



**SUSTAINABLE
DEVELOPMENT**

GOALS

KIIT Sustainable Development Report 2024



10 REDUCED INEQUALITIES



KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY

KIIT Deemed to be University

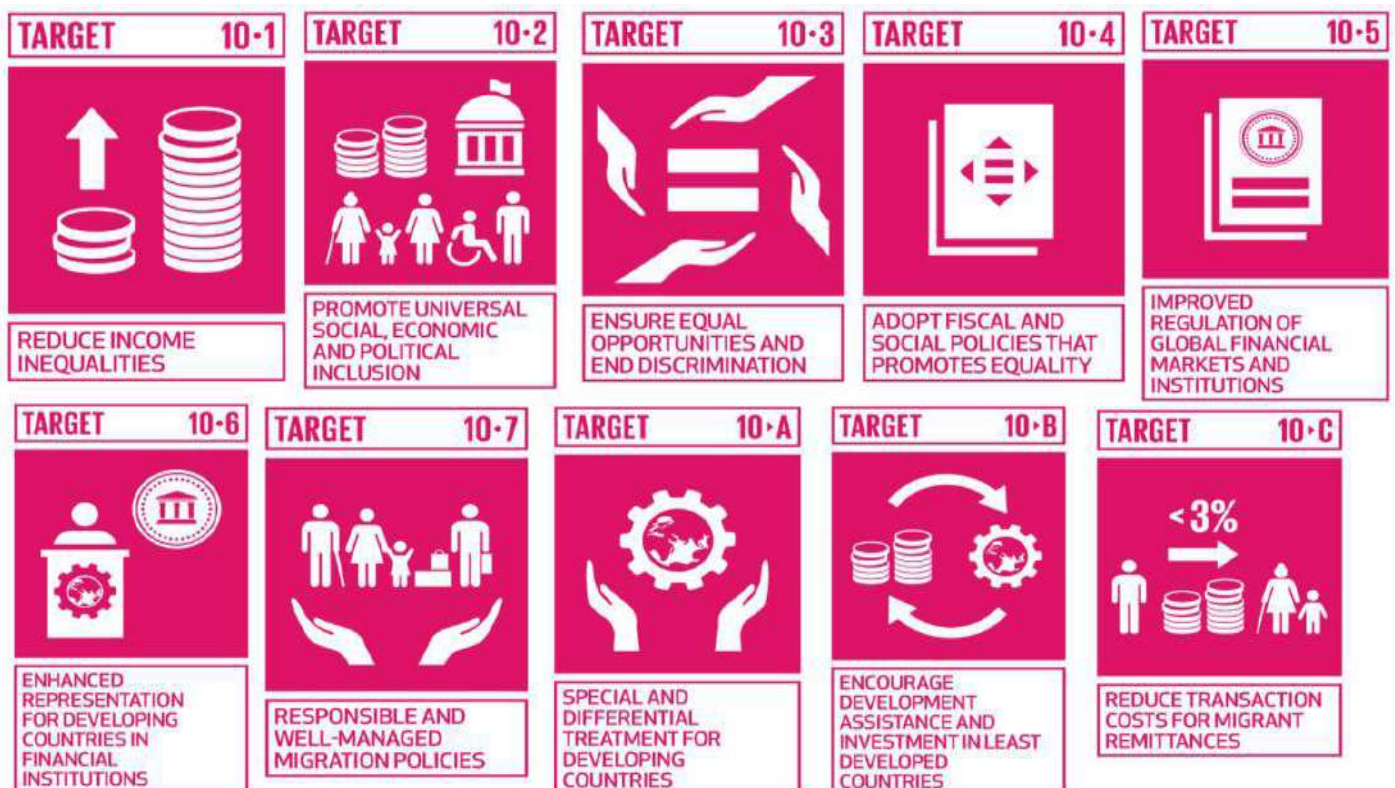
(Declared U/S 3 of UGC Act, 1956), Bhubaneswar, Odisha, India

SDG 10 – Reduced Inequalities

10. Introduction

KIIT University is committed to promoting **SDG 10 – Reduced Inequalities** through research, inclusive education, and equitable practices. The university conducts research focused on understanding and addressing social, economic, and systemic inequalities, aiming to develop policies and solutions that promote inclusion and social justice. KIIT actively supports first-generation students and students from developing countries by providing scholarships, mentoring, and dedicated support services to help them access quality education and overcome economic or social barriers. Special provisions are made for students and employees with disabilities, ensuring accessible infrastructure, assistive technologies, and inclusive learning and work environments. The university implements strong measures against discrimination, promoting gender equality, cultural diversity, and respect for all individuals. Sustainability is embedded in these efforts by fostering a culture of inclusion, social equity, and responsible practices that contribute to long-term social cohesion and economic empowerment for marginalized groups.

The SDG 10 (Reduced Inequalities) report focuses on the progress, key initiatives, and impact achievements across the following targets:



10.1 KIIT's Commitment to SDG 10 (Reduced Inequalities): Research Publications, Patents Filed, Global Collaborations, Citations Received, Events Organized, and Community Activities – Key Figures



10.6 Measures against Discrimination

KIIT University upholds an inclusive policy that guarantees equal access to all lifelong learning opportunities and educational resources. The University ensures that participation is open to everyone—regardless of caste, religion, gender, disability, ethnicity, immigration status, or any other background—reflecting its strong commitment to equity, diversity, and the principle of ‘Education for All.’

As per Clause 16.1 of Memorandum of Association (MoA) of the University, ‘Admission and Employment in the Deemed to be University shall be open to all, regardless of race, religion, caste or creed, disability, immigration status and the area/ place of residence in the world’. Besides, Clause 16.2 of MoA of the University also states that ‘All policies and procedures, in this regard as applicable to KIIT’.

Extract for Clause 3.1 of Human Resource Manual states that ‘In order to provide equal employment and advancement opportunities to all individuals, employment decisions at KIIT Deemed to be University will be based on merit, qualifications and abilities. KIIT does not discriminate in employment opportunities or practices on the basis of race, colour, religion, sex, national origin or disability. Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their supervisor. Employees can raise concerns and make reports without any fear. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.’

<https://kiit.ac.in/policies/>

10.6.1 Non-Discriminatory Admissions Policy

KIIT Deemed to be University upholds a non-discriminatory admission policy that ensures equal opportunities for all. Regardless of an applicant’s background, race, religion, gender, or other factors, we embrace diversity and inclusivity. The University’s commitment to merit-based admissions promotes a fair and transparent process, allowing individuals to pursue their educational aspirations on an equal footing. The University believes that the richness of perspectives and experiences that come from a diverse student body contributes to a vibrant learning environment, preparing students to thrive in an interconnected world. The University’s non-discriminatory admission policy stands as a testament to our dedication to fostering a more equitable and inclusive educational landscape.

- **Policies towards LGBTQ students:** The University follows an inclusive policy to include students from all social and economic background of the country and abroad. The University has a LGBTQ policy <https://kiit.ac.in/policies/lgbtq-students/>
- **Applications for Under-Represented groups:** Kalinga Institute of Industrial Technology (KIIT), Deemed to be University, is committed to the holistic development of students and nurturing them as responsible global citizens. To ensure a fair and inclusive learning environment, the University upholds an ‘**Antidiscrimination and Equal Opportunity Policy**’ in line with **Articles 15 and 16** of the Indian Constitution, which prohibit discrimination and ensure equal opportunity for all. The policy details in this regard are available at <https://www.kiit.ac.in/equal-opportunity-policy/>
https://kiit.ac.in/policies/applications-for-under-represented-groups/?_gl=1*1tygup7*_ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.*_ga_34QZ5P9757*czE3NjAyNDk1NDQkbzgyMCRnMSR0MTc2MDI1MDkzMjRqNjAkbnDAkaDA

- **Academic Freedom Policy 2020:** Academic freedom at the University ensures an environment that enables faculty to engage freely in teaching, research, and innovation. It supports continual learning, creativity, and collaboration with industries while fostering global perspectives. Members are encouraged to express and exchange ideas respectfully, upholding the right of all to learn, research, and work without interference.

https://kiit.ac.in/policies/academic-freedom-policy-2020/?_gl=1*b11ze8*_ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.*_ga_34QZ5P9757*czE3NjAyNDk1NDQkbzgyMCRnMSR0MTc2MDI1MTAzMiRqMjAkBDaKaDA

- ❖ The admission is strictly on merit through entrance examination (KIITEE), precatory conducted online by the University. Provision of web-based test is also available for students from abroad.
<https://kiitee.kiit.ac.in/admission-policy/>

- ✓ The admission related details are available on the University website. The University ensures wide publicity to admission process through notifications and advertisements in national and regional newspapers as well as on the University website. More details are provided in the below link: www.kiitee.ac.in.
- ✓ The University publishes Prospectus and other information brochures every year, which are also available on the university website kiit.ac.in and <https://kiit.ac.in/brochure/> as well as admission related website <https://kiitee.kiit.ac.in/prospectus/>.
- ✓ Results of the Entrance Examinations and rankings of the candidates are published in the University website <http://coe.kiit.ac.in/>
- ✓ There is no fee for the entrance test or admission process.
- ✓ Provision to provide scholarship to all post-graduate and doctoral students exists.
- ✓ The University stringently follows the reservation policy as formulated by Government of India.
- ✓ The KIITEE Quota Seats are distributed among different categories of candidates as follows.
 - Separate Merit list is prepared for each Category.

