

## DIVERSITY POLICY & PROCEDURE

VaYU believes in inclusive education and a working environment. The University is determined to treat all students, faculty, and staff with dignity and respect. VaYU provides equal employment opportunities to all employees and applicants for employment without regard to race (including hair texture, protective hairstyles and other traits historically associated with race), color, creed, ancestry, national origin and ancestry, citizenship, sex or gender (including pregnancy, childbirth, and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, religion, age, physical or mental disability, medical condition, Pregnancy (including childbirth and related medical conditions), genetic information, military or veteran status, or any other characteristic protected by applicable federal, state, or local laws and ordinances. Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training.

The aim of this policy is to ensure that everyone in the university is treated equally irrespective of their protected characteristics and to give equal opportunity to its Students, Faculty, and staff in all dimensions. The University will monitor, assess and review the effectiveness of the Equality, Diversity, and Inclusion of this Policy, periodically.

### GRIEVANCE PROCEDURE

If an employee, Faculty, Student, or any individual believes that they have been subject to or have witnessed unlawful discrimination, including sexual or other forms of unlawful harassment, or other inappropriate conduct, they are asked to follow the procedure below;

- i. Students can raise their Grievances by following the procedures outlined in the *"Student Grievance and Complaint Policy"* listed on [VaYU Policy Page](#).
- ii. Faculty members can consult Section 9.4 of the Faculty Handbook, titled *"Faculty Grievance Policy and Procedure"*.
- iii. Staff members can find guidance in Section 7 of the Staff Handbook known as the *"Staff Grievance Policy."*

All complaints will be investigated promptly, and confidentiality will be protected to the extent possible. A timely resolution of each complaint should be reached and communicated to the parties involved.

If the investigation confirms conduct that violates this policy has occurred, VaYU will take immediate, appropriate, corrective action, including discipline, up to and including immediate termination.

No reprisal, retaliation, or other adverse action will be taken against an employee for making a complaint or report of discrimination or harassment or for assisting in the investigation of any such complaint or report. Any suspected retaliation or intimidation should be reported immediately to one of the persons identified above.

**Note:** VaYU is an online university, so your message to us may not be responded to immediately. Since we are unable to respond to personal emergency situations, call '911' if you are in the US or your local emergency or police system.

To share your feedback and ideas email us at [hr@vayuusa.org](mailto:hr@vayuusa.org).

## References:

[\*Equality, Diversity and Inclusion Policy for students | Study at Sheffield | The University of Sheffield\*](#)

## Related Policy Links:

[Student Grievance and Complaint Policy](#)

[Anti-Harassment Policy](#)

[Anti-Sexual Harassment Policy](#)

[Institutional Neutrality Policy on Political and Social Action](#)