

Shiv Nadar Institution of Eminence

University Diversity Officer/ Committees

Objective: Shiv Nadar Institution of Eminence is an institution with a global outlook. This community is made of people from diverse backgrounds, beliefs, religions, cultures, perspectives, and experiences. Inclusion plays an extremely important role in the success of this community. We expect everyone part of it to understand and appreciate differences. Our goal is to foster a diverse and respectful environment that helps everyone gain and create a positive difference without feeling excluded in the shared vision and journey of the university.

The University has several committees in place for implementing policies, programs and training related to diversity, equity, inclusion and human rights on campus. We have a dedicated [Internal Complaints Committee](#) which emphasizes on gender sensitization, and equitable, accountable and representative process of resolution and redressal in case of sexual harassment complaints. It strives to create a gender inclusive culture on campus by organizing awareness sessions, sensitization sessions and providing support for the community in addressing complaints of sexual harassment.

We have a [Disability Support Policy](#) that provide regular support services for people with disabilities and promote awareness about disabilities while continually enhancing the physical accessibility of our fully residential campus, where employees and students spend a significant portion of their time.

Some of the policies supporting and implementing diversity, equity, inclusion and human rights discussions are:

- Prevention of Sexual Harassment
- Code of Conduct - Faculty and Staff
- Respectful Workplace Policy - Faculty and Staff
- Grievance Redressal Policy - Faculty and Staff
- Disciplinary / Ethics Committee (DC) - Faculty and Staff
- Students Grievances Redressal Committee

Student Initiatives towards championing causes of inclusivity, equity and diversity

The Gender Champions (GC) Circle at the university also organizes events to raise awareness about gender equity, gender equality, foster understanding, and facilitate interaction between Gender Champions and students. The goal is to establish the institute as a reliable resource for students with gender-related concerns, emphasizing trust and support. The "Thoughtful Thursday" initiative by Gender Champions encourages weekly discussions on gender equity, gender equality, supported by forward-thinking organizations. By fostering meaningful conversations, the movement aims to create systemic change for a stronger and fairer world. GC joins in creating a more just and equitable society.

The Girl Up initiative is a campaign of the United Nations Foundation. [Girl Up Shiv Nadar](#)

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[University](#), aims to channel the energy and enthusiasm of students to promote global, institutional and mutual respect for all genders by creating an impact locally. While doing so, we strive to be the voice of any person whose agency is taken away and we hope to create a safe, healthy and productive space. This is done through the pillars of Challenges, Advocacy, Storytelling and Fundraising.

[SNU Queer Collective](#) is a student club dedicated to forming a safe space for Queer students and allies of the Queer community on campus. The collective's main goal is to allow Queer students to express themselves freely and sensitize people to the issues and struggles of the Queer community. It strives to be both a platform to educate people and also a way to let anyone who identifies as Queer to find other people with similar ideologies and experiences.