



The LGBTQIA+ Collective of IIT Delhi

Chapter 1

Name, Terms and Affiliation

1. Indradhanu shall be an independent LGBTQIA+¹ collective and resource body of IIT Delhi. It is a student-driven initiative committed to raising collective consciousness and sensitization on the lives and issues pertaining to diverse gender and sexual identities². It endeavours to achieve a more gender and sex- positive environment through interactive online and offline programmes.
2. The body shall be referred to as “Indradhanu, IIT Delhi”.
3. In the present document, “LGBTQIA+” shall denote persons with diverse gender and sexuality identities, like but not limited to, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Non-Binary and Asexual persons.
4. “The institute” or “IIT-D” shall refer to Indian Institute of Technology, Delhi; “the body” shall refer to Indradhanu.
5. Indradhanu has the following primary purposes, among others:
 - 5.1 Create a “positive space” for students with marginalised gender identities and sexual orientations to explore, learn and unlearn their self-identity in a safe, comforting, and holistic environment.
 - 5.2 Enhance the institute’s commitment towards safeguarding the fundamental right to life with dignity of every constituent of the IIT Delhi fraternity through robust support mechanisms, thematic dialogues, and awareness materials.
 - 5.3 Strive to educate and enhance understanding, acceptance, and awareness regarding LGBTQIA+ issues and concerns among the campus community.
 - 5.4 Promote equality and mitigate heteronormative stereotypes, homophobia, transphobia, queerphobia and any form of discrimination or violence based on marginalised gender and sexual identities.
 - 5.5 Provide accessible infrastructure and supportive space to individuals, who have faced discrimination, harassment, or intimidation because of their sexual orientations and/or gender identities/expressions.
 - 5.6 Advise relevant bodies (office or council) on institute policy formulation, amendments and decisions that concern the rights, needs and human development of persons with marginalised gender and sexual identities.
 - 5.7 Further the institute's mission to prepare students to become contributing, compassionate citizens of society by instilling the values of social justice and eliminating all forms of discrimination in their thoughts and actions.

¹ The plus symbol signifies a continuum of diverse gender identities and sexual orientations that the present body intends to help.

² In accordance with the Supreme Court of India’s NALSA v. Union of India judgement 2014 and the Transgender Persons (Protection of Rights) Act 2019.

Chapter 2

Structure, Selection and Eligibility

6. The Indian Institute of Technology, Delhi shall notify the formalisation of “Indradhanu” as the LGBTQIA+ resource body of the Institute. The aforementioned body shall exercise the powers conferred upon it to make campus space more inclusive, and student/staff/faculty experience safer and more holistic.
7. The body shall consist of:
 - 7.1 Dean of Diversity and Inclusion (ex-officio presiding officer)
 - 7.2 Nominated Faculty Advisor
 - 7.3 Equality Coordinators (SAC representative, Administration, Community Building and Sensitization, Creative Media, and Outreach).
 - 7.4 Student Members.
8. The number of Equality Coordinators depends on the availability of motivated candidates with suitable experience, skills, and ideas for designated positions of responsibility and contingent on the wisdom of the presiding officer, faculty advisor and outgoing council. The body should ensure an adequate representation of Under-Graduate (UG) and Post-Graduate (PG) students within the body.
9. The nomination process shall consist of
 - 9.1 Nominations will be called from the previous council at the end of the tenure.
 - 9.2 Motivated candidates shall self-nominate themselves by furnishing relevant details in a requisite nomination form.
 - 9.3 The present Equality Coordinators can self-nominate themselves for the forthcoming year’s Equality Coordinators position via completing the process mentioned in 9.2.
 - 9.4 The Selection process shall consist of vetting of applications by the Faculty Advisor and Equality Coordinators followed by a short interview of shortlisted candidates by the Presiding Officer, Faculty Advisor and Equality Coordinators.
 - 9.5 The results shall be ratified and communicated by the Dean of Diversity and Inclusion (presiding officer) to the IIT Delhi fraternity.
 - 9.6 An Equality Coordinator shall refrain from holding the same position for more than two consecutive terms.
10. The eligibility criteria for the position of Equality Coordinators (ECs) and Student Members (SMs) are as follows:
 - 10.1 Equality Coordinator
 - a. An UG student should have completed at least two semesters volunteering for Indradhanu to be eligible for the position of an Equality Coordinator.
 - b. A PG student should have completed at least one semester volunteering for Indradhanu to be eligible for the position of an Equality Coordinator.
 - c. The prospective student should hold a valid IIT Delhi identity card.

