



BENEDICT XVI CATHOLIC INTERNATIONAL INSTITUTE

of Higher Education

EQUALITY, DIVERSITY & INCLUSION (EDI) POLICY

EQUALITY, DIVERSITY & INCLUSION (EDI) POLICY

Document Control

Policy Title:	Equality, Diversity and Inclusion (EDI) Policy
Institution:	Benedict XVI Catholic International Institute of Higher Education (BCI Campus)
Policy Owner:	Quality Assurance Unit
Approved By:	Academic Board and Governing Council
Effective Date:	31/01/2026
Version:	1.0
Next Review Date:	
Related Documents:	• Constitution of the Democratic Socialist Republic of Sri Lanka – Article 12 (Right to Equality). • Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). • Protection of the Rights of Persons with Disabilities Act, No. 28 of 1996. • Personal Data Protection Act, No. 9 of 2022. • University Grants Commission (UGC) Circulars on Non-Discrimination and Gender Equity & Equality (GEE). • Chartered Management Institute (CMI) Centre Accreditation Requirements – Equality, Diversity and Inclusion. • National Policy on Disability for Sri Lanka (2010). • National Human Rights Action Plan (NHRAP) 2017–2021.
Contact:	

1. Overview

BCI Campus is committed to upholding equality, diversity, inclusion, and human dignity across all aspects of its academic, administrative, and operational activities. The Campus affirms the constitutional right to equality and non-discrimination and adopts a zero-tolerance approach to discrimination, harassment, exclusion, sexual or gender-based violence, and victimisation.

This Policy is informed by the Constitution of Sri Lanka, national legislation, international conventions ratified by Sri Lanka, University Grants Commission (UGC) directives, and recognised best practices in higher education and professional accreditation standards.

1.1 Purpose

The purpose of this Policy is to:

- Ensure equality of opportunity and fair treatment for all members of the BCI Campus community
- Promote an inclusive learning and working environment that respects diversity
- Prevent and address discrimination, harassment, and sexual or gender-based violence
- Support the inclusion and participation of persons with disabilities
- Ensure responsible handling of personal data in line with data protection obligations
- Demonstrate compliance with regulatory, accreditation, and governance requirements

1.2 Scope

This Policy applies to:

- All students (local and international; full-time, part-time, online, and visiting)
- All staff (academic, administrative, support, contractual, and temporary)
- Applicants, alumni, consultants, contractors, service providers, and visitors
- All on-campus, off-campus, placement-based, online, and digital learning activities conducted or administered by BCI Campus

1.3 Legal and Policy Framework

This Policy is guided by:

- The Right to Equality under the Constitution of Sri Lanka
- National laws on gender equality, disability rights, and data protection
- International human rights conventions ratified by Sri Lanka
- UGC circulars on non-discrimination and Gender Equity & Equality (GEE)
- National policies on disability inclusion and human rights protection
- CMI Centre accreditation requirements relating to Equality, Diversity & Inclusion.

2. Definitions

2.1 Equality

The principle that all individuals are entitled to equal protection and benefit of the law and should not be unfairly disadvantaged due to unjustifiable characteristics.

2.2 Diversity

The recognition and respect of differences, including but not limited to gender, sex, ethnicity, language, religion, disability, age, marital status, family status, socio-economic background, nationality, and cultural identity.

2.3 Inclusion

Creating an environment where all individuals feel respected, supported, and able to participate fully.

2.4 Discrimination

Any distinction, exclusion, restriction, or preference that has the purpose or effect of impairing equality of opportunity or treatment.

2.5 Harassment

Unwanted conduct that violates dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

Sexual or Gender-Based Violence (SGBV) Any act or threat of violence directed at an individual based on gender or sex, including sexual harassment, abuse, exploitation, or coercion.

Reasonable Accommodation Necessary and appropriate modifications or adjustments to ensure persons with disabilities can enjoy equal access to education, employment, and services.

