



# Equal Opportunity Policy (EOP)

## Indian Institute of Management Ahmedabad (IIMA)

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### 1. Policy Statement

IIM Ahmedabad is committed to fostering an environment of equity, respect and non-discrimination. The Institute values diversity and the unique perspectives each student brings to the community. Discrimination on the basis of race, colour, caste, gender, religion, disability, age or place of origin is strictly prohibited. The Institute provides equal opportunities to all its students across their journey at IIMA, including admissions, scholarships, participation in academic and non-academic activities, student support and welfare, and placements. IIMA's disability, equity and inclusion framework is aligned with the principles of India's Rights of Persons with Disabilities Act, 2016. *[RPwD Act 2016- please refer to the Act for definitions of persons with disability, benchmark disability, 21 disability categories, discrimination and reasonable accommodations]*

### 2. Scope

This EOP applies to all students with disabilities at IIMA, including full-time, part-time, research scholars, and those who may acquire a disability during their tenure. Regular across the board sensitization promote awareness, internalization of the EOP, and an inclusive campus environment.

### 3. Policy Details

The core principles of the Equal Opportunity Policy are highlighted below :

#### a. Accessibility of Physical, Digital and Learning Environment

The Institute is committed to creating a barrier-free environment for all by progressively enhancing accessibility across physical, digital, and learning environments.

- Physical Accessibility – All buildings and campus locations are being constructed or modified in compliance with the *2021 Harmonized Guidelines and Space Standards*, ensuring ease of independent navigation.
- Digital Accessibility – The Institute makes every effort to ensure that its digital platforms, systems and assistive technologies comply with WCAG 2.1 accessibility standards.
- Inclusive Learning Environment – The Institute follows inclusive academic practices aligned with Universal Design principles to ensure equitable opportunities for learning, participation and assessment for students across diverse disability conditions.

#### b. Inclusive Culture and Practices

The Institute is continually working toward its commitment to creating an inclusive ecosystem for students and stakeholders. Key points for consideration are outlined below:



- **The Equal Opportunity Officer (EOO)** The EOO promotes fairness, inclusion, and non-discrimination across the Institute. It supports access to reasonable accommodations, addresses concerns of discrimination or exclusion, and works with departments to ensure an inclusive environment.
- **Collaboration between different departments with clear demarcation of their roles and responsibilities** – Different departments at IIMA - Equal Opportunity Office (EOO), Post Graduate Programme Office (PGPO), Student Activity Office (SAO) and the Placement Committee work cohesively to provide an accessible and inclusive environment for students with disabilities. Roles and responsibilities of each body are clearly outlined in Department wise SOPs, to enable seamless working and liaisoning.
- **Equal Opportunity Student Council (EOSC)** – The institute has an elected student council which works closely with students and departments to ensure that the varying needs of students are addressed.
- **Reasonable Accommodations** – “*Reasonable accommodation*” refers to necessary and appropriate modifications that do not impose a disproportionate burden on the Institute, enabling students with disabilities to access opportunities on an equal basis with others. Accommodations are assessed individually and reviewed periodically as needs evolve. *The Institute recognizes these not as advantages, but as essential measures to ensure equal opportunity.*
- **Policy Dissemination and Communication** – IIMA’s EOP is published on their website, noticeboards and intranet sites in accessible formats.
- **Merit Based Decision Making** – All departments at the Institute ; admissions, academic office, PGPO, EOO, student welfare, EOSC and placements committee follow a transparent and inclusive process while providing opportunities to students with disabilities. Decisions are based on merit, competence and qualifications of the candidate concerned.

#### c. Non-Discrimination

“Discrimination” in relation to disability refers to any distinction, exclusion, restriction, or denial of reasonable accommodation based on disability. The Institute strictly prohibits discrimination and is committed to a safe, respectful, and inclusive environment across campus life. All members of the Institute are expected to uphold dignity, equity, and inclusion for students with disabilities.

#### d. Disability Disclosure

Disability disclosure is voluntary for students, and the Institute ensures strict confidentiality of all information. Internal records are maintained to provide timely support and any sharing of information occurs only with the student’s prior consent.

#### e. Reporting Grievances, Follow-ups and Closures

IIMA has a clear mechanism to report discrimination, inaccessibility, or denial of accommodations, with complaints handled promptly, confidentially, and with a quick turnaround time. The Lead Disability Champion (Chairperson, Equal Opportunity Committee-[chr-eoc@iima.ac.in](mailto:chr-eoc@iima.ac.in)), serving as the Liaison Officer and main point of contact, conducts quarterly check-ins with students with disabilities to address concerns and ensure timely resolution.