

Policy subject: Non-Discrimination and Respect for Personal Diversity Policy	Policy number: 22/P.D/2024	Date of last revision: 2024/11/15
Implementing body: Administrative Affairs Department	Implementing start date: 2024/11/20	Policy reference: Planning and Development Department

1.

Overview:

Palestine Ahliya University is committed to an inclusive environment, free from discrimination, where diversity is valued. This Non-Discrimination and Respect for Personal Diversity Policy aims to eliminate discrimination, harassment, and bias, promoting an atmosphere of mutual respect across all personal characteristics such as race, gender, religion, ethnicity, disability, age, and sexual orientation.

2. Objectives:

- Promote inclusivity and respect for all individuals.
- Eliminate discrimination, harassment, and bias.
- Ensure equal access to opportunities, resources, and services.
- Raise awareness through educational programs and workshops.
- Support victims of discrimination.

3.

Scope:

Applies to all students, faculty, staff, visitors, and University activities, including academics, extracurriculars, employment, and facilities.

4. Statements:

- **Commitment to Non-Discrimination:** The University ensures a discrimination-free environment, not tolerating bias in any form.
- **Respect for Diversity:** Diversity is valued, and all members are treated with dignity.
- **Zero Tolerance for Harassment:** Harassment, in any form, will not be tolerated.
- **Promotion of Equity:** Equal access to opportunities, resources, and support is guaranteed.

5. Procedures:

- **Reporting:** Discrimination or harassment can be reported to relevant University offices, with confidentiality and no retaliation.
- **Investigation:** A fair investigation will be conducted, with actions taken based on findings.
- **Training and Awareness:** Mandatory diversity training and awareness programs will be held.
- **Support:** Counseling and academic support are provided for affected individuals.
- **Continuous Monitoring:** The policy's effectiveness will be regularly assessed, with feedback from the community.

Key Performance Indicators (KPIs):

1.	Number of Complaints Related to Personal Discrimination
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