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## **Certificate of Publication**

The Board of  
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Is hereby awarding this certificate to

**Mayur Phatak**

In recognition of the publication of the paper entitled

**Workplace diversity and inclusion: Psychological barriers and strategies for  
improvement**

Published in Volume 10 Issue 9, September-2025

*Co-Authors - Dr Raja Roy Choudhury, Uchita  
Pathak*

**Paper ID - IJRTI2509057**

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