

Diversity and Inclusion Policy

MYRA School of Business

1. Purpose

MYRA School of Business (MSB) aims to acquire global recognition for the unique learning ecosystem that nurtures entrepreneurially inspired and socially responsible leaders.

We strive to create an environment which welcomes differences and nurtures inclusion. We believe that valuing diversity and inclusivity will help create a conducive environment for learning and growth.

2. Scope

This Diversity and Inclusion Policy applies to all staff, teaching and non-teaching, and students of MSB.

3. Policy Statement

At MSB, we value Integrity, Excellence, Efficiency and Engagement. Through these values we aim to groom leaders who can capably participate and significantly contribute to the successful transformation of existing and emerging organizations and help them respond effectively to the ever-changing dynamics of the global economy.

We firmly believe that acknowledging, accepting, and promoting diversity and inclusivity is one of the most essential attributes of successful global leaders. To enable our students to develop these qualities, we are committed to promoting diversity and inclusivity at every level at MSB.

We firmly believe that individual differences in terms of age, religion, gender, family or marital status, nationality, physical and mental ability, political affiliation, socio-economic status, veteran status, and sexual orientation are manifestations of the diversity that characterizes the multi-cultural society at large.

4. Our Commitment

Diversity and Inclusion are sponsored at the highest level at MSB and are applicable across the board to all our policies and procedures.

Diversity and Inclusion policy is applicable, without any limitation, to MSB's practices in the following areas: a) recruitment and selection of staff, faculty members and students, b) compensation and benefits, c) professional development, training, and promotions, d) social and recreational programs, e) retrenchment and layoffs, and e) student evaluations.

At MSB, we ensure the following:

- Communication is respectful amongst all staff and students irrespective of title and position.
- Insights of diverse groups are sought and welcome. Employees and students are not alienated or excluded because they do not fit into cultural norms.
- An environment where employees and students feel that their background and lifestyle do not affect perception of them as a professional.
- Flexible working practices are available where applicable and appropriate, as we appreciate that not everyone will work in the same way.
- Employees are aware of their own unconscious and conscious bias and know how to ensure that this does not manifest itself at work.

5. Appropriate and Respectful Behaviour

Appropriate etiquette and behaviour are expected of everyone, including but not limited to all students and staff, both inside and outside the classrooms.

It is imperative that we use inclusive language in both our verbal and written communication. Inclusiveness refers to the use of language that assumes equality of the sexes (he/she, his/her) and the equal importance of members of all cultural groups.

Improper comments, unruly behaviour, inappropriate language, disrespect to other students or instructors, and other behaviour that causes disturbance to the class (as determined by the instructor) will not be accepted.

6. Disabilities and Accommodation

All staff and students with disabilities shall be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please contact the Academic Office (acadoffice@myra.ac.in).

What is accommodation?

- An accommodation is a modification or an adjustment to a job, the work/classroom environment or the way things usually are done, which enables a qualified individual with a disability to perform the essential job/student functions of his/her job/role or to enjoy equal benefits and privileges of employment/being a student.
- A reasonable accommodation is one that does not cause an undue hardship to MSB or pose a significant risk to the health or safety of the qualified individual or others.

7. Harassment

MSB promotes a climate that values and nurtures professionalism, diversity, and pluralism.

The institution strictly prohibits discrimination or harassment of any kind, including sexual harassment, or harassment on the basis of caste, ethnic origin, religion, disability, or sexual orientation.

Individuals who believe they have experienced harassment or discrimination of any kind are encouraged to contact the appropriate committee:

- a) Anti-Sexual Harassment Committee (micc@myra.ac.in) for sexual harassment, and
- b) Grievance Redressal Committee (grievances@myra.ac.in) for any other kind of harassment or grievance.