KIITEE Quota Seats distributed among different categories:

| Reservation Category | % of Seats |
|----------------------------|------------|
| Scheduled Caste (SC) | 15% |
| Scheduled Tribe (ST) | 7.5% |
| Physically Challenged (PC) | 3% |

More details regarding various reserved seats can be found:

<https://kiitee.kiit.ac.in/reservation-of-seats/>

Financial Support & Accessibility for Students

| Financial Aid Scheme | Remarks | Criteria |
|---|--|---|
| Tuition Fee Waiver (TFW) Scholarship | To max. 5 % Enrolled Students in B.Tech course | BPL Card Holder |
| KIITEE Merit Scholarship | Free education to the topper of KIITEE (Only for B.Tech. 4 years Course) | Top 1000 rank holders of KIITEE (B.Tech. – 4-Year Program) + minimum of 60% aggregate in Physics, Chemistry, and Mathematics. |
| KIIT Merit Scholarship | For 06 Months (One Semester) | University Toppers of each Semester (based on CGPA) |
| KIIT International Scholarship | Max. 100 Scholarships | <ul style="list-style-type: none"> 2 Students per Country – awarded Full Tuition Fee Waivers 10 Students per Country – awarded Half Tuition Fee Waivers |
| Teaching Assistantship | Number of such awards is flexible and vested with the management of KIIT University. | Living Learning Programme for M. Tech students. |

Special Financial Aid Scheme: Dedicated scholarships for children of COVID-19 victims to pursue technical and professional education at KIIT.

| | | | |
|-------------------------|--|--|--|
| Contingency Fund | Fund of 50000 INR is available for both full-time PhD and M. Tech students. | | |
| PhD Scholarship | Full-time PhD scholarship of 20000 INR per month. & Few Seats as per the Project: JRF & SRF- UGC & MHRD Norms | | |
| Stipends | Doctor of Medicine (MD) & Master of Surgery (MS) Program: 1st Year: ₹70,000 per month 2nd Year: ₹72,000 per month 3rd Year: ₹75,000 per month | Master of Dental Surgery (MDS) Program: 1st Year: ₹49,000 per month 2nd Year: ₹51,000 per month 3rd Year: ₹53,000 per month | Master of Chirurgiae (M.Ch) / Doctorate of Medicine (DM) Program: 1st Year: ₹58,000 per month 2nd Year: ₹60,000 per month 3rd Year: ₹62,000 per month |

• 08 Odisha State Govt. Scholarships Offered by Respective Departments

- ✓ ST&SC and MBC Welfare Department
- ✓ Higher Education Department
- ✓ Agriculture & FE Department

• 32 National & State Govt. Scholarships Offered by Respective Departments

- ✓ Department of Higher Education / AICTE, UGC, DST, MHRD
- ✓ Ministry of Social Justice & Empowerment
- ✓ Ministry of : Tribal Affair / Home Affairs / Railway
- ✓ Ministry of Labour & Employment / Social Justice & Empowerment
- ✓ State Govt-Himachal Pradesh / Jharkhand / Manipur / Bihar / Meghalaya / Mizoram / Arunachal Pradesh / Sikkim / Assam / Madhya Pradesh
- ✓ North Eastern Council (NEC)

- Special scholarships are also provided for the reserved students on Merit basis. List of Scholarships is available at:

<https://www.kiit.ac.in/academics/scholarships-fellowships/>

- Differently-abled students are provided with requisite facilities like special ramps, wheel chairs; lift facility etc. These students are also provided with easy access to hostel, library and internet facility. The details are provided in the following link.

<https://kiit.ac.in/facilities-for-differently-abled/>

Link for Admission Prospectus and Information Brochure for 2024-25

<https://kiit.ac.in/brochure/>

<https://kiitee.kiit.ac.in/>

10.6.2 Access to University Track Underrepresented Groups Applications

The KIIT Deemed to be University as a body measures/tracks applications & admissions of underrepresented (and potentially underrepresented) groups including ethnic minorities, low income students, non-traditional students, women, LGBT students, disabled students, and newly settled refugee/displaced students etc.

In 2024, the university's student and staff community reflected strong diversity, inclusivity, and global representation:

- 58% of students were female, with 7% enrolled in non-traditional disciplines such as engineering and technology. (**Gender Representation**)
- 3% of students belonged to Scheduled Tribes (ST) and other indigenous communities, while 4% came from non-English speaking backgrounds, including international students. (**Social and Cultural Diversity**)
- 6% of students and 11% of employees identified as living with a disability, supported through accessible infrastructure and inclusive practices. (**Accessibility and Inclusion**)
- 63% of the student body were the first in their families to pursue higher education. (**First-Generation Learners**)
- 29% of students came from low socio-economic backgrounds, benefiting from scholarships and financial aid. (**Socio-Economic Diversity**)
- 16% of students and 8% of academic staff were of international or overseas origin, including 14% of students from developed countries. (**International Representation**)
- 56% of academic staff were female, reflecting the university's commitment to gender balance in academia. (**Gender Equity among Staff**)
- The university proudly includes 02 transgender academic staff members, reinforcing its commitment to inclusivity and equal opportunity. (**Gender Diversity**)

| Financial Aid Scheme | Number of Beneficiary Students | |
|-------------------------------------|--------------------------------|---------|
| | 2023-24 | 2024-25 |
| Tuition Fee Waiver (TFW) | 288 | 288 |
| KIITEE MERIT | 465 | 523 |
| KIIT Merit | 555 | 583 |
| KIIT International Scholarship | 26 | 37 |
| Teaching Assistantship | 29 | 34 |
| PhD Scholarship | 150+ | |
| Stipends | 150+ | |
| University Publication Grant Scheme | 550+ | |

| Name of the Training Programme | Name of the Client/ Sponsoring Agency | Trainees |
|--|--|----------|
| Suryamitra Skill Development Programme | National Institute of Solar Energy (NISE), Ministry of New & Renewable Energy, Govt. of India | 240 |
| Bare Foot Training | State Institute of Rural Development (SIRD), Panchayati Raj & Drinking Water Department, Govt. of Odisha | 110 |
| DDU-GKY Training Programme | ORMAS & MoRD, GOI. | 5430 |
| CRR Training Programme | DPE, Ministry of Heavy Industries & Public Enterprises, Govt. of India | 465 |
| Industrial training (ITI) | Rourkela Steel Plant (RSP), Rourkela | 59 |
| Industrial training (ITI) | NALCO, Bhubaneswar | 42 |
| Skill Development Training Programme | OSFDC Ltd., SC & ST Dept., Government of Odisha | 614 |
| PMKVY | National Skill Development Corporation and OSDA | 817 |
| Schooling & Skilling Of MCL | Schooling & Skilling Of MCL | 450 |
| Miscellaneous Trainings | University/ other Industries | 6773 |

10.6.3 Access to University Underrepresented Groups Recruit

KIIT Deemed to be University as a body takes planned action to recruit students/ staff/ faculty from under-represented groups. KIIT follows an admissions policy which is non-discriminatory and is publicly posted.

- Admission Policy:** As per Clause 16.1 of Memorandum of Association (MoA) of the University, 'Admission and Employment in the Deemed to be University shall be open to all, regardless of race, religion, caste or creed, disability, immigration status and the area/ place of residence in the world'. Besides, Clause 16.2 of MoA of the University also states that 'All policies and procedures, in this regard as applicable to KIIT'.

<https://kiit.ac.in/policies/>

- QA Manual 2023:**

https://www.kiit.ac.in/wp-content/uploads/2023/04/Quality-Manual.pdf?_gl=1*fmrtgt*_ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.*_ga_34QZ5P9757*czE3NjAyNDk1NDQkbzgyMCRnMSR0MTc2MDI1MDM5NyRqNjAkBDaKaDA

- Applications for Under-Represented groups:**

https://kiit.ac.in/policies/applications-for-under-represented-groups/?_gl=1*1tygup7*_ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.*_ga_34QZ5P9757*czE3NjAyNDk1NDQkbzgyMCRnMSR0MTc2MDI1MDkzMiRqNjAkBDaKaDA

- Policies towards LGBTQ students:**

https://www.kiit.ac.in/policies/lgbtq-students/?_gl=1*1yv6cxv*_ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.*_ga_34QZ5P9757*czE3NjAyNDk1NDQkbzgyMCRnMSR0MTc2MDI1MDk2OCRqMjQkbDakaDA

- Academic Freedom Policy 2020:**

https://kiit.ac.in/policies/academic-freedom-policy-2020/?_gl=1*b11ze8*_ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.*_ga_34QZ5P9757*czE3NjAyNDk1NDQkbzgyMCRnMSR0MTc2MDI1MTAzMiRqMjAkBDaKaDA

- **Policy for Differently Abled 2020:**

https://kiit.ac.in/policy-for-differently-abled-2020/? gl=1*1xwfqe3* ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.* ga_34QZ5P9757*czE3NjAyNDk1NDQkbzgyMCRnMSR0MTc2MDI1MTE1MyRqNDIkbDAkaDA

2. Staff and Faculty Recruitment Policy for Underrepresented Group

KIIT is committed to promoting equal employment opportunities and a workplace that is free of all forms of discrimination. Equal opportunity means that all staff experience fairness, impartiality and equal access to all career initiatives in KIIT. KIIT's Commitment to equal opportunity promotes an inclusive work environment that values and accepts the diverse cultural and social backgrounds of its staff. The Anti-Discrimination and Equal Opportunities Policy is consistent with the KIIT 's pursuit of excellence. This policy is underpinned by a set of values and key guiding principles in the building of a community of all employees. A fair number of staff and faculty members are from underrepresented group. More details can be found in below link:

<https://kiit.ac.in/equal-opportunity-policy/>

Persons with disabilities face discrimination and several challenges to get employment opportunity even they have the required capability and are eligible for the position. It is not only because of the physical barriers but also the attitudinal barriers associated with them. As per the RPWD Act, 2016, there is a 4% reservation for persons with disabilities in government jobs, but the same is not applicable in the private sector. KIIT has taken a pioneering step to include persons with disabilities as equal stakeholders in the ecosystem of the institute. The KIIT group of institutions promotes an inclusive and diverse workforce of capacitated persons with disabilities, who play a pivotal role in day-to-day operations of the institution. Some of them have been provided with additional training for enhancing their existing skills and contribute to various capacities. KIIT and KISS have employed more than 400 persons with disability having different types of disabilities, posted in different managerial, academic, operations and administrative positions.

This initiative not only leads to economic empowerment amongst persons with disabilities but also plays an important role in breaking attitudinal barriers in the community.

