



MITS

MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE
(Deemed to be University under section 3 of UGC Act, 1956)



Checklist No: MITS/DTBU/IQAC/25-26/01

Madanapalle Institute of Technology and Science, Deemed to be University



EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

Policy Code : MITSU/SDG/POL/EDI/01

Effective Date : July 2025

Prepared By : SDG Cell Coordinator

Reviewed by : Chief Coordinator-IQAC

Approved By : Registrar

1. Policy Preamble

Madanapalle Institute of Technology & Science (MITS), Deemed to be University is dedicated towards establishing a fair and inclusive and respectful environment for all. It promotes equality and social justice in support of SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities) respectively. Discrimination, harassment, or exclusion in any form is not tolerated, and equal access to opportunities for all is guaranteed.

2. Purpose

This is a policy that aims to ensure fairness, provide equality in opportunity, the elimination of discrimination and foster an inclusive campus ethos in accordance with sustainability standards

3. Scope

This policy governs all stakeholders.

4. Core Principles

MITS also adheres to equality, respect for diversity; inclusion; accessibility; and no tolerance for bigotry upholding human dignity.

5. Protected Characteristics

The organization is neutral and equitable in each and every respect, regardless of **one's age, gender, disability, race, religion, sexual orientation, marital status and other personal factors**. Not only

are all people given the same access, opportunities, and support, but even people requiring special care or assistance are offered such access.

6. Institutional Commitments

MITS also ensures inclusion through its committees, discrimination-free environment, equal educational and job opportunities, and infrastructure and facilities that are universally accessible to all.

7. Implementation Strategy

Training sessions, awareness and workshops on inclusion are held by the institution. It also incorporates these values into the academic community and partners with outside bodies to further initiatives.

8. Monitoring and Reporting

Monitoring progress with regular reviews and feedback loops are employed by regular feedback mechanisms.

9. Grievance Redressal Mechanism

Confidential complaints are addressed through dedicated committees with guaranteed timely resolution in a fair and impartial manner.

10. Alignment with SDGs.

This has implications for SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Peace, Justice and Strong Institutions).

11. Approval and Review

- Approved by: Registrar
- Review Cycle: 3 Years
- Effective From: July 2025



SDG Cell Coordinator

Chief Coordinator-IQAC

Registrar