



**POORNIMA**  
INSTITUTE OF ENGINEERING & TECHNOLOGY



# Equal Opportunity Policy

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# **Equal Opportunity Policy**

## **Introduction:**

At Poornima Institute of Engineering and Technology, we are deeply committed to fostering an environment that champions diversity, inclusivity, and equal opportunities for all members of our community. We believe that every individual, regardless of their background or characteristics, deserves fair and respectful treatment in all aspects of academic and professional life. With this commitment in mind, we have established the following Equal Opportunity Policy:

## **Promoting Equality and Non-Discrimination:**

We uphold a zero-tolerance policy towards discrimination based on race, color, ethnicity, nationality, religion, cast, age, sex, gender identity, sexual orientation, disability, marital status, or any other protected characteristic. We are dedicated to promoting equality and ensuring that all members of our community are treated with dignity and respect.

## **Protection from Abuse, Violence, and Exploitation:**

Poornima Institute of Engineering and Technology is dedicated to providing a safe and supportive environment where all individuals can thrive without fear of abuse, violence, or exploitation. We condemn all forms of harassment, bullying, and mistreatment, and we are committed to taking swift and decisive action to address any incidents that occur.

## **Admission:**

Admission to Poornima Institute of Engineering and Technology is conducted through the Rajasthan Engineering Admission Process (REAP) and in accordance with the rules and regulations set forth by the affiliating university and the All India Council for Technical Education (AICTE). We adhere strictly to merit-based admission criteria and prohibit discrimination in the admission process.

## **Physical Facilities:**

We are committed to ensuring that our physical facilities are accessible to all members of our community, including individuals with disabilities. We provide reasonable accommodations, assistive technologies, and support services to facilitate equal access and participation in all campus activities, programs, and services.

## **Persons with Disabilities:**

Poornima Institute of Engineering and Technology is committed to supporting persons with disabilities and ensuring their full inclusion and participation in all aspects of academic and campus life. We provide comprehensive support services and accommodations to enable individuals with disabilities to fully engage in the educational experience.

## **Awareness Campaign:**

We conduct regular awareness campaigns and educational initiatives to promote

understanding and acceptance of diversity, inclusion, and equal opportunity principles among our community members. These initiatives aim to raise awareness about issues such as discrimination, harassment, and the rights of individuals with disabilities.

### **Training and Education:**

We provide training and educational programs to faculty, staff, and students to ensure that everyone understands their rights and responsibilities under this Equal Opportunity Policy. Training sessions cover topics such as diversity awareness, unconscious bias, and creating inclusive environments.

### **Accountability:**

Poornima Institute of Engineering and Technology holds all members of its community accountable for upholding the principles of equal opportunity, non-discrimination, and respect for others.

- **Faculty and Staff:** Faculty and staff are responsible for implementing and enforcing this policy in their daily interactions with students and colleagues. They are expected to create an inclusive and supportive learning and working environment where diversity is celebrated and all individuals are treated with respect.
- **Students:** Students are expected to uphold the values of diversity and inclusion and to treat their peers with respect and dignity. They are encouraged to actively participate in creating a campus culture that promotes equality and fosters mutual understanding and acceptance.
- **Leadership:** Leadership at all levels of the institution is responsible for fostering a culture of equality and for providing the resources and support necessary to uphold this policy. They are expected to lead by example and to demonstrate a commitment to diversity, inclusivity, and equal opportunities in all aspects of decision-making and organizational culture.

### **Continuous Improvement:**

We are committed to continuously reviewing and improving our practices and policies related to equal opportunity and diversity. Feedback from our community members is solicited and considered in our efforts to create a more inclusive and equitable environment for all.

### **Conclusion:**

In conclusion, our Equal Opportunity Policy reflects our unwavering dedication to creating a campus community that is welcoming, respectful, and supportive of all individuals. By upholding these principles, we reaffirm our commitment to fostering a culture of diversity, inclusion, and equal opportunities at Poornima Institute of Engineering and Technology. Together, we can build a brighter future where everyone has the opportunity to thrive and succeed.