



## **National Institute of Social Development Policy on Equity**

**Policy Title:** Policy on Equity

**Policy Number:** 19

**Functional Area:** Academic, Non-academic, and Students

**Effective Date:** 11.07.2024

**Approving Authority:** The Governing Council, National Institute of Social Development

**Administrative Responsibility:** Directors, Center for Gender Studies /Cultural Committee. Sport Committee

### **19.1 Rationale & Purpose:**

The Equity Policy of the National Institute of Social Development (NISD) applies to members at all institute levels. It seeks to ensure equality irrespective of gender, ethnicity, religion, disability, age, marital status, pregnancy and maternity, language, union membership, political belief, or other grounds. NISD is committed to ensuring the dignity of its students and staff and to treating everyone equally with respect. This policy describes how the institute meets its commitment to ensuring equity within its faculties and departments, adhering to national and international initiatives. It includes information on how the institute is complying with these commitments and provides guidance for members to ensure and promote equality. The unique qualities of individuals are recognized, respected, and treated equally within the institute. NISD recognizes that victimization, discrimination, bullying, and harassment can be experienced in numerous ways, including day-to-day interactions with colleagues, peers, students, and academic and non-academic staff members. The institute is committed to promoting equality and challenging discrimination at all levels. This commitment will be reflected in the day-to-day functioning of the institute, including policies, teaching, learning and research, administration, and students' extracurricular activities.

## **19.2 Policy Aims:**

The Equity Policy of NISD 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.

### **19.2.1 Scope:**

This policy applies to academic and non-academic staff members, internal and external students

### **19.2.2 Policy Statement:**

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

## **19.3 Policy principles:**

### 19.2.3 Treat everyone equally:

Treat all members the same, regardless of gender, ethnicity, religion, disability, age, marital status, pregnancy and maternity, language, union membership, political belief, or any other grounds.

### 19.2.4 Value the dignity of individuals:

Believing that each member deserves respect.

### 19.2.5 Recognize and respect the unique qualities of individuals:

Tolerating individual differences and diversity with appreciation.

### 19.2.6 Ensure opportunities for all:

Ensuring that each institute member has the chance to fulfil her/his potential without any barriers.

### 19.2.7 Promote a harassment-free environment:

Committing to zero tolerance of victimization, discrimination, harassment, and bullying by adhering to practices that eliminate these behaviors.

### 19.2.8 Voice concerns equality:

Being vigilant in daily interactions to understand and identify instances or practices that create or recreate inequality and reporting them to the relevant authorities with suggestions to ensure equality.