Various Planned Actions for Under-represented Groups are summarizing as follows: -

| S. No. | Actions | Remarks |
|--------|---|--|
| 1 | Scholarships | https://www.kiit.ac.in/academics/scholarships-fellowships/ |
| 2 | Facilities, initiatives and policies for people with disabilities | https://kiit.ac.in/facilities-for-differently-abled/ |
| 3 | Education for All Summits | https://educationforall.kiit.ac.in/ |
| 4 | Empowering the Tribal children/student | KIIT reserves 5% of seats for tribal students under a tuition fee waiver, offering free education in undergraduate, postgraduate, and Ph.D. programs across Science, Arts, and Commerce. In 2022, over 7,500 tribal students pursued higher education at KIIT. The University also provides full fee waivers for students from Below Poverty Line (BPL) families and supports meritorious low-income students through the "Earn While You Learn" scheme. |
| 5 | Skill development training Programme | http://skill.kiit.ac.in/programmes.html |
| 6 | Kanya Kiran Programme | https://kanyakiran.com/ |

10.6.4 Anti-Discrimination Policies

Extract for Clause 3.1 of Human Resource Manual states that ‘In order to provide equal employment and advancement opportunities to all individuals, employment decisions at KIIT Deemed to be University will be based on merit, qualifications and abilities. KIIT does not discriminate in employment opportunities or practices based on race, colour, religion, sex, national origin or disability. Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their supervisor. Employees can raise concerns and make reports without any fear. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.’

- KIIT will not adversely discriminate, and prohibits other adverse discrimination at the workplace, based on religion, race, caste, sex, place of birth, descent, sexual orientation, gender identity, disability, age or any of them (“Discrimination Characteristics”). KIIT will not condone any adverse discrimination against any person on its premises, whether that person is its students or employee or otherwise.
- Any person who believes himself or herself to have been subjected to adverse discrimination based on the Discrimination Characteristics is encouraged to bring the matter to the attention of the Internal Complaint Committee (ICC: <https://kiit.ac.in/internal-complaint-committee/#>) of KIIT at the earliest practical opportunity. No person will be punished, retaliated against, or limited in employment or other opportunity for exercising anything set out in this Policy, or for filing a complaint, furnishing information for, or participating in an investigation, or any other activity related to the administration of this Policy.
- Any adverse discrimination or other action or behavior that constitutes a violation of law will be reported to the police.

<https://kiit.ac.in/equal-opportunity-policy/>

<https://kiit.ac.in/policies/>

The objectives of this Equal Opportunity (EEO) and Anti-Discrimination Policy are to ensure that all:

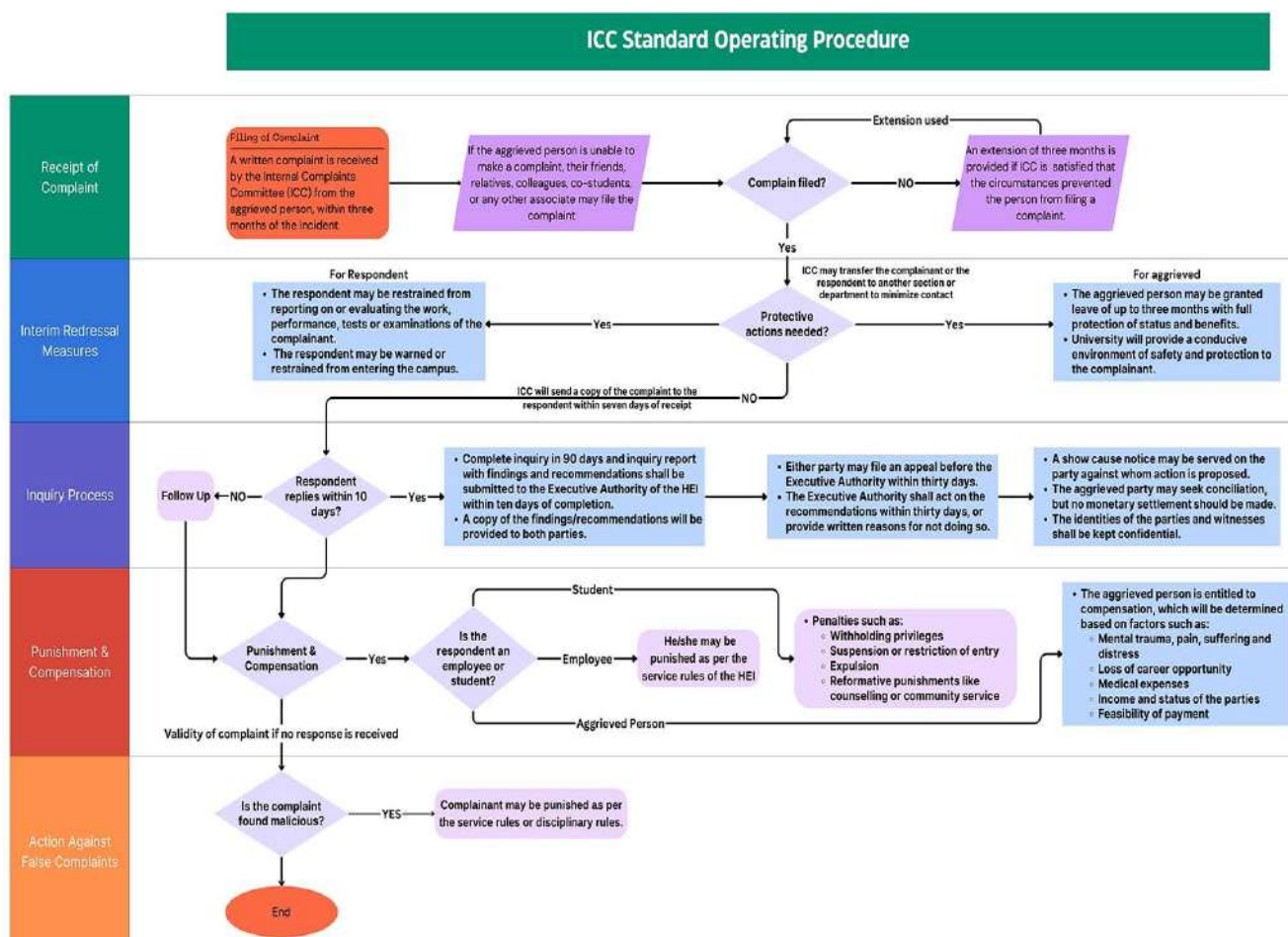
- KIIT’s employees or potential employees do not suffer unfair discrimination in the workplace.
- Individuals and groups within the KIIT work in an environment where all decisions are free of discrimination, where they have equal opportunity based on relevant abilities and merit.
- Employees are encouraged to take positive action towards promoting equal opportunity throughout the organization.
- Personnel actions, such as compensation, benefits, transfers, layoffs, company-sponsored training programs, and social and recreational programs, will be administered on a non- discriminatory basis.
- Application of Labour laws to be uniformly applied in the organization.

<https://kiit.ac.in/equality-diversity-and-inclusion-committee/>

<https://kiit.ac.in/wp-content/uploads/2023/04/HR-Manual.pdf>

QA Manual 2023

https://www.kiit.ac.in/wp-content/uploads/2023/04/Quality-Manual.pdf?_gl=1*fmrtgt*_ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.*_ga_34QZ5P9757*czE3NjAyNDk1NDQkbzgyMCRnMSR0MTc2MDI1MDM5NyRqNjAkBDaKaDA



10.6.5 University Diversity Officer

The KIIT Deemed to be University has a fully functional diversity and equality committee, tasked by the administration or governing body to advise on and implement policies, programmes, and training related to diversity, equity, inclusion and human rights on campus.

<https://kiit.ac.in/equal-opportunity-policy/>

This Non-Discrimination and Equal Opportunities Policy ("Policy") states the internal policy of the KIIT University regarding non-discrimination at the workplace and equal opportunities during recruitment.

This Policy is internal to KIIT and is meant to provide a safe, diverse and comfortable workplace at KIIT. This Policy is without prejudice to any anti-discrimination provisions of applicable law including, but not restricted to, the provisions of:

- Article 17 of the Constitution of India
- the Protection of Civil Rights Act, 1955
- the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989
- the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013
- Sections 354 and 509 of the Indian Penal Code, 1860
- the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.

The constitution of the Committee shall be:

- A Presiding Officer who shall be a woman faculty member employed at a senior level (not below the rank of Professor) nominated by the Vice Chancellor – Presiding Person
- Two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Vice Chancellor.
- Three student representatives, if the matter needs the involvement of students
- One member from non-government organizations or association committed to the cause of women or a person familiarly with the issues relating to discrimination.
- Director, Student Counselling – Member Secretary

Roles and Responsibilities of the Equality, Diversity and Inclusion Committee:

- Development of a dynamic governance system for implementation of equality along with diversity and inclusion in the campus.
- Conduct of audits to check the accountability of the strategies followed for equality, diversity and inclusion and analysis of gaps found.
- Review of implementation of existing policies and its progress
- Formulating customized policies and regulations for maintaining equality, diversity and inclusion and monitoring its effective implementation.
- Redressal of grievances related to inequalities due to caste, creed, race, gender or disability.

<https://kiit.ac.in/equality-diversity-and-inclusion-committee/>

Committee Members

Equality, Diversity and Inclusion committee has been constituted with following members:

Chairperson

Prof. (Dr.) Saranjit Singh
Vice Chancellor

Members

Prof. P. K. Sarkar
Professor, KIIT Law School

Prof. Damodar Jena
Assoc. Professor., KIIT School of Rural Management

Student Representative

Aman Kumar Jena
21052224, B.Tech

Member Secretary

Dr. Siddharth Swarup Routaray
Dean, Internal Quality Assurance Cell.

Office Address :

2nd Floor , Chintan Building
Campus 4, KIIT Deemed to be University
Bhubaneswar- 751024
Phone : 0674 2725113

Prof. J. R. Gochhayat
Asst. Professor, KSH

Dr. Sradhanjali Nayak
Director, Public Relation

Ms. Shreya
2105160, MBBS

KINS Celebrates Human Rights Day 2024 with Focus on Rights and Mental Health

Date and Venue: 10.12.2024 | KINS

Kalinga Institute of Nursing Sciences (KINS), KIIT-DU, celebrated Human Rights Day 2024 with the theme “Our Rights, Our Future, Right Now.” Events included a spot painting contest, guest talk by law faculty, and a student role play, emphasizing human rights awareness and their significance in mental health care services.



