BAREILLY INTERNATIONAL UNIVERSITY, BAREILLY
FACULTY OF PARAMEDICAL SCIENCES

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Rohilkhand Medical College Campus, Pilibhit by Pass Road, Bareilly. (U.P) – 243006 INDIA
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PROVIDING AN INCLUSIVE ENVIRONMENT POLICY

1. Purpose

This policy articulates Bareilly International University's commitment to creating a welcoming and inclusive environment that fosters tolerance, harmony, and mutual respect across cultural, regional, linguistic, communal, socioeconomic, and other diversities.

2. Scope

This policy applies to all members of the university, including students, faculty, staff, and visitors.

3. Key Objectives

- Promote a sense of belonging among individuals from diverse backgrounds.
- Cultivate respect and understanding of various cultural, linguistic, regional, and socioeconomic identities.
- Address and prevent discrimination, bias, and intolerance in any form.

4. Institutional Initiatives

4.1 Cultural Inclusivity

- **Celebration of Diversity**:
    - Organize cultural events, festivals, and exhibitions to celebrate various traditions, such as International Day, regional festivals, and linguistic celebrations.
    - Host intercultural exchange programs and encourage active participation.
- **Cultural Clubs**: Establish clubs that represent different cultural and linguistic communities, fostering an environment of mutual respect and understanding.

4.2 Regional and Linguistic Diversity

- **Multilingual Support**:
    - Offer resources and support in multiple languages, including official university communication, instructional materials, and orientation programs.
    - Provide language classes or workshops to encourage multilingualism and understanding among the campus community.
- **Regional Representation**: Ensure equal representation of students and staff from various regions in decision-making bodies and leadership roles.

4.3 Communal Harmony

- **Awareness Campaigns**: Conduct seminars, workshops, and awareness programs to promote communal harmony and dispel stereotypes or prejudices.
- **Conflict Resolution**: Establish a mediation cell to address and resolve disputes or grievances arising from communal or cultural differences.

4.4 Socioeconomic Inclusion

- **Financial Aid and Scholarships**: Provide scholarships, fee waivers, and financial assistance to students from economically disadvantaged backgrounds.

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- **Skill Development Programs**: Offer training programs and workshops to equip individuals from underprivileged backgrounds with employable skills.
- **Affordable Services**: Ensure access to affordable housing, food, and other essential services on campus.

4.5 Promoting Equity

- **Awareness and Training**:
  - Conduct sensitization programs for faculty, staff, and students on topics like gender equity, inclusivity, and unconscious bias.
  - Include equity-focused modules in the academic curriculum.
- **Anti-Discrimination Measures**: Enforce strict policies against discrimination and harassment based on any form of diversity.

4.6 Support Systems

- **Counseling Services**: Provide mental health and counseling services with culturally sensitive approaches.
- **Peer Mentorship**: Establish peer mentoring programs to help students and staff adapt to diverse social and academic settings.

5. Implementation and Accountability

- **Diversity and Inclusion Committee**: Form a committee to design, implement, and oversee initiatives promoting inclusivity.
- **Feedback Mechanism**: Establish channels for anonymous feedback to identify and address inclusivity-related concerns.
- **Annual Review**: Publish an annual report detailing progress and updates on inclusivity efforts.

6. Outreach and Collaboration

- Partner with external organizations, NGOs, and cultural institutions to enhance inclusivity efforts.
- Engage alumni and industry leaders to share experiences and insights on fostering tolerance and harmony in diverse environments.

7. Review and Updates

The policy shall be reviewed periodically to incorporate best practices and adapt to evolving needs.



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Providing an Inclusive Environment

1. Preamble

The Faculty of Paramedical Sciences is committed to fostering a supportive, respectful, and inclusive environment where every student, faculty member, and staff member feels valued, empowered, and has equitable opportunities to thrive. We recognize that diversity enriches our academic community and enhances the quality of education, research, and practice in paramedical sciences. This policy outlines our commitment to promoting inclusivity and preventing discrimination in all its forms.

