



Equality, Diversity, and Inclusion (EDI) Policy

1. Introduction

The Malaviya National Institute of Technology (MNIT), Jaipur, is firmly committed to creating an inclusive environment that upholds the values of equality, diversity, and inclusion (EDI). We believe that fostering a diverse and equitable campus enriches the learning experience, encourages innovation, and cultivates a sense of belonging among all members of the MNIT community. This policy outlines our dedication to ensuring that individuals, irrespective of their gender, disability, socio-economic background, caste, or regional origin, are provided with equal opportunities to succeed.

MNIT acknowledges the importance of these principles in achieving academic excellence and societal development. Through this policy, the institute strives to foster an equitable campus where students, staff, and faculty from diverse backgrounds, including women and persons with disabilities (PwD), are empowered to thrive.

2. Objectives of the EDI Policy

The primary objectives of MNIT Jaipur's EDI policy are as follows:

- To ensure equality of opportunity for all students, faculty, and staff, regardless of gender, disability, caste, religion, socio-economic status, or regional background.
- To provide a conducive environment that fosters diversity and inclusivity in all academic, research, and administrative processes.
- To ensure adherence to the Government of India's reservation policies, including those for Persons with Disabilities (PwD), Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC-NCL), Economically Weaker Sections (EWS), and female candidates.
- To enhance representation from underrepresented groups, including women and PwD candidates, across academic, research, and administrative roles.
- To cultivate a culture of mutual respect and understanding by celebrating the diversity of the MNIT community.

3. Policy on Reservation

MNIT Jaipur adheres to the Government of India's reservation policies to ensure equitable representation across all levels of the institution. This includes admission processes, faculty recruitment, and the appointment of administrative roles.

3.1 Reservation for Persons with Disabilities (PwD)

- In line with the Rights of Persons with Disabilities Act, 2016, MNIT Jaipur reserves 5% of seats in admissions and 4% of vacancies in recruitment for PwD candidates.

- The institute provides necessary accommodations, assistive technologies, and barrier-free infrastructure, including ramps, elevators, tactile paths, and accessible restrooms to ensure that PwD students, staff, and faculty can fully participate in campus life.

3.2 Female Reservation under CSAB/CCMT Guidelines

- MNIT reserves a certain percentage of seats for female candidates under the guidelines set by the Central Seat Allocation Board (CSAB) and Centralized Counseling for M.Tech./M.Arch./M.Plan. (CCMT). This is aimed at promoting women's participation in STEM disciplines.
- Supernumerary seats are also offered to female candidates in undergraduate programs, encouraging higher representation in technical education.

3.3 Other Reservation Categories

- MNIT Jaipur ensures compliance with the following reservation categories:
 - 15% reservation for Scheduled Castes (SC)
 - 7.5% reservation for Scheduled Tribes (ST)
 - 27% reservation for Other Backward Classes (Non-Creamy Layer)
 - 10% reservation for Economically Weaker Sections (EWS)

3.4 Reservation for Students from Outside Rajasthan

MNIT Jaipur reserves 50% of its seats for students from outside Rajasthan. This policy aims to foster diversity by encouraging participation from students across the country, contributing to a more vibrant and diverse academic environment. These students pay the same tuition fees as Rajasthan residents, ensuring financial equity and promoting regional inclusivity.

4. Gender Diversity and Female Representation

MNIT Jaipur recognizes the importance of gender diversity and is committed to improving the representation and participation of women across all levels of the institution. The following initiatives have been implemented to promote gender equity:

4.1 Encouraging Women in Leadership Roles

- The institute is proactive in identifying and mentoring female faculty and staff for leadership positions.
- MNIT ensures transparent, merit-based recruitment and promotion processes to provide equal opportunities for women in decision-making bodies and committees.
- Regular leadership development programs and workshops are conducted to empower women and prepare them for administrative and academic leadership roles.

4.2 Improving the Female-to-Male Faculty Ratio

- MNIT continuously strives to improve the gender balance within its faculty by actively encouraging female candidates to apply during recruitment drives.
- Family-friendly workplace policies, including flexible working hours and childcare facilities, are offered to make the work environment more conducive to female employees.

