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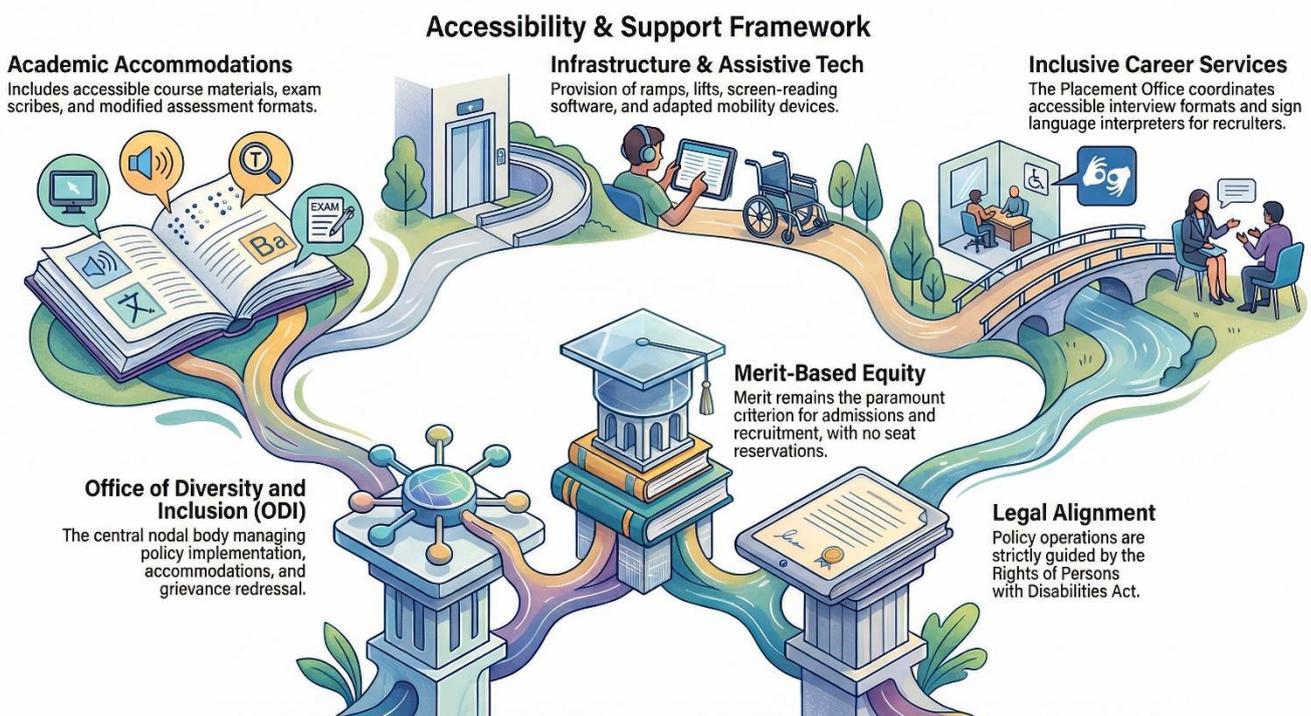
International Institute of Information Technology Bangalore

IIIT-BANGALORE POLICY ON

DIVERSITY, INCLUSION AND EQUITABLE OPPORTUNITY

Policy Date: February 23, 2026

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Accessibility & Support Framework

Academic Accommodations
Includes accessible course materials, exam scribes, and modified assessment formats.

Infrastructure & Assistive Tech
Provision of ramps, lifts, screen-reading software, and adapted mobility devices.

Inclusive Career Services
The Placement Office coordinates accessible interview formats and sign language interpreters for recruiters.

Merit-Based Equity
Merit remains the paramount criterion for admissions and recruitment, with no seat reservations.

Office of Diversity and Inclusion (ODI)
The central nodal body managing policy implementation, accommodations, and grievance redressal.

Legal Alignment
Policy operations are strictly guided by the Rights of Persons with Disabilities Act.

1. Introduction

IIIT-B is committed to fostering an inclusive, equitable, and respectful environment that ensures access, participation, and success for all members of its community, regardless of background, identity, or circumstance. Diversity and inclusion are part to academic excellence, institutional integrity, and social responsibility.

This policy is guided by the **Rights of Persons with Disabilities (RPwD) Act, 2016**, which mandates the protection of rights, dignity, and inclusion of persons with disabilities and promotes equal opportunities in education, employment, and society. The Act defines inclusive education as:

2. Purpose

The purpose of this policy is to establish principles and practices that promote inclusivity, non-discrimination, and equal opportunity across all institutional activities at IIIT-B. An inclusive and equitable environment strengthens academic excellence, institutional integrity, and community well-being.

3. Scope

This policy applies to:
   (a) Students (undergraduate & postgraduate) and Research Scholars
   (b) Employees
   (c) Administrative personnel
   (d) Visitors and all individuals engaged in academic, administrative, residential, or campus-related activities

4. Policy Statement and Commitment

IIIT-B commits to providing an equal opportunity and accessible academic and working environment for all members of its community, consistent with the ethos and values of the institution.

