment for all employees.
- 3.3 Attracting and retaining skilled and diverse personnel that best reflect the available talent in the communities where we operate.
- 3.4 Ensuring that all selection criteria for hiring and promoting employees are fair and based on a variety of talents, experiences, and perspectives.

- 3.5 Reviewing and revising, as necessary, all employment practices and policies that do not support the intent of this policy, including but not limited to recruitment and selection, finalizing compensation and benefits, arranging for professional development and training, promotions, and transfers.
- 3.6 Continually reviewing diversity statistics to ensure representation of our communities at all levels of our workforce.
- 3.7 Conforming to all applicable legislative requirements.
- 3.8 Encouraging respectful communication at all times.
- 3.9 Actively discouraging and addressing any forms of intimidation, bullying, victimization, defamation, or harassment through appropriate disciplinary measures.

The university and all its stakeholders are committed to:

- 3.10 Promoting a culture that embraces diversity, inclusion, and equality (DINE).
- 3.11 Recognizing and addressing prejudices, underlying beliefs and values, assumptions, and stereotypes that may impede working and learning opportunities.
- 3.12 Fostering a positive, knowledgeable, and inclusive attitude towards one another.
- 3.13 Ensuring the absence of discrimination and harassment in the workplace.
- 3.14 Ensuring the representation of all groups in decision-making processes.
- 3.15 Providing students with a safe and supportive learning environment where they feel valued and respected, and are mindful and considerate of the needs of others.
- 3.16 Preparing students for life beyond Xavier University, Patna by helping them develop a strong moral compass.
- 3.17 Following uniform norms without any prejudice in all departments.

4. Commitment to diversity, inclusion, and equality

Acknowledging the complexity of diversity, inclusion, and equality, Xavier University, Patna pledges its commitment to initiate a number of actionable initiatives and best practices to support diversity on our campus.