KIIT Hosts Expert Talk on Behavioural Approaches to Poverty Alleviation

Date and Venue: 23.02.2024 | KIIT-DU

Renowned clinical psychologist Dr. S. P. K. Jena delivered an impactful session on “Poverty Alleviation: A Behavioural Perspective” at KIIT, emphasizing psychological barriers to economic progress. Sharing real-world interventions and behavioural strategies, he inspired students and faculty to explore innovative, sustainable approaches for empowering underprivileged communities and addressing poverty effectively.



10.6.6 Support for underrepresented groups

KIIT Deemed to be University provides support programmes to students, staff, and faculty from underrepresented groups, including the indigenous communities, people with physical or mental disabilities, and low-income households. The University supports indigenous students and organizes language courses for international students, career lectures, and field activities.

There is policy and online available application form to avail the support for underrepresented group.

<https://kiit.ac.in/policies/applications-for-under-represented-groups/>

- **Major Initiatives Undertaken and Their Outcomes on Addressed Issues Supporting Underrepresented Groups in 2024 Yr.**

| Addressed Issues | Actions Taken | Impact of Action Taken | Ownership Cell |
|---|---|--|--|
| Low awareness among students and staff regarding subtle or indirect forms of discrimination based on caste, race, gender, or ethnicity. | <ul style="list-style-type: none"> • Conduct awareness campaigns and interactive video modules on microaggressions, unconscious bias, and inclusive behaviour. • Organize mandatory DEI training for faculty, staff, and student leaders with a focus on bystander intervention. • Appoint a dedicated Diversity & Inclusion Officer or committee with student representation. • Recruit diverse faculty and engage visiting scholars to strengthen representation and inclusivity. | <ul style="list-style-type: none"> • Promote awareness of everyday discrimination and encourage respectful interactions. • Ensure timely resolution of reported incidents. • Monitor year-on-year improvement in campus climate survey results. | Diversity Officer Cell & Student Affairs |

| | | | |
|--|--|--|--|
| Low representation of minority and international faculty in leadership positions. | Implement faculty mentoring through the KIIT Global Faculty Programme. | Develop leadership pathways for underrepresented communities and increase their representation in academic and administrative roles. | HR Cell & Director of Academic Office |
| Disproportionate representation of genders and nationalities in decision-making bodies. | Ensure at least 33% representation of women and 15% international faculty in academic committees. | Encourage inclusive decision-making and representation of diverse viewpoints. | Vice-Chancellor Office & Registrar Office |
| The perspectives of international and marginalized students are underrepresented in governance. | Incorporate student representatives from SC/ST, minority, and international groups into the Student Council and Academic Senate. | Enhance inclusive governance and ensure diverse representation in decision-making. | IRO & Student Affairs |
| Curriculum rarely covers topics related to race, caste, and global inequality. | Create faculty resource materials and conduct seminars on incorporating race, caste, and equity issues into the curriculum. | Equip faculty with the skills and confidence to address social justice topics across disciplines. | Academic Council & Board of Studies |
| Limited access to affordable, culturally appropriate housing and meals, along with the absence of safe spaces for religious or cultural activities, leading to social isolation. | <ul style="list-style-type: none"> • Allocate on-campus housing and offer culturally sensitive meal options. • Set up an International/Multicultural Student Office for orientation, cultural exchange, and buddy programs. • Support cultural clubs and intercultural events. • Provide single-point assistance, IRO for visa, registration, and insurance. | <ul style="list-style-type: none"> • Improved student satisfaction with housing and food. • Increased participation in multicultural activities. | Hostel Superintendent, KSAC-Cultural Society & IRO |
| Language barriers and limited familiarity with university norms and academic expectations hinder effective communication, academic writing, and overall performance among international and first- | <ul style="list-style-type: none"> • Pre-semester language/academic orientation: intensive English (or local language) support, academic writing, citation workshops. • Peer mentoring/tutoring programmes pairing new under-represented & international students with | Monitor dropout and retention rates for supported cohorts, along with grade distributions before and after tutoring interventions, to assess academic | Academic Cell and KIIT School of Language & Literature |

| | | | |
|----------------------|---|---------|--|
| generation students. | <p>trained senior mentors.</p> <ul style="list-style-type: none"> • Faculty workshops on inclusive pedagogy (clear rubrics, scaffolded assessment, universal design for learning). • Provide multilingual orientation materials and key campus information. | impact. | |
|----------------------|---|---------|--|

KIIT & KISS Conduct Workshop on Empowering Tribal Girls through Beti Bachao Beti Padhao

Date and Venue: 12.02.2024 | KIIT-DU, KISS-DU

A workshop titled “Building Bridges, Breaking Barriers” was jointly organized by KIIT and KISS to share insights from a tribal Odisha-focused project on Beti Bachao Beti Padhao. Experts and researchers highlighted strategies to curb female foeticide, promote girl child education, and empower women in marginalized communities through sustainable interventions.



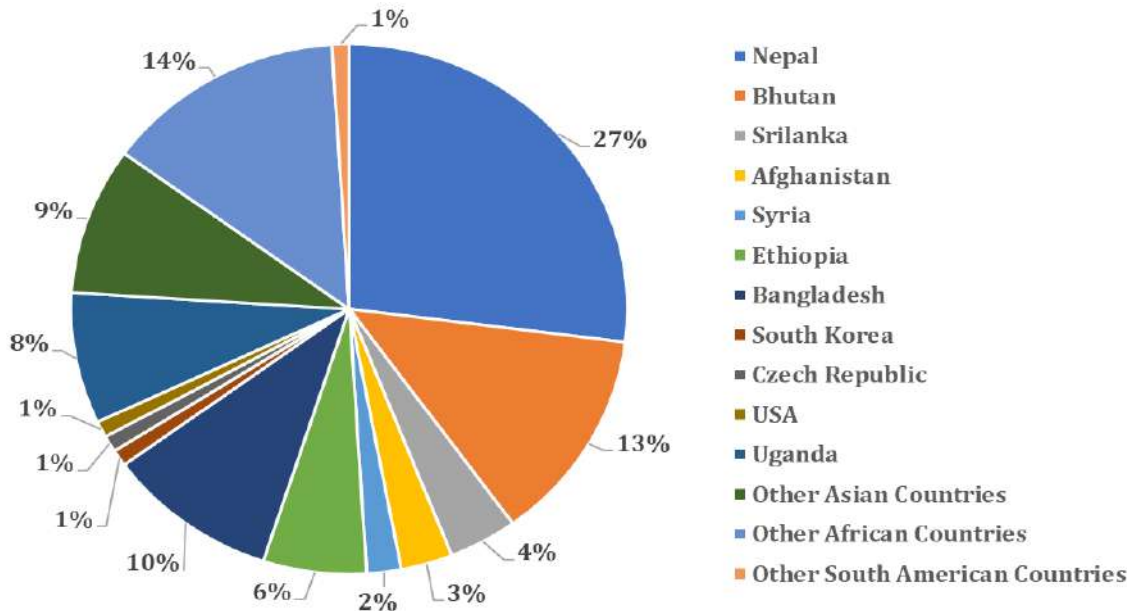
KIIT Hosts Japanese Cultural Exchange to Foster Global Learning

Date and Venue: 04.03.2024 | KIIT-DU

KIIT students explored Japanese traditions through calligraphy, language, games, and etiquette in an interactive cultural exchange with Doshisha University students. Organized by KSL and JICA, the event promoted cross-cultural learning and strengthened India-Japan ties through immersive student engagement.



- 2806 International students from 65 countries abroad are pursuing full time programmes and over 500 students visit the University under various short term and internship programmes in academic year 2023-24.



In this regard, the following initiatives are as.

1. Counseling Cell

The University established Counseling Cell to overcome slumps or transitions with objective to create a favourable environment for the student community and empower them to achieve a fulfilling life with intellectual and emotional growth. Counselling is a process of continuous engagement with the Student Community, Parents and Teaching & Non-Teaching Staff through regular Interactions in following mode as:

- Individual / Group / Family Counseling
- Workshops / Seminars
- Sensitization Programs

<https://kiit.ac.in/student-counselling/>

For more details of the conducted activities in this regard as:

<https://kiit.ac.in/wp-content/uploads/2022/06/Counseling-Cell.pdf>

<https://kiit.ac.in/wp-content/uploads/2022/06/Student-Counselling.pdf>

The University also provides scholarships for tribal students and economically weaker students.

<https://kiit.ac.in/academics/scholarships-fellowships/>

Along with, there are various scholarships scheme for international students as follows:

- Government Scholarship: EdCIL
- Compex Nepal Scholarship
- Dr. Homi J. Bhabha Scholarship Scheme
- Scholarship for Syrian students by Ministry of External Affairs (MEA)
- Royal Government of Bhutan Scholarship
- Asia Foundation
- KIIT University International Scholarship (KUISP)
- Study in India Scholarship (SII)

KIIT International Relations Office (IRO) has committed to the needs of international students.

<https://kiit.ac.in/admission/international/>

2. Tutor Mentoring System

KIIT University is engaged in Tutor-mentoring activity for its students to acquire not only academic and professional skills, but they can interact and network to acquire help for other personal problems. Our tutor-mentor interaction program attaches each student to a faculty member, who helps, guides and nurtures the students at KIIT through regular interactive sessions with both students as well as their local guardians and parents. This helps parents and students utilize the numerous resources at KIIT effective, placement opportunities, career plans, coaching requirements, hostel issues, medical emergencies, even apprehend and arrest any behavioral and academic concerns, etc. The girls students are provided with female faculty members who visit their them at their hostels and interact freely with them. The international students are also associated with separate tutor-mentors who can relate and address their issues immediately.

<https://kiit.ac.in/sap/know-your-mentor/>

3. Peer Learning

KIIT Student Activity Centre aims to bring all the students of the University under one roof with the objective of establishing a common ground for extracurricular activities as well as providing a platform

for sharing of talent, culture and innovative ideas. KIIT University takes pride in celebrating creative attributes of human mind. It not only believes in imparting quality technical education, but also catalyzes an all-round development of the student community through the various societies. These societies provide a Utopian platform to the students and ensure that the tremendous talent and potential embedded in today's youth are fully explored and are put to use for the betterment of the entire society. Be it oratory skills or quizzing, music or arts, KIIT provides full scope to its students to explore the unexplored horizons and reach great heights.

