

Policy subject: Equality, Diversity, and Inclusion (EDI) Policy	Policy number: 37/A.A/2018	Date of last revision: 1/1/2022
Implementing body: Administrative Affairs	Implementing start date: 1/9/2018	Policy reference: Administrative Affairs

Policy overview:

The "Equality, Diversity, and Inclusion (EDI) Policy" reaffirms Palestine Ahliya University's commitment to fostering an inclusive and equitable learning and working environment where diversity is celebrated, and all individuals are treated with dignity, respect, and fairness. This policy aims to promote equality of opportunity, eliminate discrimination and harassment, and champion diversity in all aspects of university life.

Objectives:

The objectives of this policy are to:

1. Uphold principles of equality, diversity, and inclusion in all university activities, policies, and practices.
2. Ensure fair treatment and equal opportunities for all individuals, regardless of race, ethnicity, nationality, gender, age, disability, religion, sexual orientation, socio-economic status, or any other characteristic protected by law.
3. Foster a culture of belonging and respect where diverse perspectives, experiences, and identities are valued and embraced.
4. Address systemic barriers and promote access, participation, and success for underrepresented and marginalized groups within the university community.
5. Provide support services, accommodations, and resources to enhance the inclusivity and well-being of all students, faculty, staff, and stakeholders.

scope:

This policy applies to all aspects of Palestine Ahliya University's operations, including but not limited to admissions, recruitment, employment, academic programs, student services, research activities, governance, and community engagement. It encompasses all university personnel, students, volunteers, contractors, visitors, and other stakeholders.

Policy statements:

1. Equal Opportunity: Palestine Ahliya University is committed to providing equal opportunities for all individuals, regardless of their background, identity, or circumstances. The university prohibits discrimination, harassment, and victimization on the basis of protected characteristics.
2. Diversity and Inclusion: The university celebrates diversity and recognizes the unique contributions of individuals from different backgrounds, cultures, and perspectives. It actively seeks to create an inclusive and welcoming environment that fosters mutual respect, understanding, and collaboration.
3. Accessibility and Accommodation: Palestine Ahliya University will make reasonable accommodations to ensure accessibility and participation for individuals with disabilities, in accordance with relevant laws and regulations.
4. Awareness and Education: The university will provide training, resources, and educational programs to raise awareness about equality, diversity, and inclusion issues and promote cultural competency among students, faculty, staff, and stakeholders.
5. Representation and Participation: Palestine Ahliya University will strive to promote diversity and representation in leadership positions, decision-making

processes, and governance structures to reflect the demographics of its community.

6. **Monitoring and Accountability:** The university will monitor progress towards achieving equality, diversity, and inclusion goals, assess the impact of policies and initiatives, and hold individuals and departments accountable for advancing EDI principles.
7. **Non-Retaliation:** The university prohibits retaliation against individuals who raise concerns or report incidents of discrimination, harassment, or inequality. Confidential reporting channels will be provided to facilitate reporting and investigation of complaints.

Procedures:

1. **Recruitment and Admissions:** Implement inclusive recruitment and admissions practices that attract a diverse pool of candidates and ensure fair and transparent selection processes.
2. **Training and Development:** Provide diversity training, cultural competency workshops, and professional development opportunities to enhance awareness and understanding of EDI issues among university personnel.
3. **Support Services:** Offer support services, mentoring programs, counseling, and advocacy for individuals from underrepresented and marginalized groups to promote their success and well-being.
4. **Complaints and Grievance Procedures:** Establish clear procedures for reporting and addressing complaints of discrimination, harassment, or unfair treatment, ensuring confidentiality, impartiality, and timely resolution.
5. **Continuous Improvement:** Regularly review and evaluate the effectiveness of the EDI Policy and associated initiatives, solicit feedback from stakeholders, and make adjustments as needed to advance equality, diversity, and inclusion goals.
6. By adhering to this "Equality, Diversity, and Inclusion (EDI) Policy" and implementing the outlined procedures, Palestine Ahliya University aims to cultivate a diverse, inclusive, and equitable community where all individuals have the opportunity to thrive and contribute to the university's mission of education, research, and service.



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