IIIT-B commits to the following: -
   (a) Equity, diversity, and inclusion in all institutional functions
   (b) Prevention of discrimination, harassment, and exclusion
   (c) Fair access to education on merit, employment, facilities, and services
   (d) Continuous identification and removal of physical, digital, academic, and attitudinal barriers

Equal opportunity is a shared responsibility. Through collective effort, the institution strives to maintain an environment where dignity, respect, and fairness are upheld for all.

5. Office of Diversity and Inclusion

The **Office of Diversity and Inclusion (ODI)** has been established at IIIT-B which serves as the nodal body for advancing diversity, equity, and inclusion across the institution. It coordinates policy implementation, facilitates accommodations, and promotes awareness and sensitization initiatives. The office will be administered by a Faculty-in-Charge nominated by the Director and a staff member nominated by the Registrar.

6. Key Functions of the ODI

Promote fairness, accessibility, and representation

    (a) Coordinate diversity-related initiatives

    (b) Facilitate reasonable accommodations

    (c) Support grievance redressal processes

    (d) Ensure compliance with applicable laws and regulations

    (e) Provision and facilitate suitable scholarships through Government or institute resources like Student Benevolent Fund as per norms / regulations.

7. Key Focus Areas

The institution prioritizes the following areas:

    (a) Gender equity

    (b) Inclusion of students with disabilities

    (c) Prevention of discrimination and harassment

    (d) Accessibility in academic, physical, and digital environments

8. Inclusion of Persons with Disabilities

IIIT-B is committed to ensuring full participation of persons with disabilities through:

    (a) Provision of reasonable accommodations that are optimally accessible.

    (b) Accessible infrastructure and learning resources

    (c) Support services tailored to individual needs

    (d) Non-discriminatory evaluation and assessment practices

9. Reasonable Accommodations and Support Services

9.1 Academic Accommodations

(a) Accessible Course Materials

Course materials would be provided in accessible formats such as electronic files, Word documents, PDFs, or formats compatible with assistive technologies (e.g., screen readers, text-to-speech software).

(b) Modified Assessment and Examination Support

(i) Extended or compensatory time during examinations

(ii) Alternative evaluation methods (e.g., oral examinations or viva voce), where appropriate

(iii) Accessible examination papers (larger fonts, alternative formats)

(iv) Additional time to complete academic programs, subject to approval by the IIITB Senate.

(v) Option to use devices like desktop/laptop computers with screen readers for writing examinations

(c) Scribe and Reader Support

(i) Scribes for students unable to write or type independently

(ii) Readers or support persons to read questions or interpret instructions (iii) Support provided strictly under the student's direction and desire.

(d) Tutors and Note-Takers

Tutors, note-takers, or classroom assistants may be provided to support learning and participation where required and to the extent possible.

(e) Senate Approvals

In academic matters, approvals of the Senate shall be obtained, as and when required, in keeping with the Institute's ethos and policies governing academic affairs.

9.2 Physical and Infrastructure Accommodations

(a) Accessible Infrastructure

(i) Ramps, lifts, and barrier-free pathways

(ii) Accessible classrooms, laboratories, and hostels

(iii) Signage and tactile, auditory, and visual cues for navigation

(b) Assistive Devices and Technology

Provision and coordination of assistive technologies such as:

(i) Screen-reading software

(ii) OCR converters

(iii) Adapted mobility devices (wheelchairs, scooters etc.)

10. Accommodation Request and Coordination Process

(a) Students submit a **Reasonable Accommodation Request Form** at the start of the academic year or term

(b) Needs assessments are conducted by medical practitioners, the **Office of Diversity and Inclusion (ODI)** and relevant authorities (e.g., Dean Student Affairs and hostel wardens)

(c) Accommodations are determined on a case-by-case basis

11. Placements and Career Services

The Placement Office and the Student Placement Committee will work collaboratively to:

(a) Coordinate accommodations during recruitment and selection processes

(b) Liaise with recruiters regarding accessibility requirements

(c) Facilitate support such as sign language interpreters, live captioning, or accessible interview formats

(d) Provide clarity to students regarding inclusive placement opportunities

12. Sensitization and Awareness

IIIT-B will conduct regular sensitization sessions and workshops for:

(a) Faculty and staff

(b) Students and peers

(c) Security and House-keeping staff

Disability awareness and inclusivity are integrated into orientation programs to foster a culture of respect, understanding, and support.

13. Grievance Redressal

Any individual experiencing discrimination, exclusion, or unequal treatment may approach the Office of Diversity and Inclusion (ODI) or the Institute's Students' Grievance redressal committee and are handled confidentially, fairly, and in a timebound manner. Advisory support and grievance redressal mechanisms will be made available equitably.

14. Review and Amendments

This policy shall be reviewed periodically to ensure its continued relevance and effectiveness and to maintain alignment with evolving best practices and applicable legal and regulatory requirements. Through such review, the institution reaffirms its ongoing commitment to fostering an inclusive and equitable environment that strengthens academic excellence and upholds institutional integrity.