<https://kiit.ac.in/students/>

Learning Development Center has been established with the aim to provide all time support to its students, scholars and faculty members for all round academic development.

- Specialized counseling sessions for students with one-to-one interaction.
- Promoting peer learning and introducing flipped classroom courses.
- Guidance in preparation and application for higher studies.

The learning development center has faculty representatives from different departments and Schools as contact persons to whom their faculty-members and students & parents can approach for availing the services and support of the center. Students, Faculty, Parents can also write to ldc.kiit@kiit.ac.in

<https://kiit.ac.in/the-learning-development-center/>

4. Mentoring of KISS (Higher Education to Indigenous Section) by KIIT (Excellence to Eminence)

With KIIT growing at its pace, another sister institute for indigenous section, Kalinga Institute of Social Sciences (KISS) was established side by side, especially to provide basic education to the tribal children of our society. KISS, the largest tribal institute of the world, provides food, accommodation, health care and all the basic necessities of life absolutely free to 60,000 (30,000 existing students and 30,000 graduates) poorest of the poor tribal children to pursue their studies here from KG to PG as well as vocational training. KISS, as a unique experiment to eradicate poverty through education and use of education as a tool to empower the underprivileged section of the society and provide sustainable employment, is being hailed by statesmen, policy makers, planners, social workers from India and abroad.

KIIT Deemed to be University's Students / Faculties regularly inspire the KISS students to succeed academically and mentally. Every year, a number of engagement sessions with KISS and KIIT students are held.

<https://kiit.ac.in/campuslife/kiss/>

ENACTUS KISS-KIIT is an innovative initiative by some students of KIIT to improve the quality of life in society.

<https://ksac.kiit.ac.in/societies/enactus/>

10.6.7 Accessible Facilities for People with Disabilities

The KIIT University addresses accessibility related issues as per the stipulations of the Persons with Disabilities Act 1995 and ensure that all existing structures as well as future construction projects in their campuses are made disabled friendly. As part of this commitment, access to a wide range of facilities is provided to people for one and all with disabilities. The University has a Policy for Differently abled people which can be found in the below link

<https://kiit.ac.in/facilities-for-differently-abled/>

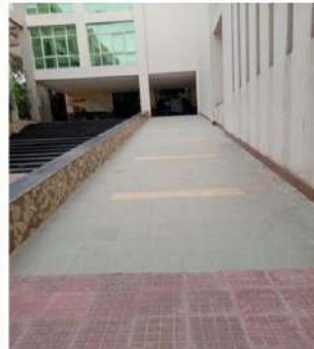
1. Ensure Good Urban & Architectural Design: The University addresses with the design requirements of open spaces, recreational areas and pedestrian routes. It introduces solutions to the principal problems in the design of an accessible outdoor environment. A disabled person should be able to commute between Home, Work and other destinations.



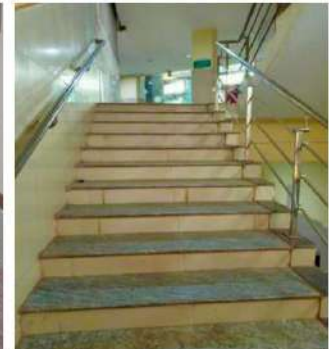
Automatic Sliding Doors



Ramps with Hand Railings



Ramp for wheelchair users



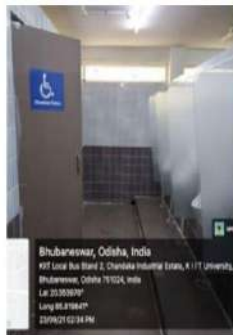
Stairs with Hand Railings



Elevator facility



Wide Corridors



Special Toilets for disable persons



Clear identification of classroom



3D Printed Braille Keyboard Key Caps - Student's project



Accessibility Transport Facilities



Automatic ramps



Special toilets for Differently abled persons



2. Higher Education System Awareness

To develop awareness in the higher education system and to provide necessary guidance and counselling to differently abled persons.

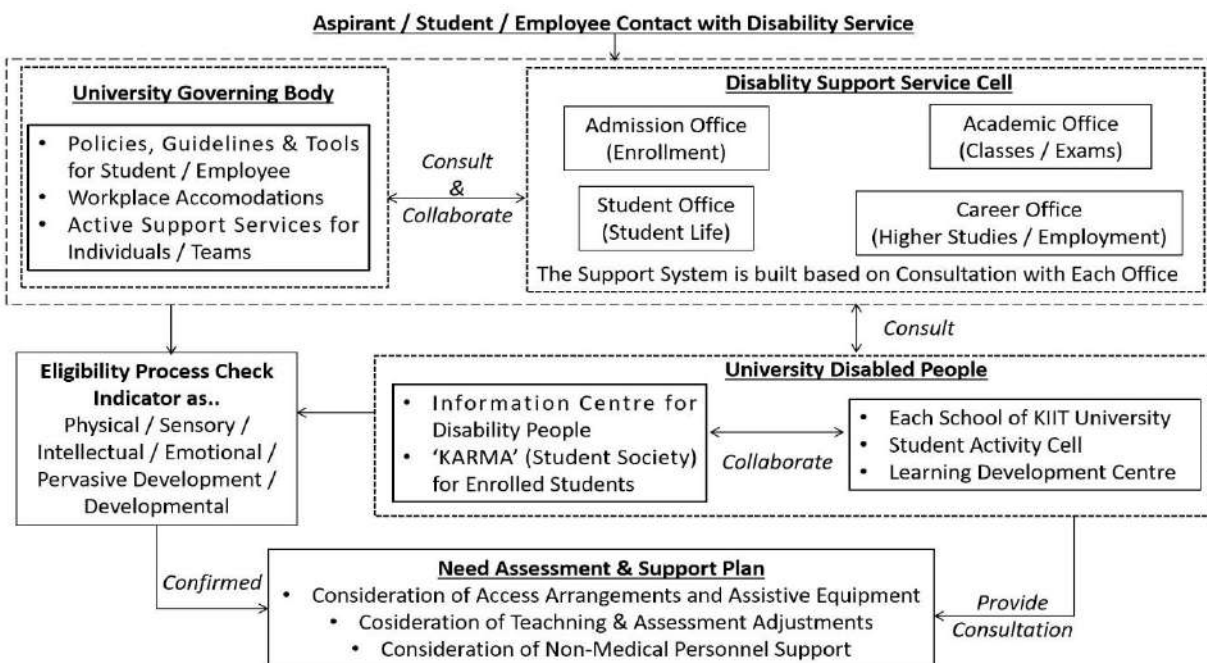
- **Facilitate Admission of Differently abled Persons in Various Courses:** To gather orders dealing with Fee Concessions, Examination Procedures, Reservation, Policies, etc., pertaining to differently abled persons.
- **Established Kalinga Institute of Social Science (Higher Education to Indigenous Section):** The University makes available a free appropriate public education to eligible children with disabilities throughout the nation and ensures special education and related services to those children.
- **Provide Guidance and Counselling to Differently abled Individuals:** To provide counselling to differently – abled students on the types of courses they could study at the higher education institutions. Along with the Academic Counselling, Followings are counselling areas related to well-being improvement of differently abled persons:
 - ✓ Self Confidence – Counselling
 - ✓ Career Counselling Support
 - ✓ Counselling Support for Victims of Bullying and People who Bully
 - ✓ Work Stress – Counselling Support
 - ✓ Create Awareness about the needs of Differently abled Persons, and other General Issues concerning their Learning
 - ✓ Assist Differently abled Graduates to Gain Successful Employment in the Public as well as Private Sectors
- **Accommodation & Assistive technologies for students/ staff/ public with Disabilities:** The University currently has various types of assistive technologies available for differently abled students/staff/general public based on their disability. The kind of assistive technology to be used, or a combination of them, depends on the need of the disabled peoples, and how best it suits them. The assistive technologies include Recognition Software, Conversion Software, Assistive Listening Software, Visual/Audio Aids, Physical Mobility Aid using Green Vehicles, special accommodation, etc.
 - ✓ The Aids and Appliances to be provided to differently abled persons for their daily functioning:
 - Locomotor- Tricycle, Wheelchair, Molded Supports, Walker/Rollator.
 - Speech & Hearing – Digital BTE hearing aids with batteries, Analogue body level hearing aids with two rechargeable batteries & solar chargers.
 - Visual – Folding Stick, Braille Slate (3D printed computer keys and Odiya language letter scripts), Abacus, Digital Voice Recorder.
 - Intellectual Disability – Toilet Chair, Prone Board, Learning Kit.
 - Autism Spectrum Disorder – Learning Kit
 - Geriatric Disability –Walking Sticks, Kneecaps & Hinges, Belt & Collars
 - Personal Assistants / Interpreters are provided to the people with disabilities if required.
 - Accommodation facilities for Student / Employee with Disabilities

Accommodation facilities keeping in mind the requirements of the differently abled students / employees, has been established in the campus. Rooms with special facilities are made available in the University's campus.

10.6.8 Support Services for People with Disabilities

The KIIT University addresses accessibility related issues as per the stipulations of the Persons with Disabilities Act 1995 and ensure that all existing structures as well as future construction projects in their campuses are made disabled friendly. As part of this commitment, access to a wide range of services is provided to people for one and all with disabilities. The University has a Policy for Differently abled people which can be found in the below link

<https://kiit.ac.in/services-for-differently-abled/>



- 1. Information Center for Disability People:** "May I Help You Desk" specially for has been working or pursuing courses in all campuses to facilitate the people with disabilities. Along with information center, various facilities and information can be accessed by online mode. Students/staffs/general public can get the various services by fill-up the details requirement in online mode.
- 2. Student Society "Karma":** The student society 'Karma' for the differently able persons is functioning in the campus with a aim to perceive, build and conceive what the world normally cannot. The team of Karma strives to make a difference in the lives of the widely secluded section of the society by generating and promoting proficiency in certain genres, enabling them to be self- sustained.

The following services are offered on request:

- Academic Support Staff
- Educational and Vocational Trainings
- Employment and Career Advancement
- Transportation
- Accessible Accommodation on Campus
- Alternative Arrangements for Exams / Alternative Formatting / Assistive Technology
- Library Service with Instructor
- Restrooms
- Hearing Augmentation
- In Campus Hospital

Accessibility Request Form

Please fill the form below to let us know the your request. We will get back to you soon.

