



Equality, Diversity and Inclusion (EDI) Policy

Introduction:

The Institute of Chemical Technology one of the oldest Institute dedicated to Chemical Sciences is committed in achieving and promoting equality of opportunity in its learning, teaching, research and working environments. ICT supports students and staff to realize their full potential regardless of gender, religion, and caste. ICT recognizes, respects and values of the difference and diversity within and across the Institute representing another country at a microscale. ICT works to prevent and eliminate discrimination, harassment, and victimization.

Legislation is an important instrument for bringing about a change in the unequal economic and social status in India. The Constitution of India conveys a powerful mandate for equality and rights of women in its Preamble, Fundamental Rights, and Duties and provides specific provisions for affirmative actions.

Policy Guidelines:

In India, several legislations have been passed both at central and state levels that address the issue of gender and social disparity and aim to secure equal rights for women in various spheres of social and personal life. These legislations are also called 'women-oriented' or women-centric/specific' legislations. Some examples of such legislations are the Protection of Women from Domestic Violence Act, 2005; The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013; The Immoral Traffic Prevention Act, 1956; The Indecent representation of Women (Prohibition) Act, 1986, etc. Our EDI policy is aligned with these existing Policies.

Recently, India has enacted a law for the protection of rights of transgender persons that came into force on 10th January 2022. The Act, namely the Transgender Persons (Protection of Rights) Act, 2019 recognizes the identity of transgender persons and prohibits discrimination or unfair treatment against them in relation to education, employment, healthcare services, holding public or private offices, etc. Our EDI policy is aligned with this existing policy, at every stage of academic activity, admission to post graduation and teaching.

The Constitution of India, which mention, the equality before the law (Article 14). No citizen may be subjected to discrimination based on their religion, race, caste, sex or place of birth and have the same opportunities (Article 15 and 16). Promote with particular care the educational and economic interests of the weaker sections of the people (Article 46). When filling positions (admission to recruitment) consideration for the claims of those who belong to Scheduled Castes and Scheduled tribes must be given while maintaining administrative efficiency (Article 335). Provide reservations for SC and ST in local bodies (Articles 330 and 332). Our EDI policy is aligned with these existing policy and adhere strictly to the central and state government directives.

Vice-Chancellor

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