



**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.



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

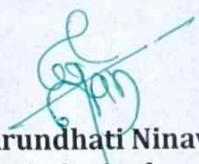
The policy will be reviewed annually, with updates as needed to address new challenges or improve practices.

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