Name

School / Department / Address

Roll No. / Employee ID. / Any Govt. issued ID

Accessibility Request

Email Address

Mobile / WhatsApp Number

The Deemed University currently has various types of assistive technologies available for differently able students based on their disability. The kind of assistive technology to be used, or a combination of them, depends on the need of the student, and how best it suits them.

The assistive technologies include Recognition Software, Conversion Software, Assistive Listening Software, Visual/Audio Aids, Physical Mobility Aid using Green Vehicles, Special Accommodation, etc.

Software available:

- Non-Visual Desktop Access (NVDP) (Windows)
- Natural Reader
- Web-anywhere (All OSs, Web browsers)
- Emacspeak (Linux)
- AVA (iOS & Android)
- Voxsci

10.6.9 Disability Access Scheme

KIIT University is a pioneer in promoting innovation and inclusion of students with disabilities in Higher Education. With the motto of “Empowerment of the Higher Education”, Policy has been established in the year 2020 for empowering students with Disabilities in Higher Education. To maintain its smooth function, The “Equal Opportunity Cell” plays an active role in this regard.

<https://kiit.ac.in/disability-access-schemes/>

The KIIT University caters to provide an inclusive academic and working environment for one and all with all types of disabilities, starting from school education to research.

The following structural outline of accessible schemes for the assistance to persons with disabilities in respect of Educational, Economic, Physical and Social Empowerment.

| Support Plan for Differentially-abled Person | | |
|---|---|--|
| Accessible Facilities | Support Services | Accessible Scheme |
| <ul style="list-style-type: none"> Accessibility Request Form https://kiit.ac.in/service-for-differently-abled/ Mental Health Care Services (Book an Appointment) https://kiit.ac.in/policies/mental-health-care-services/ | <p><u>Disability Coordinator</u></p> <ul style="list-style-type: none"> Meets Student to Discuss Study Needs. Ensures that Agreed Adjustment are put in place and relevant Teaching and other Staff are aware of the action they need to take. Monitors the Student's Experiences and Follows Up with Disability Lead if there are Concerns. | <ul style="list-style-type: none"> Reservation to Pursue Higher Education for Disabled Person Opportunity To make Career with KIIT University for Disabled Person Financial Assistance / Grant of Scholarship to Differently-abled Students |
| <p>Transport / Hospitality / Care Work (Hospital Porter / Care Assistant) / Leisure & Entertainment</p> | <ul style="list-style-type: none"> Employee Assistance Programme Government Support Programme Public / Private Education Sources | <ul style="list-style-type: none"> NIDHI-PRAYAS, program for Young and Aspiring Technology Entrepreneurs Project SAMARTHYA (in partnership with UNFPA since 2009), addressing the needs of children from vulnerable and marginalized communities. |
| <ul style="list-style-type: none"> Sick Leave / Injury on Duty Leave Disability Benefits / Staff Compensation Early Interventions, Case Management, Return to Work Place | <ul style="list-style-type: none"> Raise Awareness and Increase Capacity to Prevent Injury, Illness & Disability Conditions. Promote Workspace Practices that faster Employee Physical & Psychological Well-being. | <p>Redressal of Grievances related to Inequalities</p> |

- Motivate to Pursue Higher Education for Disabled Person:** Candidates will be considered eligible for admission under physically challenged category, who are having 40% disabilities in consonance with Section-39 of the Persons with Disabilities (Equal Participation) Act,1995. The candidates having locomotory disabilities are only eligible. The three percent (3%) seats will be reserved for physically challenged candidates.

<https://kiitee.kiit.ac.in/reservation-of-seats/>

- To Make Career with KIIT University for Disabled Person:** To provide equal employment and advancement opportunities to all individuals, employment decisions at KIIT Deemed to be University will be based on merit, qualifications and abilities. KIIT Deemed to be University gives equal opportunities and does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin or disability.

<https://kiit.ac.in/policies/>

<https://kiit.ac.in/wp-content/uploads/2023/04/HR-Manual.pdf>

- Financial Assistance / Grant of Scholarship To Differently Abled Students:** Various types of Scholarships have been instituted by the University for encouraging meritorious students. The quantum of scholarship and period of scholarship is subject to change from time to time. Different scholarships, stipends and fee relaxations are available in KIIT Deemed University.

Adherence of **SAKSHAM Scholarship**, For Differentially abled students, there is provision of Full Programme Fee Waiver scheme.

<https://kiit.ac.in/academics/scholarships-fellowships/>

- NIDHI - PRAYAS (Under the Scheme of DST Govt. Of India):** Adherence of KIIT Policy of Differentially abled person, The NIDHI-Promotion and Acceleration of Young and Aspiring technology entrepreneurs (NIDHI-PRAYAS) program is one of the programs introduced under NIDHI Scheme by

DST, GoI that focuses on addressing the idea to prototype funding gap. This is a program designed to attract many youngsters to come forward to try out their ideas and try to see if they will work in real life business situations.

<https://kiitincubator.in/nidhi-prayas/>

Scheme Benefits:

- Grant-in-Aid
- Mentoring Support
- Co-Working Space
- DST Prayashala
- Further Assistance
- Scale Up

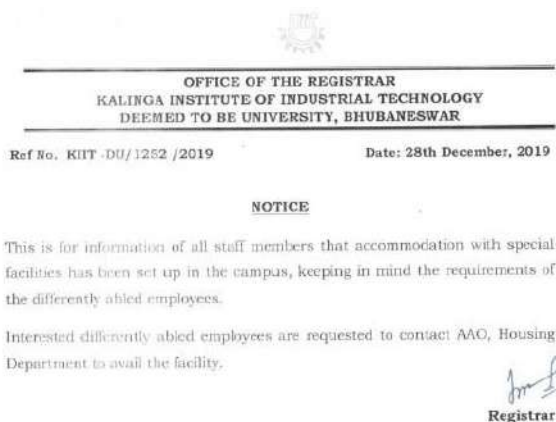
10.6.10 Disability Accommodation Policy

The KIIT University addresses accessibility related issues as per the stipulations of the Persons with Disabilities Act 1995 and ensure that all existing structures as well as future construction projects in their campuses are made disabled friendly. As part of this commitment, access to a wide range of facilities is provided to people for one and all with disabilities. The University has a Policy for Differently abled people which can be found in the below link:

<https://kiit.ac.in/policy-for-differently-abled-2020/>

Strategies for differently abled persons

- 3% reservation in admission to all programmes across the University.
- Special Accommodation facilities
 - ✓ Accommodation facilities for differently abled employees, has been established in the campus.
 - ✓ Rooms with special facilities for differently abled are made available for differently abled students at Kings Palace-10 (KP-10) Hostel. Special cell for Differently abled is functioning in the University to look into their welfare.
 - ✓ Information Center (for Especially Abled Persons) has been established in various campuses of the University to facilitate the persons with disabilities.



Copy to:

- Staff Notice Board
- All Deans / Directors / Principals / AAO, Housing / DO
- PS to the Vice Chancellor for kind information of Hon'ble Vice Chancellor
- AAO, Office of the Founder for kind information of Hon'ble Founder, KIIT & KISS



Copy to:

- Student Notice Board
- All Deans / Directors / Principals / Dy. Registrar, Hostel
- PS to the Vice Chancellor for kind information of Hon'ble Vice Chancellor
- AAO, Office of the Founder for kind information of Hon'ble Founder, KIIT & KISS

- Around 50 Disabled Students yearly are provided with special scholarship to pursue their higher education throughout the Country.
- Special posts have been designed keeping in mind the convenience of the disabled person and their special talents.
- Special wheelchairs designed by Mechanical and Automobile Engineering students are distributed free of cost.
- School of Medical Sciences has signed a Memorandum of Understanding (MoU) with the Department of Social Security and Empowerment of Persons with Disabilities, Government of Odisha, to work for the development and welfare of the Divyangs (Persons with Disabilities) across the state.
- KISS Foundation has extended its helping hand to Bhubaneswar based India Charity Foundation Trust working for the disabled persons and donated Rs. 1 lakh for the sake of their self-reliance through the Trust.
- KIIT International School has joined hands with Autism Society West Bengal (ASWB) in order to ensure that the efforts for special education are not merely aspirational but translate into healthy teaching practices for the benefit of the students.



Whereas (PwDs) in particular, this MOU is intended to provide access to the entitlements under different schemes of Government.

II. TERM OF MOU.
This MOU is effective upon the day and date last signed and executed by the duly authorized representatives of the parties to this MOU and shall remain in full force. This MOU may be terminated, without cause, by either party upon written notice, which notice shall be delivered by hand or by certified mail to the address listed above.

III. [FIRST PARTY] RESPONSIBILITIES UNDER THIS MOU
First party shall undertake the following activities, after receiving the request from Second Party:

1. To ensure rehabilitation of Persons with Disabilities referred by the second party.
2. To facilitate access to all entitlement through various schemes of Government meant for PwDs.
3. To refer the cases of PwDs to concerned departments / institutions for rehabilitation services like vocational training, wage employment, self-employment, education scholarship, surgery, therapy, and relevant issues with different concerned Department/Ministries according to the requirement.

IV. [SECOND PARTY] RESPONSIBILITIES UNDER THIS MOU
Second Party shall undertake the following activities:

1. The Second Party should maintain a data of the PwD patients and refer to the First Party for further services available for PwDs.
2. The communication can be made in writing through email address of the First Party.
3. The second party should refer to the First Party immediately, after their discharge from hospital.

V. GENERAL PROVISIONS

A. Amendments. Either party may request changes to this MOU. Any changes, modifications, revisions or amendments to this MOU which are mutually agreed upon by and between the parties to this MOU shall be incorporated by written instrument, and effective when executed and signed by all parties to this MOU.

B. Applicable Law. The construction, interpretation and enforcement of this MOU shall be governed by the laws of the State of Odisha. The courts of the State of Odisha shall have jurisdiction over any action arising out of this MOU and over the parties, and the venue shall be Khandagiri District of Odisha, India.

C. Entirety of Agreement. This MOU, consisting of these pages, represents the entire and integrated agreement between the parties and supersedes all prior negotiations, representations and agreements, whether written or oral.

