



UNIVERSITY OF KERALA
കേരളസർവകലാശാല

Equality, Diversity and Inclusion (EDI) Policy



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DISCLAIMER

This document has been prepared as a guideline to support the smooth functioning of the University of Kerala in relation to the proposed policy theme. It has been developed in alignment with the general requirements and expectations of various accreditation and ranking agencies. While effort has been taken to provide accurate and authentic information, it may be noted that this is not a document which should be relied on as legally undertaken by the University of Kerala. The University's stances on all matters are as duly debated and adopted by the University authorities (the Senate, the Academic Council and the Syndicate). For any final confirmation, a formal communication from the University of Kerala may only be relied on.



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INTERNAL QUALITY ASSURANCE CELL
UNIVERSITY OF KERALA

2026

Equity, Diversity and Inclusion (EDI) Policy

Policy Statement

The University reaffirms its commitment to equality, diversity and inclusivity in all aspects of its operations. Discrimination based on caste, gender, nationality, ethnicity, ability, socioeconomic status, or any other identity is not tolerated. All members of the University community shall be treated with respect, dignity and provided equitable access to opportunities and resources. The University shall actively foster an inclusive environment through academic, administrative, and outreach activities, promoting social justice and removing barriers to participation.

Background

The University of Kerala, established in 1937, is committed to ensuring equal opportunities and fostering an inclusive environment grounded in equity, dignity, and human values. Recognising diversity and inclusion as essential for advancement and innovation, the University has established mechanisms such as the Equal Opportunity Cell, the Socially and Economically Disadvantaged Group (SEDG) Cell, student grievance redressal mechanisms, orientation programmes and reservation policies.

The EDI policy consolidates these initiatives under a single framework, promoting an environment that values diverse perspectives, strengthens the intellectual community and contributes to a just and equitable future.

Scope

This policy applies to:

- Employees and employment applicants – including recruitment, promotion, training, and terms of employment.
- Students and applicants – including admission, teaching, supervision, assessment, progression, award, and access to support services.
- Other stakeholders – all individuals and organisations engaging with the University in its internal and external activities.

Definitions

- Equity – Ensuring fair access and opportunities for all, regardless of background or identity.
- Diversity – Recognition and representation of the wide range of human differences.
- Inclusivity – Creating an environment where all feel valued, respected, and able to participate equally.
- Accessibility – Ensuring systems, spaces, and resources enable full participation for all, including persons with disabilities.

Objectives

- Foster a welcoming, open, and bias-free environment.
- Ensure equitable access for marginalised groups, including women, LGBTQ+ individuals, persons with disabilities, SC/ST populations, and socially disadvantaged communities.
- Promote awareness and sensitisation on policy implementation, grievance redressal, and inclusive higher education.
- Support students, staff, and academics to realise their full potential.
- Reinforce equity, diversity, and inclusivity through ongoing activities.
- Establish accountability mechanisms for compliance.

Institutional Structures and Support Systems

- SEDG Cell, Equal Opportunity Cell, SC/ST Cell
- Internal Complaints Committee, Board for Adjudication of Students' Grievances, Student Grievance Redressal Cell
- Internal Quality Assurance Cell
- Fellowship and Scholarship programmes, Continuing Education, Centre for Distance and Online Education, Centre for Global Academics
- Reservation policies for recruitment and admission
- Curriculum initiatives: Sensitisation programmes, interdisciplinary courses, orientation programmes, training, gender audits
- Student support services: Counselling, accommodation, transportation, health centre, disabled-friendly campus

Governance and Implementation

The Vice Chancellor and statutory officers provide leadership and oversight, while the Syndicate ensures compliance with equality obligations. The Equal Opportunity Cell and SEDG Cell coordinate and monitor EDI initiatives across the University.

Future Directions

Conduct EDI audits and surveys to monitor progress and inform improvements. A two member EDI Audit Committee to be constituted with

a) An External Expert and **b)** A Professor from University of Kerala and the Audit to be facilitated by IQAC along with Equal Opportunity Cell.

Promote research focused on marginalised communities and participatory methodologies.

Engage in community outreach to tribal, coastal, and rural populations, first-generation learners, and differently-abled students.

Apply intersectional approaches to understand and address overlapping inequities.

Promote decolonised knowledge production through indigenous knowledge integration, multilingual research outputs, and training on research ethics and positionality.

Review

This policy shall be reviewed every five years to ensure continued relevance and alignment with best practices.

INTERNAL QUALITY ASSURANCE CELL

UNIVERSITY OF KERALA

IQAC Constitution

01. The Vice-Chancellor (Chairman)
 02. The Pro Vice-Chancellor (Vice-Chairman)
 03. Dr. S. Nazeeb, Member, Syndicate
 04. Prof. (Dr.) K.G. Gopchandran, Member, Syndicate
 05. The Registrar
 06. The Finance Officer
 07. The Vice-Chairman, Credit & Semester System
 08. The Director, Computer Centre
 09. The Chairman, Kerala University Departments Union
 10. The Chairman, Kerala University Research Students Union
 11. Dr. Unnikrishnan S. M., Vice-President,
International Business & Strategic Planning, HLL Lifecare Ltd.
 12. Mr. Jagan Sebastian George, State Nodal Officer and Research Officer, RUSA
 13. Dr. R. Vasanthagopal, Senior Professor & Head, Institute of Management in Kerala
 14. Dr. Meena T. Pillai, Senior Professor & Head, Institute of English
 15. Dr. Jayachandran R., Senior Professor, Department of Hindi
 16. Dr. Bijukumar A., Senior Professor & Head, Department of Aquatic Biology & Fisheries
 17. Dr. Shaji A., Professor & Head, Department of History
 18. Dr. C. N. Vijayakumari, Professor & Head, Department of Sanskrit
 19. Dr. R.B. Binoj Kumar, Professor, Department of Geology
 20. Dr. Sheeja S.R., Professor & Head, Department of Economics
 21. Dr. Swapna T.S., Professor & Head (i/c), Department of Biotechnology
 22. Dr. Noushad V., Assistant Professor & Head, Department of Arabic
 23. Dr. Rajesh S.V., Assistant Professor, Department of Archaeology
 24. Dr. Ani Deepthi, Assistant Professor & Head, Department of Chemistry
 25. Dr. Manju S. Nair, Professor, Department of Economics (Joint Director, IQAC)
 26. Dr. Shaji E., Professor, Department of Geology (Director, IQAC)
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