



C.KANDASWAMI NAIDU COLLEGE FOR WOMEN

(Unit of Pachaiyappa's Trust)
(Affiliated to Annamalai University, Annamalai Nagar)

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Principal

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12.02.2024

Inclusive Policy for Diversity, Equity, and Inclusivity – Faculty

C. Kandaswami Naidu College for Women, Cuddalore-1 is committed to fostering a diverse, equitable, and inclusive academic community where all members feel respected, valued, and supported. This policy aims to create an environment that embraces diversity in all its forms and ensures equal opportunities for success. It includes,

1. Curriculum and Pedagogy:

Encouraging faculty to employ inclusive teaching methods that accommodate various learning styles and backgrounds.

2. Professional Development:

Providing support for professional growth that enhances cultural competency.

3. Accessibility:

Ensuring that physical and digital spaces are accessible to individuals with disabilities.
Providing accommodations and support services to create an inclusive learning environment.

4. Retention and Advancement:

Establishing mentorship programs to support the professional development of underrepresented faculty and staff.

5. Community Engagement:

Fostering partnerships with diverse communities to create meaningful collaborations and connections. Encouraging participation in community outreach and service activities.

6. Reporting Mechanisms:

Establishing confidential reporting mechanisms for incidents of discrimination, harassment, or bias by appointing an ombudsman.
Ensuring that investigations are prompt, impartial, and conducted by trained personnel.



7. Communication:

Fostering transparent and open communication about diversity and inclusion efforts.
Regularly updating the academic community on progress, challenges, and initiatives.

8. Continuous Improvement:

Regularly review and update this policy to reflect evolving best practices and the changing needs of the academic community.

9. Ensuring the creation of mixed stakeholder groups such as student and faculty associations, that encourage participation across diverse backgrounds.

C. Kandaswami Naidu College for Women, Cuddalore-1 is committed to cultivating an inclusive community that values and celebrates diversity. This policy reflects our dedication to providing an equitable and supportive environment for all members of the academic community.

Approved by:

Date:20.07.2022



PRINCIPAL

**C. KANDASWAMI NAIDU COLLEGE FOR WOMEN.
CUDDALORE - 607 001.**