2. Guiding Principles

This policy is built upon the following core principles:

- **Respect:** Treating all individuals with dignity and courtesy, acknowledging their unique perspectives and experiences.
- **Equity:** Ensuring fair treatment and access to opportunities for all, striving to eliminate barriers that may hinder participation or success.
- **Diversity:** Recognizing and celebrating the differences that exist within our community, including but not limited to background, ethnicity, gender, sexual orientation, disability, age, religion, socio-economic status, and thought.
- **Inclusion:** Creating an environment where everyone feels a sense of belonging, is heard, and can participate fully.
- **Accountability:** Holding ourselves and others responsible for upholding these principles and addressing instances of discrimination or exclusion.

3. Definitions

- **Inclusion:** The active, intentional, and ongoing engagement with diversity—in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect.
- **Diversity:** Encompasses the variety of characteristics that make individuals unique.
- **Equity:** The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Discrimination:** Any distinction, exclusion, restriction, or preference based on prohibited grounds (e.g., race, gender, disability, religion, sexual orientation) that has the purpose

Principal

Date: 26/01/2022

Republic Day



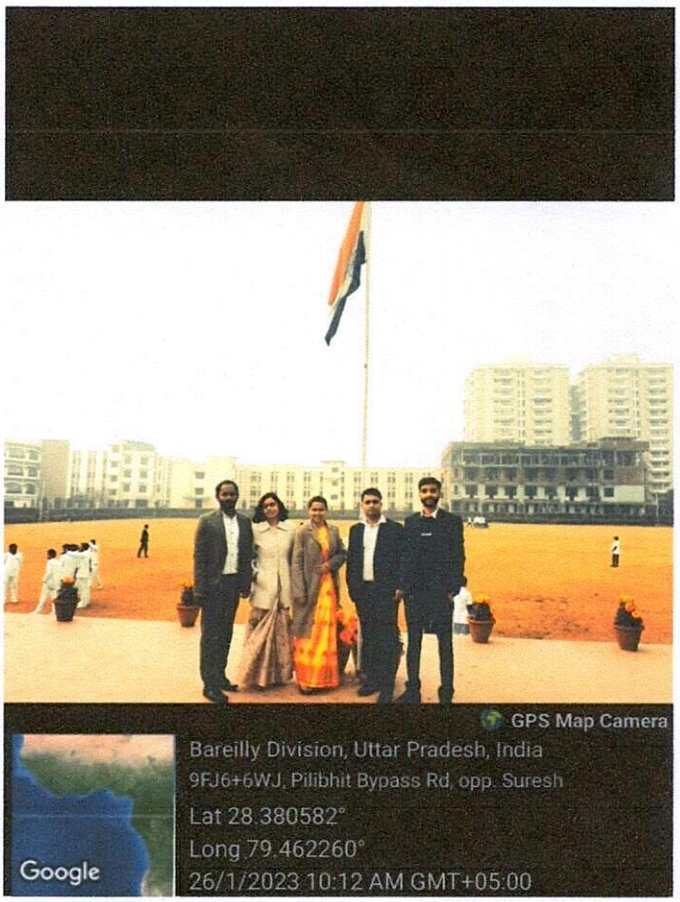


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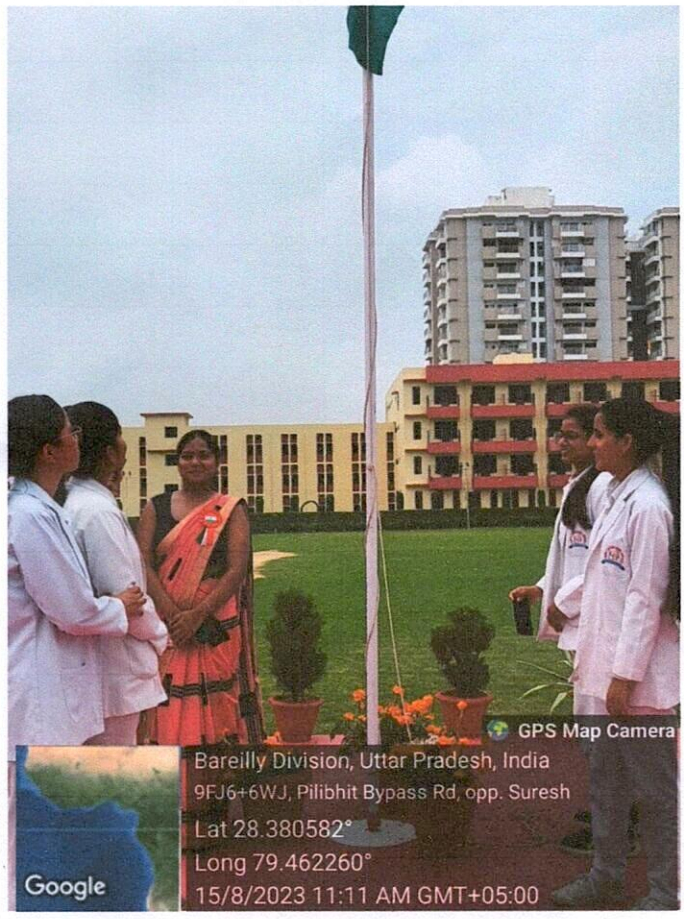


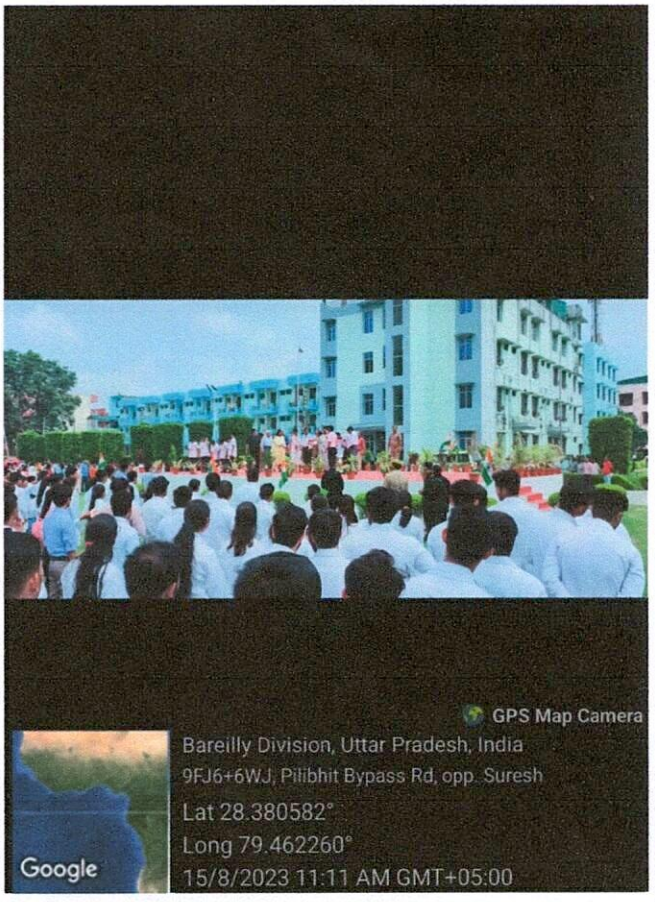


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Principal
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Date: 15/08/2023

