AGURCHAND MANMULL JAIN COLLEGE

(A Unit of Sri. S. S. Jain Educational Society)
Affiliated to the University of Madras | A Jain Minority Institution
Re-Accredited by NAAC
Meenambakkam, Chennai – 600061

DOCUMENT INDEXING - INTEGRATED POLICY		
Title: Inclusive Environment Policy		
Description: This policy outlines AMJC's commitment to fostering a diverse, equitable, and inclusive environment by setting forth guidelines and principles to promote diversity, equity, and belonging across all aspects of our college community, including recruitment, retention, curriculum development, and campus culture.		
UDIN	AMJ/POL/AUP/IEP/2024/17/VER-2	
Effective Date	22-05-2024	
Revision Period	May 2024	
Review Cycle	1 year	
Policy Population	All members of the institution	
Policy Implementing Department	Office of the Management and Administrative Heads	
Proposer & Drafter	Dr. E. M. Prasannakumar & Ms. Aswathy S. Murali - Criterion 7 Champions, IQAC	
Revisor	Ms. Bhavani S, Assistant Professor, IQAC	

INSTITUTIONAL POLICY SCRUTINY COMMITTEE (IPSC) - IP		
Designation	**Name**	**Signature**
Director	Dr. N. Venkataramanan	
Vice-Principal	Dr. S. Ananthakrishnan	
Dean (SF)	Dr. M.M. Ramya	
Coordinator, IQAC	Dr. V. S. Murali	
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AUTHORIZATION AND APPROVAL		
Principal	Dr. B. Mahavir	
Management Committee Member	Shri. Pannalal Chordia	
Secretary/Associate Secretary	Sri. Udhan Kumar Chordia/ Sri. Hemant P Chordia	
Policy Approval Date	22-05-2024	

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INCLUSIVE ENVIRONMENT POLICY

I. Background

Agurchand Manmull Jain College is committed to fostering an inclusive educational environment that values and celebrates diversity, ensuring equal opportunities and equitable access for all members of our academic community. Our commitment extends beyond compliance, reflecting our dedication to creating a vibrant and supportive space where every individual feels respected, valued, and empowered to excel.

II. Objectives

1. Zero tolerance to Discrimination: To create an environment with no discrimination based on gender, caste, religion, socio-economic status, or physical abilities, as laid in the Constitution of India.
2. Accessible Infrastructure: To develop and maintain physical and digital infrastructure that is accessible to individuals with diverse abilities, ensuring inclusivity in all aspects of campus life.
3. Curricular Diversity: To review and enhance the curriculum to incorporate diverse perspectives, experiences, and voices across disciplines, reflecting the cultural, social, and historical diversity of India and the global community.
4. To carry out a non-discriminative recruitment process of staff only based on the requisite eligibility qualification and academic excellence.
5. Inclusive Teaching and Learning Practices: To promote inclusive teaching methods and practices among faculty, creating a learning environment that values the contributions of all students. (Teach the teachers, English students went out videos were taken)

III. Strategies

1. **Awareness Programs**: Conduct regular sensitization and training programs for students, faculty, and staff to increase awareness of diversity and inclusion, addressing unconscious biases and stereotypes.
2. **Infrastructure Enhancement**: Regularly assess and upgrade infrastructure to ensure it is accessible to differently abled individuals, creating an inclusive physical and digital environment.

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3. **Curriculum Review:** Conduct a review of the curriculum to incorporate diverse perspectives, experiences, and voices across disciplines, promoting cultural competence among students.
4. **Inclusive Teaching Workshops**: Provide faculty development programs that focus on inclusive teaching methods, encouraging faculty to create a supportive learning environment that values the contributions of all students.
5. **Support Services**: Establish support services, counselling, and mentorship programs specifically designed to address the needs of marginalized and underrepresented groups, providing a safe and supportive space.
6. **Community Engagement:** Engage with local communities to understand and address the unique challenges faced by different groups, fostering partnerships for social and economic development.
7. **Inclusive Extracurricular Activities**: Ensure that extracurricular activities, clubs, and events are inclusive and provide opportunities for participation from all members of the college community, promoting diversity in cultural, sports, and artistic events.

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IV. Conclusion

The adoption of an Inclusive Environment Policy marks a significant step forward in fostering diversity, equity, and belonging within our college community. By embracing and implementing the principles outlined in this policy, we affirm our commitment to creating an environment where every individual feels valued, respected, and empowered to thrive. Together, let us continue to cultivate a culture of inclusivity that celebrates the unique perspectives and contributions of all members of our college community.