

Equality policy

Policy Title – Equality policy

Policy Number – 22

Functional Area – Academic, Non-academics and students

Effective and Revised Dates – 01.03.2024

Approving Authority – The Council, Lincoln Institute of Graduate Studies

Administrative Responsibility – Equality officer and Gender Centre director

Rationale – Equality policy of Lincoln Institute of Graduate Studies applies to members of all levels of the institute and seeks to ensure equality irrespective of gender, ethnicity, religion, disability, age, marital status, pregnancy and maternity, language, union membership and political belief or any other grounds. Lincoln Institute of Graduate Studies is committed to ensure dignity of its students and staff and to treat everyone equally with respect. This policy describes how the institute is meeting the commitment of ensuring equality within its faculties and departments adhering to national and international initiatives. It includes information on how the institute is complying with the commitments and guidance for the members of the institute to ensure and promote equality. Thus, unique qualities of individuals are recognised, respected and treated equally within the institute. Lincoln Institute of Graduate Studies recognises that victimisation, discrimination, bullying and harassment may be experienced in numerous ways including day to day interactions with colleagues, peers, students and academic and non-academic staff members and the institute is committed to promote equality and challenge discrimination at all levels. This commitment will be reflected in day-to-day functioning of the institute such as institute level policies, teaching, learning and research, administration and students’ extracurricular activities. Equality policy of Lincoln Institute of Graduate Studies aims at developing and sustaining a positive environment to prevent any individual from being affected, experiencing stress, illness or being absent from class or work.

Scope –

Academic and non-academic staff members, internal and external students

Policy Statement –

- Treat everyone equally: treating the members the same, regardless of their gender, ethnicity, religion, disability, age, marital status, pregnancy and maternity, language, union membership and political belief or any other grounds.
- Value dignity of individuals: believing that each member deserves respect.
- Recognise and respect unique qualities of individuals: tolerance of individual differences and diversity with appreciation.
- Ensure that each member of the institute has the opportunity to fulfil her/his potential without any barrier.
- Promote an environment that has no victimisation, discrimination, harassment and bullying: commitment to zero tolerance of inequality by adhering to practices that has no victimisation, discrimination, harassment and bullying.
- Voice any concerns on equality in the day- to-day working practices: be vigilant on daily happenings to understand instances or practices that create/recreate inequality and report it to the relevant authorities if possible with suggestions to ensure equality.



Definition-

Within this policy equality is defined as ensuring sameness among all members of the institute with respect by breaking down barriers for equality and eliminating victimization, discrimination, harassment and bullying.

Key words-

Equality Promotion, Gender Equity, Sex, SGBV