E. Severability. Should any portion of this MOU be judicially determined to be illegal or

unenforceable, the remainder of the MOU shall continue in full force and effect, and either party may renegotiate the terms affected by the severance.

F. Arbitration. Any dispute arising with respect to any aspect of this Agreement shall be settled through mutual consultation and agreement by the parties to the Agreement.

G. Third Party Beneficiary Rights. The parties do not intend to create, by any other individual or entity the status of a third party beneficiary, and this MOU shall not be construed so as to create such status. The rights, duties and obligations stipulated in this MOU shall operate only between the parties to this MOU, and shall inure solely to the benefit of the parties to this MOU. The provisions of this MOU are intended only to assist the parties in determining and performing their obligations under this MOU. The parties to this MOU intend and expressly agree that only parties signatory to this MOU shall have any legal or equitable right to seek to enforce this MOU, to seek any remedy arising out of a party's performance or failure to perform any term or condition of this MOU, or to bring an action for the breach of this MOU.

VI. Signatures. In witness whereof, the parties to this MOU through their duly authorized representatives have executed this MOU on the days and dates set out below, and certify that they have read, understood, and agreed to the terms and conditions of this MOU as set forth herein.

Signatures and dates

| | |
|--|--|
| For Department of SSEP <i>[Signature]</i> Date: 22/11/24 (The Director, Department SSEP) In the presence of witnesses of First Party | For KIMS, Patia, Bhubaneswar <i>[Signature]</i> Date: 22/11/24 (The HOD, KIMS, Bhubaneswar) In the presence of witnesses of Second Party |
| 1. Name: <i>Pradyumn Kumar</i> Address: <i>Patia, Bhubaneswar</i> Contact No: <i>9821111111</i> | 1. Name: <i>Pradyumn Kumar</i> Address: <i>Patia, Bhubaneswar</i> Contact No: <i>9821111111</i> |
| 2. Name: <i>Pradyumn Kumar</i> Address: <i>Patia, Bhubaneswar</i> Contact No: <i>9821111111</i> | 2. Name: <i>Pradyumn Kumar</i> Address: <i>Patia, Bhubaneswar</i> Contact No: <i>9821111111</i> |

The following services are provided to the people with disabilities:

- 1. Academic Support Workers:** Support workers provide a range of services including notetaking during classes, writing for you during exams.

Alternative formatting

- Learning materials essential to your course (eg textbooks and readings) can be provided as electronic text or Braille Assistive technology
 - Our libraries are equipped with screen readers and magnifiers, scanners, and other assistive software.
- 2. Restrooms:** There are several dedicated accessible restrooms and most of the restrooms on the campus have accessibility stalls.
 - 3. In Campus Hospital:** Kalinga Institute of Medical Sciences (KIMS) is state-of-the-art 24x7 hospital located within the campus.
 - 4. Accessible Accommodation on Campus:** Various hostels, buildings, classrooms, in-campus residence are designed and equipped with accessibility features such as wheelchair ramps, wide elevators etc.

5. **Alternative Arrangements for Exams:** Eligible students may be allowed extra time, rest breaks, someone to read or write for them and assistive technology, or a separate exam venue. Adjustments to exam conditions are made to accommodate as per individual circumstance.
6. **Hearing Augmentation:** KIIT Campus provide various hearing augmentation technology in audio visual spaces and classroom using smart classroom technologies Kalinga Institute of Medical Sciences (KIMS) is state-of-the-art 24×7 hospital located within the campus.
7. **Library Services:** Library staff can help you get items from the shelves, make photocopies or learn how to use library equipment.
8. **KIIT Works towards Differently Abled People:** The University has systemically created inclusive policies that enables the differently abled to work, study and flourish at the University. All the campuses are disability friendly spaces and have differently abled students and staff who find the University as a conducive workplace. KISS Foundation in collaboration with KIIT University has undertaken many initiatives to handhold the differently abled, divyangs, visually impaired, orphans and provide financial assistance, education for the siblings, job if feasible and equip them with the ways to earn for themselves.



KIIT Encouraging Differently Abled People

10.6.11 Anti-Harassment Policy

The Clause 3.1 of Working Guidelines of the University states that ‘In order to provide equal employment and advancement opportunities to all individuals, employment decisions at KIIT Deemed to be University will be based on merit, qualifications and abilities. The University does not discriminate in employment opportunities or practices based on race, color, religion, sex, national origin or disability.

Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of the authorities. Employees can raise concerns and make reports without any fear. Anyone found to be engaging in unlawful discrimination will be subjected to disciplinary action, including termination of employment.

Policies: The University has the following policies regarding anti-discrimination and anti-harassment policies:

1. **Anti-discrimination and Equal Opportunity Policy:** <https://kiit.ac.in/equal-opportunity-policy/>
2. **Regulation for Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students:** <https://kiit.ac.in/anti-harassment-policy/>
3. **Policies towards LGBTQ students:** <https://kiit.ac.in/policies/lgbtq-students/>

❖ Grievance Cells

The university has a various grievance cell to look into the grievances of students, parents, staff members and public.

- Grievance cell for Students, Staff, Parents and Public: <https://kiit.ac.in/grievance/>
- Internal Complaint Committee (ICC)
- Grievance redressal forum for woman
- Gender Sensitization Cell
- Anti ragging committee link: <https://kiit.ac.in/antiragging/>
- Special Task Force to ensure a safe working environment for the girls’ students and woman employees in the University
- Faculty Disciplinary Committee
- Staff Disciplinary Committee

Advancing Toward SDG 10 (Reduced Inequalities)

KIIT Organizes Heritage Walk to Dhauli Shanti Stupa for International Students

Date and Venue: 03.01.2024 | KIIT-DU

KIIT’s International Relations Office hosted a heritage walk to Dhauli Shanti Stupa for 175 international students. Guided by officials and faculty, the visit offered insights into Emperor Ashoka’s transformation and Buddhist heritage, enriching students’ cultural and historical understanding.



KIIT-Led Mega Job Fair Transforms Youth Opportunities in Kandhamal

Date and Venue: 21.01.2024 | Phulbani

A historic mega job fair in Phulbani, Kandhamal, supported by KIIT and district administration, attracted 120 companies and over 20,000 youth. With 13,500+ provisional job offers, it empowered candidates from class 5 to postgraduates—realizing CM Naveen Patnaik’s vision for youth employment and development.



Pattathon 2024 Empowers 5,000 Women Across India

Date and Venue: 28.01.2024 | KISS

Around 5,000 women in traditional sarees participated in Pattathon 2024 across 55 locations in Odisha and India, promoting women empowerment and access to education. Spearheaded by Dr. Achyuta Samanta, the event celebrated inclusivity, cultural pride, and equal opportunity through sports and community participation.



KSLI Hosts Global Conference on Cross-Religious Cultural & Literary Traditions

Date and Venue: 15.02.2024 | KIIT-DU

KIIT School of Language & Literature organized a hybrid International Conference on “Cross-Religious Exchanges in Eastern Indian Cultural and Literary Traditions” from Feb 15–17, 2024. Scholars from India, Nepal, and the U.S. explored interfaith dialogue’s influence on literature and identity. The event promoted inclusive cultural understanding and scholarly exchange.



KIIT-DU and KISS-DU Hosts 'Kalinga Conversation' to Celebrate Linguistic Diversity

Date and Venue: 22.02.2024 | KISS-DU

KIIT-DU and KISS-DU organized Kalinga Conversation on International Mother Language Day, uniting global linguists and scholars to celebrate multilingual education and Indigenous languages. Highlights included the Kuvi Data Center and Kalinga Indigenous Language Repository launch announcement, fostering inclusion, intergenerational learning, and cultural preservation.



Dr. Saswata Biswas Highlights Barriers to Rural Toilet Adoption in Eye-Opening Talk

Date and Venue: 07.03.2024 | KIIT-DU

Dr. Saswata Biswas from IRMA delivered a lecture on rural toilet adoption, highlighting structural, social, and psychological barriers. Citing Swachh Bharat insights, he urged future changemakers to view sanitation through behavioral and socio-economic perspectives.



‘WOMEN-in-IT’ Empowers Future Tech Leaders at KIIT

Date and Venue: 13.03.2024 | KIIT-DU

Dr. Saswata Biswas from IRMA delivered an insightful lecture on rural toilet adoption, emphasizing structural, psychological, and social barriers. Drawing from Swachh Bharat insights, he discussed gender roles, water access, cultural beliefs, and inadequate IEC strategies—encouraging future changemakers to rethink sanitation from a behavioural and socio-economic lens.



‘Yuva Samvad’ Empowers Youth Through Dialogue and Culture at KIIT

Date and Venue: 14.03.2024 | KIIT-DU

KIIT School of Social, Financial and Human Sciences hosted ‘Yuva Samvad’ on 9th March 2024, uniting 175+ NSS volunteers. Through declamation, cultural performances, and felicitation of youth leaders, the event emphasized nation-building themes like ‘Panch Pran’, ‘Vikshit Bharat’, and ‘India@2047’.



Harvard India Trek Delegation Immerses in KIIT & KISS Culture and Education

Date and Venue: 14.03.2024 | KIIT-KISS

A 40-member Harvard India Trek delegation visited KIIT and KISS, engaging deeply with students and Odisha's culture. Wearing Sambalpuri Kurtas, they explored campus departments, appreciated local traditions, and lauded KIIT & KISS as globally rare institutions. The visit fostered academic exchange and cultural understanding, concluding with a felicitation ceremony.



KIIT and KISS Hosts Roundtable of UNESCO Chairs in South Asia

Date and Venue: 18.03.2024 – 19.03.2024 | KISS

KIIT and KISS hosted the UNESCO Chairs Roundtable for South Asia on 18–19 March 2024 to strengthen regional collaboration. Sixteen Chairs from India, Nepal, and Sri Lanka joined UNESCO officials to discuss key priorities. The event aimed to foster partnerships, research, and sustainable development under the global UNITWIN/UNESCO Chairs programme framework.



