

Policy Statement on Inclusivity and Respect for all Identities

The Indian Institute of Management Bangalore (IIMB) endeavours to remove all barriers that prevent students from realizing their potential. The objective of this policy is to provide “equal opportunity” for all students, irrespective of their gender, religion, caste, language, differential ability, sexual orientation, or any other such factor of identity that is vulnerable to being discriminated (collectively termed as ‘multiple identities’).

IIMB commits to a time-bound programme to remove all barriers to access faced by students with disabilities. Access includes, but is not limited to:

- Physical access to all parts of the campus used by students;
- Access to teaching and reference material using appropriate technology wherever necessary;
- Access to e-resources through the adoption of WCAG and other relevant standards.

IIMB will assess the needs of each enrolled student with disability, or any of the multiple identities, individually and determine what needs to be done to provide the best possible educational experience for that student. The Office of Diversity and Inclusion will arrange such an assessment and be the nodal point to ensure that the needs of the student are communicated to every relevant office/department/person of IIMB and fulfilled appropriately.

IIMB will take proactive steps to identify career opportunities for students with disabilities, or any of the multiple identities, and seek to influence recruiting organisations to adopt equal opportunity employment policies and practices.

IIMB will strive to prevent any form of discrimination against students with disabilities or any of the multiple identities. IIMB will sensitise all relevant stakeholders to the needs and challenges of such students through periodic workshops and campaigns. Any discrimination against students with disabilities, or any of the multiple identities, or any rude/insensitive behaviour will be taken seriously, and could be cause for disciplinary action against the concerned faculty member, staff member, or student. To ensure that there is a strong and dedicated grievance redressal mechanism for any individual (faculty, staff member or student) who feels that s/he has been discriminated against on any of the multiple identities, a sub-committee of the Committee on Diversity and Inclusion has also been formed.

While IIMB will follow all the applicable legal provisions, the intent of this policy is to go beyond the legal requirements to provide a truly supportive environment to students with disabilities or any of the multiple identities. Towards this objective, the Committee on Diversity and Inclusion at the institute level will provide leadership and focus. IIMB shall continue to engage and form partnerships with industry bodies and reputed non-governmental organisations (NGOs) working in the field.

Adopted by IIM Bangalore Faculty on July 15, 2009, and

revised in August 2019 and in June 2023