



Diversity, Equity, & Inclusion Policy

NAMTECH

February 2025

1. Purpose

The purpose of this policy is to affirm NAMTECH's commitment to fostering a diverse, equitable, and inclusive environment. This policy outlines our dedication to creating a community where all members feel valued, respected, and supported.

2. Objective

This policy ensures that NAMTECH:

- Upholds **diversity** by welcoming students, faculty, and staff from various backgrounds, including gender, caste, disability, socioeconomic status, and nationality.
- Ensures **equity** by removing barriers and providing necessary accommodations for academic and professional success.
- Promotes **inclusion** by fostering a campus culture where all voices are heard and respected.
- Aligns with **Indian government guidelines** (UGC, AICTE, NEP 2020) and **international best practices** in higher education.

3. Applicable

This policy applies to all members of the NAMTECH community, including students, faculty, administrative staff, and stakeholders associated with the institution.

4. Policy Framework

4.1 If you are a student:

- Admissions are **merit-based and inclusive**, with scholarships and support for underrepresented groups.
- **Accessible learning environments** ensure equal opportunities, including provisions for students with disabilities.
- **Zero tolerance for discrimination**—NAMTECH ensures strict policies against bias, harassment, and exclusionary practices.
- The curriculum integrates **diverse perspectives**, case studies, and global viewpoints.
- Grievance mechanisms are in place to address concerns related to discrimination and bias.

4.2 If you are a faculty or staff member:

- Hiring and promotions are **transparent, merit-based, and equitable** for individuals from diverse backgrounds.
- Professional development programs promote **cultural competency and inclusive teaching**.
- Workplace policies ensure **equal pay, fair workload distribution, and work-life balance**.
- **Safe reporting channels** exist for faculty and staff facing discrimination or bias.

4.3 If you are in Leadership or Governance:

- Decision-making structures reflect **diverse representation**, ensuring policies cater to all stakeholders.
- Regular **DEI audits** assess institutional inclusivity and identify areas for improvement.
- Transparent policies ensure accountability for **anti-discrimination laws and UGC/AICTE guidelines**.
- Partnerships with global institutions help NAMTECH stay ahead in **best DEI practices**.

4.4 If you are an Alumni or Industry Partner or Consultant

- Industry collaborations promote **inclusive hiring practices and career opportunities** for NAMTECH graduates.
- Joint research initiatives focus on **equity-driven innovation and social impact**.
- Professional mentorship programs connect diverse students with **inclusive career pathways**.
- DEI is embedded in **corporate partnerships**, ensuring socially responsible collaborations.

5. Diversity, Equity, and Inclusion Committee (DEIC)

The DEIC will be responsible for overseeing the implementation of the DEI policy and ensuring accountability.

5.1 Composition

- **Chairperson:** Appointed by the Institute Leadership.
- **Faculty Representatives:** Members from different academic disciplines.
- **Student Representatives:** Selected from diverse student groups.
- **Staff Representatives:** Members from administrative and support staff.
- **External Advisors:** Experts in diversity, equity, and inclusion.

5.2 Responsibilities

- Develop and implement DEI initiatives across the Institute.
- Conduct regular assessments and provide reports on DEI progress.
- Address grievances and ensure proper redressal mechanisms.
- Organize training programs and workshops to promote cultural competency.

6. Governance, Monitoring & Accountability of Policy

- **DEI Training & Awareness:** NAMTECH provides regular workshops on bias, allyship, and cultural sensitivity for all stakeholders.
- **Annual DEI Assessment:** The Institute conducts surveys and feedback sessions to measure inclusivity.
- **Grievance Redressal Mechanism:** A dedicated team ensures that complaints related to discrimination are addressed promptly and fairly.