

Mawlana Bhashani Science and Technology University (MBSTU)

Equal Access and Inclusion Policy

This policy ensures that all members of the MBSTU community—students, faculty, staff, and visitors—have equal access to all academic, extracurricular, and institutional activities, regardless of ethnicity, religion, disability, immigration status, gender, or any other personal characteristic. The university is committed to promoting diversity, inclusion, and equal opportunity in all aspects of its operation.

1. Objectives

- To ensure fair and equitable access to all university programs, facilities, and services.
- To prevent discrimination or exclusion in any form.
- To foster an inclusive environment where diversity is valued and respected.

2. Scope

This policy applies to all members of the university, including students, faculty, administrative staff, and external participants in university-sponsored activities.

3. Policy Statements

- a. The university prohibits discrimination on the basis of ethnicity, religion, disability, immigration status, gender, or any other protected characteristic.
- b. All academic programs, extracurricular activities, scholarships, and campus facilities shall be accessible to all qualified individuals.
- c. The university will take proactive steps to identify and remove barriers that prevent full participation of any group.
- d. Reasonable accommodations will be made for individuals with disabilities.
- e. All university communication and digital materials will be made accessible to persons with disabilities, following international accessibility standards.

4. Responsibilities

The implementation and monitoring of this policy shall be overseen by the Diversity and Inclusion Committee under the Internal Quality Assurance Cell (IQAC). All departments and administrative units are required to:

- Ensure compliance with this policy in their respective areas.
- Promote inclusive practices in recruitment, teaching, and events.
- Provide annual reports to IQAC on measures taken for inclusion and accessibility.



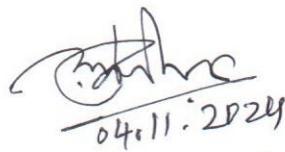
5. Grievance and Redress Mechanism

Any student, staff, or faculty member who believes they have been subjected to discrimination or unequal treatment may file a complaint confidentially with the Diversity and Inclusion Committee. All complaints will be reviewed promptly, impartially, and with due respect for confidentiality.

6. Review and Amendment

This policy will be reviewed every three years by the Diversity and Inclusion Committee to ensure its continued relevance and effectiveness. Amendments will be made as necessary, subject to approval by the University Authority.

Approved by: Proper Authority



04.11.2024

Md. Maksudur Rahman
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