



<b>Name of Policy</b>	<b>EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY</b>
<b>Policy Effective From</b>	<b>Academic Session 2024-25</b>
<b>Policy Version</b>	<b>1</b>

## CAREER POINT UNIVERSITY

(Established by the Government of Rajasthan Act No. 13/2012 , u/s 2(f) of the UGC Act 1956)

**University Campus :** Alaniya, Jhalawar Road, Kota – 325 003 (Rajasthan)

**City Office:** Career Point Limited, Ground Floor, CP Tower 1, IPIA, Road No.1, Kota-324 005 (Raj.) | Ph: +91 90791 34713

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## Career Point University, Kota

### EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

The University is committed to **promoting** a fair, inclusive, and respectful academic environment that values diversity in all its forms. Equality, Diversity, and Inclusion (EDI) are fundamental principles that guide the University's commitment to ensuring that every member of the academic community is treated with dignity, respect, and fairness.

The purpose of this policy is to:

1. Promote equal opportunities for all individuals within the university.
2. Encourage diversity in recruitment, admissions, and leadership.
3. Foster an inclusive campus culture where every individual feels respected and valued.
4. Prevent discrimination, harassment, and exclusion.
5. Support gender equity and cultural diversity.

This policy applies to:

- All students (undergraduate, postgraduate, doctoral)
- Faculty members
- Administrative and support staff
- Contractual employees
- External vendors and partners

It covers all university activities including:

- Admissions and recruitment
- Teaching and learning
- Research activities
- Campus life and student services
- Employment practices
- Leadership and governance

The University recognizes that diversity strengthens the academic environment by encouraging the exchange of ideas, cultural understanding, and collaborative learning. By promoting equality and inclusion, the University aims to create an environment where individuals from different backgrounds can participate fully in academic, professional, and social activities.

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Career Point University  
Kota - Rajasthan

The University strictly opposes discrimination, exclusion, or unequal treatment of individuals based on their personal characteristics or background. Equality refers to the principle that all individuals should have equal opportunities to access education, employment, and institutional resources without unfair barriers.

Diversity refers to the recognition and appreciation of differences among individuals, including those related to gender, ethnicity, nationality, religion, language, disability, socio-economic background, age, maternity, refugee status, and cultural identity. The University believes that such diversity enriches the academic environment and contributes to innovation, creativity, and intellectual growth.

Inclusion refers to creating an environment where all individuals feel valued, respected, and able to participate fully in academic and professional life.

Any act of discrimination, harassment, or exclusion that contradicts the principles of equality and inclusion is considered a violation of the University's institutional values. Complaints related to such matters may be reported through the established grievance redressal mechanisms, including the relevant School Dean, Department Head, *Equality, Diversity & Inclusion (EDI) Committee*.

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