3. Policy Principles

BCI Campus is guided by the following principles:

- Equality before the law and in practice
- Non-discrimination in admissions, recruitment, assessment, promotion, and service delivery
- Gender equity and prevention of sexual and gender-based violence
- Respect for disability rights and accessibility
- Protection of privacy and personal data
- Transparency, fairness, and accountability
- Zero tolerance for retaliation or victimisation

4. Equality & Inclusion in Key Areas

4.1 Admissions and Student Experience

Admissions decisions shall be based solely on merit and eligibility criteria. Students shall have equal access to academic resources, assessments, learning opportunities, and student support services.

4.2 Employment and Staff Development

Recruitment, appraisal, promotion, and training opportunities shall be conducted fairly and without discrimination. Equal access to professional development shall be ensured.

4.3 Teaching, Learning, and Assessment

Inclusive teaching practices should be encouraged. Reasonable accommodations shall be provided for students with disabilities or specific needs.

4.4 Facilities, Infrastructure, and Digital Access

BCI Campus shall take reasonable steps to ensure physical, digital, and communication accessibility in accordance with national disability policy standards.

5. Gender Equity & Prevention of Sexual and Gender-Based Violence

BCI Campus adopts a zero-tolerance approach to sexual harassment and sexual or gender-based violence.

- Confidential and accessible reporting mechanisms shall be maintained
- Complaints shall be handled promptly, sensitively, and impartially
- Survivors shall be offered appropriate support and referrals
- Retaliation against complainants or witnesses is strictly prohibited

Dedicated procedures may be issued to operationalise this section.

6. Disability Inclusion and Reasonable Accommodation

BCI Campus recognizes the rights of persons with disabilities and commits to:

- Removing physical, academic, and administrative barriers
- Providing reasonable accommodations where required
- Ensuring non-discrimination in admissions, employment, and assessment
- Promoting awareness and disability-sensitive practices

7. Data Protection and Confidentiality

All personal data collected or processed under this Policy shall be handled in compliance with the Personal Data Protection Act, No. 9, of 2022. Confidentiality shall be maintained throughout complaint handling, investigations, and support processes.

8. Complaints, Investigation & Redress

- Any person may raise concerns or lodge complaints relating to discrimination, harassment, or exclusion
- Complaints may be addressed through informal or formal mechanisms
- Investigations shall adhere to principles of natural justice, confidentiality, and impartiality
- Appropriate corrective or disciplinary action shall be taken where violations are substantiated

9. Awareness, Training & Culture

BCI Campus shall:

- Integrate equality and diversity principles into student orientation and staff induction
- Conduct awareness programs and training sessions
- Promote a respectful and inclusive campus culture

10. Monitoring, Reporting & Review

The implementation of this Policy shall be monitored periodically. The Policy shall be reviewed at least once every three years or earlier if required by changes in law, UGC directives, or accreditation requirements.

11. Promulgation & Implementation

This policy will be:

- Published on the BCI Campus website
- Communicated to all students and staff
- Incorporated into student handbooks and assessment briefs

Training and guidance will be provided to staff and students to support proper equality and diversity practices.

12. References

1. Constitution of the Democratic Socialist Republic of Sri Lanka – Article 12 (Right to Equality) <https://www.parliament.lk/en/constitution>
2. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) - <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-elimination-all-forms-discrimination-against-women>
3. Protection of the Rights of Persons with Disabilities Act, No. 28 of 1996

4. Personal Data Protection Act, No. 9 of 2022 <https://www.pdpc.gov.lk>
5. University Grants Commission (UGC) Circulars on Non-Discrimination and Gender Equity & Equality (GEE) - <https://www.ugc.ac.lk>
6. Chartered Management Institute (CMI) – Centre Accreditation Requirements (Equality, Diversity & Inclusion) <https://www.managers.org.uk>
7. National Policy on Disability for Sri Lanka (2010) - <http://www.socialservices.gov.lk>
8. National Human Rights Action Plan (NHRAP) 2017–2021 <https://www.hrcsl.lk>

---End---