



भारतीय प्रौद्योगिकी संस्थान मद्रास
INDIAN INSTITUTE OF TECHNOLOGY MADRAS
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Diversity, Equity and Inclusion (DEI) Policy – IIT Madras

IIT Madras is dedicated to encouraging a supportive and inclusive culture by promoting diversity and eliminating discrimination in the workplace.

Our aim is to ensure that all employees and job applicants are given equal opportunity to be constructive contributors to the Institute. This policy reinforces our commitment to providing equality and fairness to all in our employment as per the Government of India norms and not provide less favourable facilities or treatment on the grounds of age, gender or gender reassignment, sexual orientation, disability, race, community, socio-economic background, region, language, religion or belief, marriage and civil partnership, refugee and asylum seekers, pregnancy, maternity and caring responsibilities.

The institute does not discriminate or does not support discrimination and has an established Grievance Redressal Mechanism (GRM) for addressing any such concerns. All employees, irrespective of their status and category are valued and will be treated fairly and with respect.

In employee selection, promotion, training, or any other benefit, importance will be given to aptitude and ability. All employees will be given help and encouragement to develop their full potential and utilise their unique talents. The skills and resources of our institution will be fully utilised and we will strive to maximise the efficiency of our employees and staff.

IIT Madras's commitment:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.

- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equity and fairness in the workplace.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns through the GRM so we can take corrective measures.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

IIT Madras will inform all faculty and staff that a DEI policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of all stakeholders including funding agencies, customers, students, and job applicants. IIT Madras's DEI policy is fully supported by higher management and has been agreed with employee representatives. Our policy will be monitored and reviewed periodically to ensure that diversity, equity and inclusion is continually promoted in the workplace.