4.3 Support for Female Students

- MNIT has established women’s cells and grievance redressal mechanisms to address gender-related issues and concerns.
 - Financial aid, scholarships, and mentorship programs tailored for female students, especially those from marginalized backgrounds, are provided to support their academic and personal development.
 - Regular networking events, career counseling sessions, and leadership workshops are organized to assist female students in their professional growth.
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5. Inclusion of Persons with Disabilities (PwD)

MNIT Jaipur is committed to ensuring that persons with disabilities have equal access to education, employment, and campus facilities. Key measures to promote inclusion for PwD individuals include:

- Ensuring compliance with accessibility standards in both physical infrastructure and digital platforms.
 - Offering assistive technologies, financial support, and devices for PwD students and staff to ensure they can engage fully in academic and campus activities.
 - Regular sensitization workshops are conducted for students, faculty, and staff to raise awareness and foster an inclusive environment that supports the needs of PwD individuals.
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6. Financial Aid for Students Below the Poverty Line (BPL)

MNIT Jaipur is dedicated to supporting students from economically disadvantaged backgrounds. As part of its commitment to inclusivity, the institute provides **full tuition waivers** to students whose parents fall below the poverty line (BPL), irrespective of their category. This ensures that students from the most financially challenged backgrounds have access to high-quality education without the burden of tuition fees. This initiative is a step toward making education accessible to all and promoting social mobility among economically weaker sections.

The full tuition waiver is part of MNIT’s broader effort to provide financial assistance to those in need and to ensure that students from marginalized communities have the opportunity to pursue academic excellence without facing financial barriers.

7. Unnat Bharat Abhiyan: Addressing EDI through Community Engagement

MNIT Jaipur actively participates in the **Unnat Bharat Abhiyan**, a national initiative aimed at addressing rural development challenges and promoting sustainable growth. As part of this program, MNIT engages with rural communities to foster equality, diversity, and inclusion through:

- Providing access to technical education and resources to marginalized groups in rural areas, thereby bridging the gap between urban and rural education standards.
- Encouraging students to work on community development projects that address issues related to gender, disability, and socio-economic disparities in rural settings.
- Promoting inclusive development by engaging with diverse communities and implementing projects that empower underrepresented groups.

Through the Unnat Bharat Abhiyan, MNIT leverages its academic resources and expertise to promote equitable growth, aligning its community outreach initiatives with its commitment to EDI principles.

8. Recruitment and Employment Practices

To ensure diversity in its workforce, MNIT Jaipur implements the following recruitment practices:

- Strict adherence to reservation policies during faculty and staff recruitment, ensuring representation from underrepresented groups.
 - Conducting awareness campaigns to attract candidates from diverse backgrounds.
 - Offering professional development opportunities to employees from marginalized and underrepresented communities to help them excel in their roles and progress to leadership positions.
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9. Training and Awareness Programs

MNIT Jaipur is committed to embedding the principles of equality, diversity, and inclusion into the institutional culture. This is achieved through:

- Organizing regular workshops and training sessions on topics such as unconscious bias, cultural competence, and inclusive practices.
 - Conducting sensitization programs to raise awareness among faculty, staff, and students on diversity-related issues.
 - Celebrating diversity through events, festivals, and seminars that highlight the cultural and social richness of the MNIT community.
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10. Monitoring and Accountability

The effective implementation of the EDI policy at MNIT Jaipur is overseen by a dedicated EDI Committee. The committee's responsibilities include:

- Regularly reviewing and updating the policy to align with changing needs and legal requirements.
 - Conducting periodic audits to assess the success of EDI initiatives and programs.
 - Soliciting feedback from students, faculty, and staff to identify areas for improvement and address any gaps in EDI practices.
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11. Grievance Redressal Mechanisms

MNIT Jaipur ensures that all individuals have access to a robust grievance redressal system. Key elements include:

- The establishment of an SC,ST, OBC and Gender Cell to handle cases related to discrimination, harassment, and inequality.

- Providing anonymous reporting channels to ensure that individuals can raise concerns without fear of retaliation.
- Implementing transparent and timely procedures for resolving complaints.

12. Conclusion

MNIT Jaipur reaffirms its commitment to building a diverse, inclusive, and equitable campus that empowers all individuals to achieve their full potential. By integrating national policies, instituting proactive initiatives, and engaging in community outreach through programs like Unnat Bharat Abhiyan, MNIT aims to be a leader in promoting equality, diversity, and inclusion in higher education.