

Diversity and Inclusion Policy



(Opp. Infosys Campus Gate # 4) #
8P & 9P, KIADB Industrial Area
Electronics City 1st Phase
Bangalore 560100

Policy Statement

JAGSoM is committed to fostering a diverse, inclusive, and equitable environment where all individuals, irrespective of age, gender, disability, race, or religion, are respected, valued, and supported. Diversity and inclusion are integral to our academic excellence, innovation, and societal impact.

Purpose

The purpose of this policy is to establish a framework that promotes diversity, ensures inclusiveness, and fosters a culture of mutual respect and equity within all activities and operations of JAGSoM.

Objective

- To ensure equal opportunity for all community members regardless of age, gender, disability, race, or religion.
- To create an environment that embraces diverse perspectives and backgrounds.
- To embed diversity and inclusion principles into policies, practices, curriculum, recruitment, and community engagement.
- To prevent and address discrimination, harassment, or bias.

Scope

This policy applies to all stakeholders of JAGSoM including students, faculty, administrative staff, alumni, contractors, and partners. It governs all aspects of student life, academic affairs, employment, and institutional operations.

Definitions

- Diversity: The presence of differences that include race, gender, religion, sexual orientation, ethnicity, nationality, socio-economic status, language, (dis)ability, age, and political perspective.
- Inclusion: The practice of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued.
- Equity: Ensuring fair treatment, access, opportunity, and advancement for all individuals.

Process Owner

Dean - Jagdish Sheth School of Management (JAGSoM)

Target Audience

- Students
- Faculty
- Administrative and Operational Staff
- Alumni

- Contractors and Vendors
- Academic Partners

Process Description

- Recruitment and Admissions: Ensure transparent, fair, and inclusive admission and hiring processes.
- Training: Conduct mandatory diversity and inclusion training for all staff, faculty, and students.
- Support Systems: Establish mentorship programs, affinity groups, and accessible support services.
- Reporting Mechanisms: Maintain clear channels for confidential reporting and resolution of grievances related to discrimination or bias.
- Monitoring and Evaluation: Conduct periodic reviews and audits to assess effectiveness and ensure continuous improvement.

Ver. No.	Prepared By	Reviewed By	Approved By	Remarks
1.0_280425	Prof Pooja Gupta	Dr. Col. PS James	Dr. Venkatesh Sunkad	Initial Draft