KINS Observes World Thalassemia Day to Raise Awareness and Promote Equitable Treatment

Date and Venue: 08.05.2024 | KINS

KINS celebrated World Thalassemia Day 2024 with the theme “Empowering Lives, Embracing Progress.” Experts from KIMS highlighted diagnosis, treatment, and prevention of Thalassemia. Nursing students and faculty engaged in sessions and role play at PBMH, enhancing awareness, empathy, and knowledge about the inherited blood disorder and its management.



National Handloom Day Celebrated at KIIT: A Tribute to Heritage and Artisans

Date and Venue: 08.08.2024 | KIIT

On August 6, 2024, KIIT's K3 Ladies Klub and WTC Bhubaneswar celebrated National Handloom Day, honoring artisans and promoting sustainable practices. Dr. Itirani Samanta emphasized handloom's cultural and economic value. The event ended with artisan felicitation and a symbolic ramp walk advocating handloom preservation.



KSAC Strengthens Global Ties Through Student Connect with CUNY Delegates

Date and Venue: 08.08.2024 | KIIT-DU

KSAC hosted delegates from the City University of New York under its "Student Connect Program," promoting cross-cultural engagement. Visitors enjoyed interactive sessions with students, including music, dance, Rakhi-making, and preparing "Jhaal Moodhi," fostering global understanding and friendship.



KIIT and KISS Celebrates Indigenous Peoples Day, Advocates Cultural Preservation and Leadership Inclusion

Date and Venue: 10.08.2024 | KISS

KIIT and KISS observed the International Day of the World's Indigenous Peoples with tributes, traditional music, and powerful messages. Leaders emphasized cultural preservation, leadership inclusion, and climate advocacy. The event spotlighted indigenous rights, justice, and empowerment, urging a shift from colonial mindsets and valuing indigenous voices in policymaking and sustainable development.



Khwaab & Kraftovity Celebrate Raksha Bandhan with Children of Tapovan Basti

Date and Venue: 30.08.2024 | KIIT-DU

On Raksha Bandhan, members of Khwaab and Kraftovity Societies visited Tapovan Basti, Khandagiri, on 30th August 2023. They tied rakhis to the children, expressing heartfelt emotions of love, protection, and solidarity. The gesture symbolized a bond of friendship and support beyond blood relations, spreading joy and compassion.



YRC KIIT Promotes Nutrition Awareness at Jalimunda Sahi Basti

Date and Venue: 06.09.2024 | KIIT-DU

YRC KIIT volunteers observed National Nutrition Week with an awareness drive at Jalimunda Sahi Basti, Patia, promoting healthy eating, hygiene, and lifestyle habits under the guidance of Dr. Chitralekha Jena and Dr. Ramesh C. Sethi.



Lecture on Legal Empowerment Through Paralegals Held at KIIT Law School

Date and Venue: 19.09.2024 | KISS

KISS-DU and KIIT Law School hosted a lecture by Prof. Margaret L. Phillips on legal empowerment via community paralegals. Emphasizing access to justice as a human right, she proposed starting a Community Paralegal Program. Sessions also addressed Indigenous rights, customary laws, and collaborative opportunities between institutions.



KINS Observes International Day of Older Persons with Focus on "Ageing with Dignity"

Date and Venue: 30.09.2024 | KINS

KINS, KIIT (DU) marked the International Day of Older Persons on September 30, 2024, highlighting the theme "Ageing with Dignity." Events included expert talks, panel discussions, and street plays promoting intergenerational care, social support, and respect for senior citizens. The program emphasized strengthening geriatric care systems globally.



KIIT, KISS & Jhpiego Launch THRIVE to Empower Tribal Health and Youth Innovation

Date and Venue: 03.10.2024 | KISS

KIIT, KISS, and Jhpiego have launched the THRIVE initiative to promote tribal health, youth innovation, and cultural preservation through two Centres of Excellence—CTHR and CYII. The partnership emphasizes indigenous-led research, inclusive development, and sustainable community impact, establishing a global model for collaborative, locally driven solutions in health and education. Which aligns with the mission of promoting skill development and inclusivity for marginalized groups, including those with disabilities.



KSRM's 'Pratibimb 2.0' Celebrates Inner Strength and the Divine Feminine

Date and Venue: 04.10.2024 | KIIT-DU

KIIT School of Rural Management's Cultural and Communication Club hosted 'Pratibimb 2.0,' a festival celebrating the divine feminine within. Seventy MBA students showcased dance and drama exploring the inner battle of good versus evil, inspired by "Aham Brahmasmi" and the Durga-Mahishasura tale as a metaphor for personal transformation.



Kinetic Grooves Unites Cultures Through Dance at KIIT

Date and Venue: 19.10.2024 | KIIT-DU

Kinetic Grooves, hosted by the KIIT International Students Society, celebrated cultural diversity through captivating dance performances by global students. The event highlighted the richness of international traditions, promoting inclusivity and global unity. It reinforced KIIT's commitment to embracing multiculturalism and strengthening bonds through the shared language of music and movement.



YRC KIIT Volunteers Spread Joy Through Mega Clothes Distribution Drive

Date and Venue: 28.10.2024 | KIIT-DU

YRC KIIT volunteers, guided by Dr. Chitralekha Jena and Dr. Junali Jasmine Jena, distributed clothes, sweets, and candles to over 100 people at Mundai Sahi Basti, Bhubaneswar. The drive embodied empathy and generosity, spreading festive joy while thanking Founder Dr. Achyuta Samanta for inspiring compassionate outreach.



Kritarth 8.0 Illuminates Path from "Shadows to Light" with Art, Talent, and Social Change

Date and Venue: 08.11.2024 | KIIT-DU

Guided by Dr. Achyuta Samanta's "Art of Giving" philosophy, Kritarth 8.0 celebrated creativity, inclusivity, and impact. With inspiring performances, diverse competitions, and Actor Ashish Vidyarthi's leadership talk, the three-day event fostered unity, compassion, and expression among 1,000+ participants, concluding with heartfelt cheers and a renewed commitment to social transformation.



Chhath Puja celebrated at KIIT

KIITIANS celebrate Chhath Puja with devotion and grandeur each year. This sacred festival, especially cherished in Bihar, Uttar Pradesh, Jharkhand, and parts of Nepal. It spanned four days: Nahay Khay (Day 1), Lohanda and Kharna (Day 2), Sankashti and Sandhya Arghya (Day 3). The third day is marked by offering "Arghya" to the setting sun. On the final day students offered prayers to the rising sun. Around 600 students came for the Puja and gave Arghya.



Halloween Day celebrated by International students

On October 29, 2024, the KIIT International Students' Society hosted its annual Halloween celebration at the KIIT Student Activity Centre, drawing around 400 international students for a thrilling evening of music, fun, and festive excitement.



Lohri Celebration at KIIT

On January 13, 2024, KIIT University celebrated Lohri with great enthusiasm, bringing together thousands of students for an evening of bonfires, music, and dance by Korus, the Music & Dance Society. Prof. Saranjit Singh, Prof. Jnyana Ranjan Mohanty, and Dr. Shyam Sundar Behura graced the occasion, extending festive wishes, while Dr. Achyuta Samanta was appreciated for fostering cultural harmony at KIIT.



KIIT Observes Muharram with Reverence and Reflection

On July 17, 2024, KIIT observed Muharram with deep respect for its cultural and spiritual significance, extending heartfelt wishes to all students, faculty, and staff. The occasion served as a reminder of peace, compassion, and justice for the entire KIIT community.



Iftar Party at KIIT

On March 28, 2024, KIIT hosted its Annual Iftar Party, bringing together thousands of students and staff in a celebration of unity and peace during the holy month of Ramzan. The gathering reflected the spirit of compassion, goodwill, and togetherness that defines the KIIT community.



KIIT International Relations Office Organizes Global University Fair

On February 17, 2024, the International Relations Office of KIIT Deemed to be University organized a Global University Fair featuring leading institutions and organizations from around the world, including universities from the USA, UK, Australia, Singapore, and Italy, fostering international academic collaboration and study opportunities for students.



German Day celebration Hosted by IRO, KIIT

On March 14, 2024, the KIIT International Relations Office, in collaboration with Goethe-Institut Kolkata, celebrated German Day with engaging activities such as interactive language sessions, virtual reality tours of Germany, quizzes, cultural talks, and a German cooking workshop.



KIIT International Relations Office Organizes National Security Symposium

On April 16, 2024, KIIT Law School hosted a symposium addressing key global and security issues, including India-China relations, India's economic and defense reforms, West Asia dynamics, border management, Indo-Pacific and Indo-US relations, radicalization, and the doctrine of non-intervention, featuring insights from distinguished experts and scholars.



KIIT hosted Divya Kala Mela and Divya Kala Shakti: Divyang Talent

In 2024, KIIT hosted **Divya Kala Mela** from July 5-11, a fair featuring products by disabled artisans, and **Divya Kala Shakti**, a cultural performance showcasing disabled artists. Additionally, the university and its sister concern, KISS, observed **World Disability Day** on December 2, 2024, with events like a walkathon, games, and cultural activities.

Divya Kala Mela: A fair showcasing products from over 190 disabled artisans and entrepreneurs, including home decor, clothing, and more.

Divya Kala Shakti: A cultural program at the KIIT University Auditorium featuring performances by disabled artists from six states.

<https://www.youtube.com/watch?v=bqU9EFH6MFk>



Divya Kala Mela celebrates creativity and talent of Divyangs' at KIIT University in Bhubaneswar

KIIT Sister Concern Institute “KISS DU Observes World Disability Day”



KISS-DU Observes World Disability Day

KIIT • Dec 4, 2024

The School of Legal Studies and Tribal Rights, IQAC, HRDC, and Committee for Barrier Free Access to Persons with Disabilities to all its Facilities jointly observed World Disability Day on 2nd December 2024 on the theme “Disability Rights...”



ART OF GIVING

Giving education to the deprived is like
giving sight to the blind -Achyuta Samanta

PHILOSOPHY OF LIFE

'Art of Giving' is a not-for-profit initiative for spreading, supporting and promoting the practice of giving around the world. It is based on the philosophy of life of **Prof. Achyuta Samanta**, who has struggled through an experience of poverty, hunger, humiliation in receiving and pleasure in giving from his childhood. He gives the credit of all his success to 'Art of Giving' and has been working relentlessly to achieve zero poverty, zero hunger and zero illiteracy since 1987.



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