



## **Main Characteristics of Equality, Diversity and Inclusion**

Indian Institute of Technology (Banaras Hindu University), Varanasi strives for excellence. Transparency and efficiency are the two precursors for achieving excellence in the services rendered by the institute. This is done by letting people know the mandate of the different sections of the administration, the procedures involved, requisite documentation and the commensurate service related expectations. In the Indian Institute of Technology, administration is a staff function organizationally and therefore has a mandate of supporting teaching, research and translational research through consulting on newer technological problems. For IIT (BHU), Varanasi, “Education is Sanskar”. Administration is also expected to develop and sustain right Sanskar amongst its fellow members. Hence, it is assured that the administration of IIT (BHU), Varanasi will be humble, polite, adept, professional, prompt, accountable, and transparent on the issues being handled.

### **Institute follows the following policies:**

1. Development of a dynamic governance system for implementation of equality along with diversity and inclusion in the campus.
2. Conduct of government audits to check the accountability of the strategies which laid the principles of equality, diversity and inclusion in the campus.
3. Review of implementation of existing policies and its progress
4. Redressal of grievances related to inequalities due to caste, creed, race, gender or disability.

As per R&P rules, the Institute adopted such a policy regarding employment in the Institute which shall be open to all, regardless of race, religion, caste or creed, disability, immigration status and the area/ place of residence in the world.

<https://iitbhu.ac.in/contents/institute/admin/doc/RPN-2019.pdf>

The R&P rules of the Institute provide equal employment and advancement opportunities to all individuals. The employment decisions at the Institute are based on



merit, qualifications and abilities. IIT (BHU) does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin or disability. As per 1<sup>st</sup> Statutes of the Institute, employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their supervisor. Employees can raise concerns and make reports without any fear. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, as per Government of India rules.

- Conduct Rules for the Employees in Schedule C in the first Statute of IIT (BHU) laid down the principles to be followed by each employee with respect to expectations of the Institute regarding employees' behavior towards their colleagues, supervisors and overall organization.
- Institute promotes freedom of expression and open communication. But it expects all employees to follow a code of conduct. They should avoid offending, participating in serious disputes and disrupting our workplace. Institute also expects them to foster a well-organized, respectful and collaborative environment.
- Bribery of any sort shall not be paid or accepted from stakeholders, clients, suppliers, politicians, government / public officials or general public etc for or on behalf of the Institute.
- As per point No. 10 Gifts of the Institute First Statutes: No employee shall, except with the previous sanction of the competent authority, accept or permit spouse or any other member of family to accept from any person other than relations any gift of more than 'trifling value.' The interpretation of the term 'trifling value' shall be the same as laid down in Central Civil Services (Conduct) Rules 1964 as amended from time to time.
- As per point No. 11 Private Trade or Employment of the Institute First Statutes: No employee shall, except with the previous permission of the competent authority, engage directly or indirectly in any trade or business or any private tuition or undertake any employment outside official assignments. Provided that the above restrictions shall not apply to academic and other related activities mentioned in clause 3 undertaken



with the prior permission of the competent authority which may be given subject to guidelines framed by the Board.

- As per point No. 14 Representations of the Institute First Statutes: Institute provides opportunities to its aggrieved employees without any discrimination with justice.

(a) Whenever an employee wishes to put forth any claim, or seeks redressal of any grievance or of any wrong done, must forward case through proper channel, and shall not forward any advance copies of request or application to any higher authority, unless the lower authority has rejected the claim, or refused relief, or the disposal of the matter is delayed by more than three months.

(b) No employee shall be signatory to any joint representation addressed to the authorities for redress of any grievance or for any other matter.

- As per point No. 22. Appeal of the Institute First Statutes : Institute provides each employee a mechanism for redressal of his grievance by statutory means. A member of the staff aggrieved by any order imposing penalty passed by the Director shall be entitled to prefer an Appeal to the Board against the order. A member of the staff aggrieved by any order passed by the Board against him inflicting a penalty on him shall be entitled to prefer an Appeal to the Visitor against the order.
- As per point No. 13. Marriage of the Institute First Statutes : this provision lies in the interest of women, it mentions that no employee who has wife living shall contract another marriage without first obtaining the permission of the Board of Governors notwithstanding that a subsequent marriage is permissible under the personal and religious law for the time being applicable.

The Institute is committed to fair and equitable treatment for all employees. Therefore, the Institute has constituted Grievance Committees, SC/ST/OBC/PwD cell for the fair, orderly, and prompt resolution of grievances and representations.

- [Non-Faculty Grievance Committee](#)
- [Teacher's Grievance Committee](#)



- As per point No. 13 (Schedule-E) of the Institute First Statutes : Maternity Leave may be granted to a woman member of the staff with less than two surviving children on full pay for a period of 180 days from the date of its commencement Women Research Scholars/Students are also eligible for maternity leave as per PG ordinance of the Institute.
- As per point No. 29 (Schedule-E) of the Institute First Statutes : Child Care Leave (CCL) may be granted to a woman member of the staff as per government of India rules (CCS -leave rules 1972 and amended from time to time).
- As per point No. 22 (Schedule-E) of the Institute First Statutes : A male staff member with less than two surviving children may be granted Paternity Leave for a period of 15 days, during the confinement of his wife for childbirth, that is, up to 15 days before, or up to six months from the date of delivery of the child.

### **Support to the Person with Disability (PwD)**

IIT(BHU) is committed to creating an accessible and inclusive learning environment consistent with Government guidelines. We continually strive to make campus a more inclusive, accessible and welcoming environment for persons with disabilities.

1. More than 80% of building have Ramp/Lift facility/ Disabled friendly washrooms
2. Wheel Chair facility is available in every department/hostel
3. E-Rickshaws are easily accessible in the campus
4. University Bus facility is available.
5. During allotment of hostel facility preference is given to people with disabilities students. Such students shall be allotted rooms in the ground floor of each hostel.
6. All the apartments in the Institute have the facility of ramp or lift. If a person with a disability applies for accommodation, priority is given as a special case
7. Fee waiver to the students of PwD category <https://iitbhu.ac.in/dean/doaa/fee>
8. Reservation to the PwD candidates in UG/PG & PhD admission [https://pgadmission.iitbhu.ac.in/static/doc/inf\\_brochure.pdf](https://pgadmission.iitbhu.ac.in/static/doc/inf_brochure.pdf)
9. Follow the GoI norms for reservation of PwD in recruitment



भारतीय  
प्रौद्योगिकी  
संस्थान  
काशी हिन्दू विश्वविद्यालय

IIT

INDIAN  
INSTITUTE OF  
TECHNOLOGY  
BANARAS HINDU UNIVERSITY

[https://documents.doptcirculares.nic.in/D2/D02adm/36035\\_02\\_2017-Estt.Res.-20062017.pdf](https://documents.doptcirculares.nic.in/D2/D02adm/36035_02_2017-Estt.Res.-20062017.pdf)

Further, It is pertinent to mention that more than 1000 supernumerary seats have been created specifically for female candidates in B.Tech./B.Arch./IDD programs.

For more information, First Statutes :

[https://iitbhu.ac.in/contents/institute/admin/doc/first\\_statutes\\_IIT\\_BHU\\_english.pdf](https://iitbhu.ac.in/contents/institute/admin/doc/first_statutes_IIT_BHU_english.pdf)

Conduct Rules:

[https://dopt.gov.in/sites/default/files/CCS\\_Conduct\\_Rules\\_1964\\_Updated\\_27Feb15\\_0.pdf](https://dopt.gov.in/sites/default/files/CCS_Conduct_Rules_1964_Updated_27Feb15_0.pdf)