

<b>Policy subject:</b> Equal Opportunity and Non-Discrimination Policy	<b>Policy number:</b> 17/P.D/2024	<b>Date of last revision:</b> 2024/11/15
<b>Implementing body:</b> Academic Affairs Department	<b>Implementing start date:</b> 2024/11/20	<b>Policy reference:</b> Planning and Development Department

### 1. Overview:

Palestine Ahliya University is committed to creating a diverse, inclusive, and respectful environment for all members of the University community. This Equal Opportunity and Non-Discrimination Policy ensures that no individual is discriminated against based on race, religion, gender, gender identity, sexual orientation, age, disability, national origin, marital status, or other protected characteristics. The policy aims to promote equal access to educational, employment, and service opportunities.

### 2. Objectives:

- **Ensure Equal Access:** Provide equal opportunities to all individuals in academic and employment-related activities.
- **Promote Inclusivity:** Create an environment where diversity is valued, and individuals feel respected.
- **Eliminate Discrimination:** Prevent discrimination based on protected characteristics.
- **Encourage Respectful Behavior:** Foster mutual respect and fairness.
- **Clear Reporting Mechanisms:** Provide accessible procedures for reporting discrimination and harassment.
- **Comply with Legal Standards:** Adhere to local and international non-discrimination laws.

### 3. Scope:

This policy applies to:

- All students, faculty, and staff.
  - Applicants for admission or employment.
  - Contractors, vendors, and external partners.
- It covers:
- Admissions, recruitment, and hiring.
  - Academic programs and student services.
  - Access to university facilities and staff development.
  - Student conduct and involvement.

### 4. Statements:

- **Non-Discrimination:** The university provides a discrimination-free environment in all university-related activities.
- **Harassment-Free Environment:** The university does not tolerate harassment based on any protected characteristic.

- **Retaliation-Free:** Retaliation against individuals filing complaints or opposing discrimination is prohibited.

## 5. Procedures:

- **Reporting Discrimination or Harassment:** Individuals can report incidents to Human Resources, Student Affairs, or any designated official.
- **Investigation Process:** Complaints are investigated impartially, with corrective actions taken if discrimination or harassment is found.
- **Confidentiality:** The university ensures confidentiality during investigations, disclosing information only as necessary.
- **Training and Education:** The university offers training to raise awareness and prevent discrimination and harassment.
- **Monitoring and Evaluation:** Regular reviews will assess the policy's effectiveness, ensuring improvements and promoting a climate of inclusion.

## Key Performance Indicators (KPIs):

1.	Number of Individuals Accessing Free Resources
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