10.2 Student Member

- a. An UG student should have completed at least one semester in IIT Delhi to be eligible for the Student Member position.
- b. A PG student should have completed at least one semester in IIT Delhi to be eligible for the Student Member position.
- c. The prospective student should hold a valid IIT Delhi identity card.

11. The selection procedure for the members of the body shall entail:

11.1 For the position of Coordinator,

- a. Nominations will be called from the members at the end of the tenure.
- b. Members or ex-members can self-nominate themselves for any position.
- c. The coordinators will be selected by an ad hoc panel consisting of the Faculty Advisor and the outgoing coordinators.
- d. It shall be a closed room election based on interviews with the ad hoc panel members consisting of one vote each.
- e. The decision of panel shall be ratified by the Dean of Diversity and Inclusion

11.2 For the position of Student Member,

- a. Student members will be inducted by the outgoing coordinators and the faculty advisor at the behest of the incoming coordinators.
- b. Outgoing coordinators remain a part of Indradhanu as student members.

Chapter 3

Scope of Work, Policy, and Review

12. Indradhanu shall have a nominated representative in the Student Affairs Council to make institutional decision-making processes queer inclusive and friendly.
13. Indradhanu shall plan to ideate and implement a yearly programme to fulfil the primary purposes of the body as denoted in clause 5.
14. Indradhanu is committed to the principle of equality, inclusion, and diversity. It shall not discriminate on the basis of any social markers including but not limited to race, caste, ethnicity, nationality, disability, religion, sex, sexual orientation, gender identity and expression, age, height, weight, physical or mental ability or marital status.
15. All the members of Indradhanu shall respect the privacy of every member of the body. Special consideration should be applied to not “out” any individual’s self-identified gender and sexual identity.
16. The presiding officer shall notify and preside over annual programme planning and review meetings. The recommendations and conclusion of such meetings are to be ratified by the presiding officer and be communicated to the IIT-D fraternity.
17. The faculty advisor shall provide necessary guidance and oversight on the formulation of an annual programme and shall be involved in all the events hosted by Indradhanu.
18. The Equality Coordinators shall:

- 18.1 Plan and implement the annual programme of Indradhanu.
- 18.2 Make recommendations for creating an academic environment that fosters the safety, success, and well-being of LGBTQIA+ persons in the IIT-D campus.
- 18.3 Coordinate with IIT-D administration to ensure inclusion of LGBTQIA+ concerns in relevant policy formulation, implementation, and review.
- 18.4 Develop support networks and dialogue forums to raise awareness and sensitization on LGBTQIA+ lives and issues.

19. The Student Members shall

- 19.1 Assist in planning and implementing the annual programme of Indradhanu.
- 19.2 Volunteer for various outreach and sensitization programme conducted by Indradhanu.
- 19.3 Help in strengthening support networks and dialogue channels to further the primary goals of the body.

20. The provisions for an amendment to the preset text is as follows:

- 20.1 Any amendment to the present charter can be moved by an Equality Coordinator.
- 20.2 A general body meeting of all student members shall be convened to review the amendment.
- 20.3 The quorum required for the initiation of such a meeting shall stand at 1/3rd of the total strength of the body.
- 20.4 The proposed amendment would require a 2/3rd majority of affirmative votes of the present gathering to be in order.
- 20.5 Given the varying nature of the environment relating to LGBTQ issues, this charter shall be revisited every 3 years and amended accordingly.