



SHIKSHA MANDAL'S  
(A HINDI LINGUISTIC MINORITY INSTITUTE)  
**GOVINDRAM SEKSARIA COLLEGE OF COMMERCE, WARDHA.**  
{NAAC (UGC) THIRD CYCLE ACCREDITED INSTITUTION}  
{PERMANENTLY AFFILIATED U/S 2 (f) & 12 (B)}  
Junior College Index No. - 07.01.001 UDISE NO. -27080800105

SHIKSHA MANDAL'S  
**G.S.COLLEGE OF COMMERCE, WARDHA**  
**COLLEGE EQUITY, FAIRNESS, AND INCLUSION POLICY**  
(W. e. f. 1 December, 2024)

### Purpose

G. S. College of commerce Wardha, is committed to creating a diverse, equitable, and inclusive environment where all individuals are treated fairly, have equal access to opportunities, and are respected regardless of their race, ethnicity, gender, sexual orientation, disability, or other characteristics.

### Scope

This policy applies to all students, faculty, staff, and visitors of the college and covers all aspects of college life, including admissions, hiring, curriculum, activities, and campus climate.

### Core Values

- **Equity:** Providing equal access to opportunities and resources.
- **Fairness:** Ensuring unbiased treatment in all college processes.
- **Inclusion:** Valuing diversity and fostering a sense of belonging.
- **Respect:** Promoting mutual respect for diverse perspectives and backgrounds.

### Goals

- Promote diversity in recruitment and admissions.
- Provide support for underrepresented groups to succeed.
- Ensure the curriculum reflects diverse perspectives.
- Create accessible environments for all students, including those with disabilities.

### Actions

- **Inclusive Practices:** Implement inclusive recruitment, admissions, and hiring processes.
- **Support Systems:** Offer mentoring & counseling
- **Accessible Facilities:** Ensure campus and online resources are accessible to all.

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### Accountability

- **Consequences:** Violations of this policy will result in disciplinary action.
- **Monitoring:** An Equity and Inclusion Committee will oversee policy implementation and progress.

### Review and Evaluation


The policy will be reviewed annually, with updates as needed to address new challenges or improve practices.

### Communication

This policy will be communicated to all members of the college community and available on the college website.

### Approval and Acknowledgment

All college members are expected to adhere to this policy and contribute to an inclusive, fair, and respectful campus environment.

  
Dr. Arundhati Ninawe  
Principal  
**PRINCIPAL**  
**G. S. College of Commerce**  
**WARDHA**