Independence Day

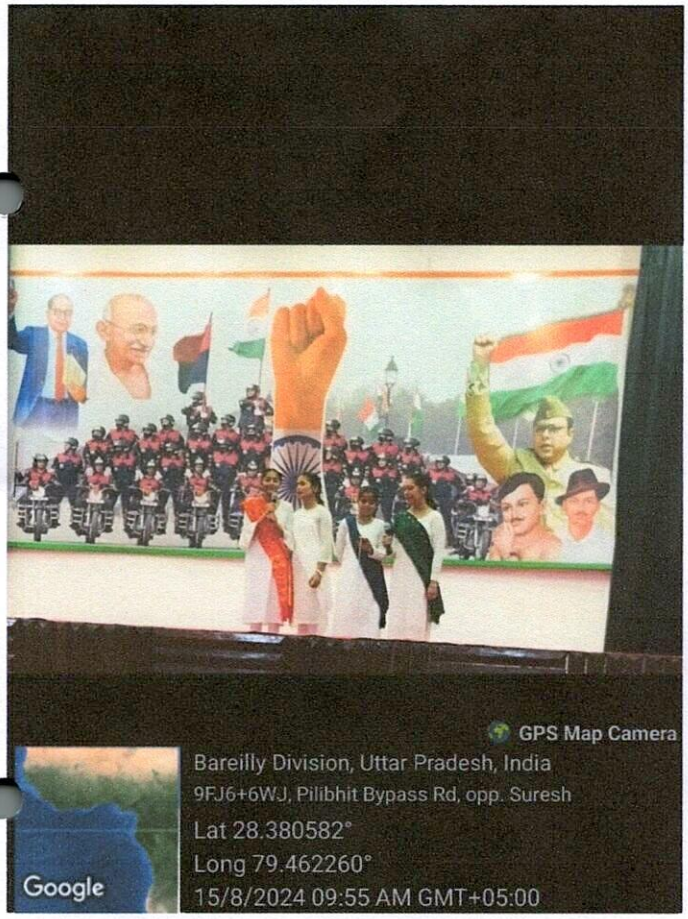


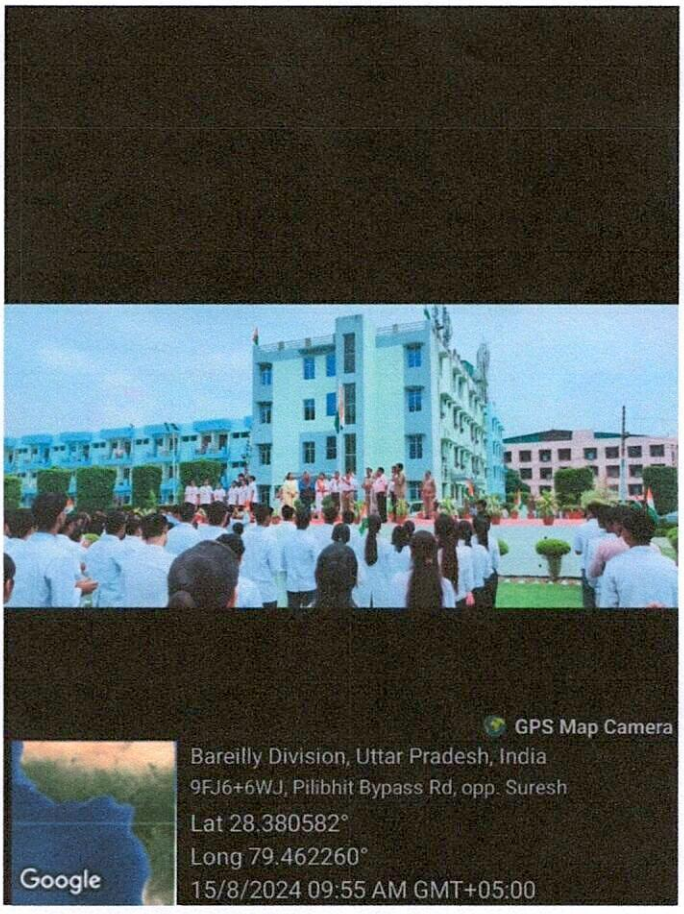


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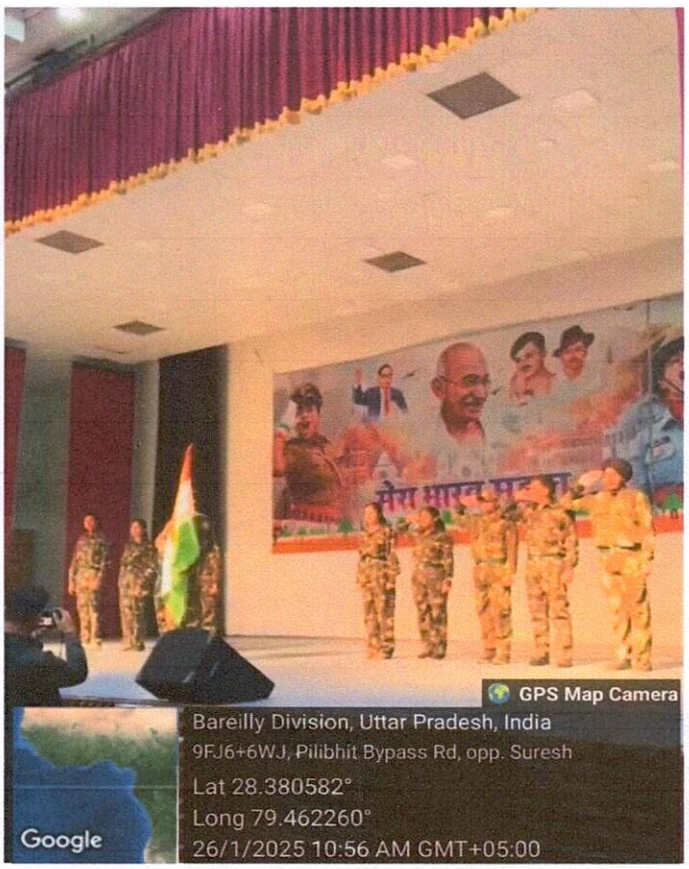


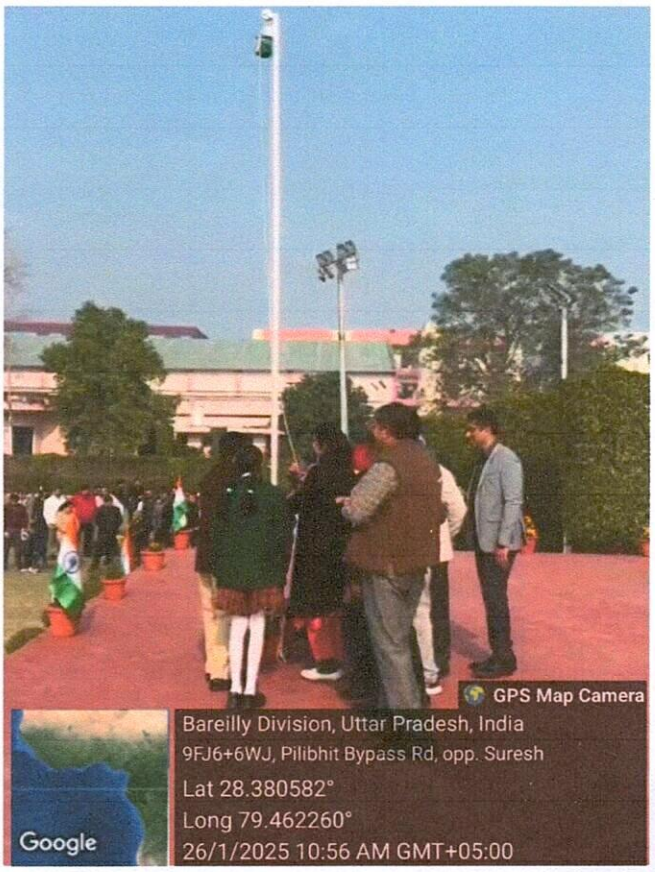


FACULTY OF PARAMEDICAL SCIENCE
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Date: 26/01/2025

Republic Day





FACULTY PARAMEDICAL SCIENCE
ASHANA
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BAREILLY

Date: 16/05/2025

Diploma Farewell







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