
Diversity and Inclusiveness Policy

Overview & Objective

Diversity is about celebrating and valuing how different we all are. This is strongly linked with promoting human rights and freedom, based on principles such as dignity and respect. Diversity is about recognizing, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences to create a productive and effective workforce.

Thapar Institute of Engineering and Technology is an equal opportunity employer. We value our people because of what they can do and not where they are from. **'Respect for Diversity'** is one of our core values and the same is reinforced in our **Code of Conduct**. Our success is based entirely on our people. We believe in treating each other with dignity and respect and expect every employee to promote a sense of personal responsibility.

We believe in ensuring that all our procedures and functions are empathetic to diversity and that all our employees are unified towards energizing the institute to greater success.

Purpose

We believe in recruiting competent and motivated people who respect and align with our values. Our employees are given equal opportunities for their development and career advancement.

We ensure that their privacy is protected and will not tolerate any form of harassment or discrimination. We respect the personal dignity of our employees and embrace diversity across the institution, thus ensuring a workplace free from discrimination and harassment. Hence, employees must not discriminate on the basis of race, colour, religion, origin, nationality, disability status, gender, marital status, age or sexual orientation, or engage in any kind of verbal or physical harassment based on any of the above or any other reason. Employees who feel that their workplace does not comply with the above principles are encouraged to raise their concerns with the Human Resources Division.

Scope

This Policy is applicable for all categories of employees and job applicants. This policy also applies to the selection and treatment of independent contractors, suppliers, other stakeholders, personnel working on TIET premises who are employed by temporary agencies and any other persons or firms doing business for and with Thapar Institute. This policy of equal employment opportunity and anti-discrimination applies to all aspects of the relationship between Thapar Institute and its employees and extends to all terms & conditions of employment that include Recruitment, Selection, Promotion, Demotion, Training, Transfer, Termination, Performance appraisal, Working conditions, Compensation & benefits, Discipline and Application of various policies.

Policy Framework

TIET is committed to providing equal opportunities without any discrimination on the grounds of race, colour, religion, origin, nationality, disability status, gender, marital status, age or sexual orientation.

It will ensure that:

1. Employees are personally responsible for treating each other with dignity and respect, this includes respecting differences and the rights of others.
2. Employment with Thapar Institute will be based purely on merit and not on any irrelevant attributes or characteristics that an individual may possess.
3. Developmental and promotional opportunities will be based entirely on performance, competencies, skills, abilities and potential, and should be consistent and aligned with the needs of the Institute.
4. Thapar Institute will not tolerate harassment, discriminatory behaviour that victimizes any individual or group at the workplace.
5. Appropriate action basis investigation will be taken if this policy is breached either through discrimination, harassment, bullying or victimizing other employees or by making false claims. In such matters, the policy on **“Prevention, Prohibition and Redressal of Sexual Harassment at Work Place”** and **“Code of Conduct”** will be referred to. All grievances and complaints will be taken seriously and treated with sensitivity and fairness.
6. Thapar Institute commits that no opportunity will be denied to persons with disabilities and there will be no discrimination whatsoever.

Conclusion

Diversity & Inclusiveness is about getting the right mix of people at Thapar Institute and leveraging their unique talents, experiences and ideas to enable superior performance in an ideal work environment. At Thapar Institute diversity & inclusiveness is not just mere policies and practices, but the building of a collaborative work culture that drives higher levels of efficiency and productivity.

Signature	:		
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Designation	:	Chief Human Resources Officer	Director