



Equality, Diversity, and Inclusion (EDI) Policy

1. Purpose

This Equality, Diversity, and Inclusion (EDI) Policy establishes the university's commitment to fostering an inclusive, respectful, and equitable academic and working environment. It ensures that all students, academic staff, and professional staff are treated fairly and have equal opportunities to participate fully in the university's educational, research, and professional activities.

The policy aims to promote diversity, eliminate discrimination, and cultivate a culture of inclusion that reflects the local and the best international practices in higher education.

2. Scope

This policy applies to all members of the university community, including:

- Undergraduate students
- Postgraduate students
- Academic staff
- Administrative and professional staff
- Researchers and visiting scholars
- Contractors and service providers

It covers all university activities, including teaching, research, employment, admissions, campus life, and community engagement.

3. Definitions

- **Equality:** Ensuring fair treatment, access, and opportunities for all individuals while removing barriers that may disadvantage certain groups.



- **Diversity:** Recognition and appreciation of differences, including background, culture, gender, age, abilities, and perspectives.
- **Inclusion:** Creating an environment where all individuals feel respected, supported, and able to participate fully.

4. Policy Objectives

The university aims to:

١. Promote equal opportunities for all students and staff.
٢. Foster a diverse academic community that values different perspectives.
٣. Prevent discrimination, harassment, and exclusion.
٤. Ensure fair recruitment, admission, promotion, and professional development.
٥. Support inclusive teaching, learning, and research.
٦. Strengthen institutional awareness and capacity regarding equality and inclusion.

5. Guiding Principles

- **Respect and Dignity:** Treat all members fairly.
- **Equal Opportunity:** Ensure access to education and professional growth without discrimination.
- **Inclusive Academic Environment:** Encourage participation from all backgrounds.
- **Transparency and Accountability:** Ensure clear procedures and institutional responsibility.
- **Continuous Improvement:** Regularly enhance the policies and practices.

6. Institutional Commitments

The university commits to:



- Fair and inclusive admissions policies.
- Equitable recruitment and promotion practices.
- Inclusive teaching and learning approaches.
- Supporting underrepresented or disadvantaged groups.
- Providing equal access to facilities, services, and opportunities.
- Preventing discrimination, harassment, and bullying.

7. Implementation Mechanisms

- **Awareness and Training:** Offer training for staff and students.
- **Inclusive Recruitment and Admissions:** Ensure transparent, and bias-free processes.
- **Inclusive Teaching and Learning:** Incorporate diverse learning needs.
- **Accessible Facilities and Services:** Provide accessible infrastructure and digital platforms.
- **Support Systems:** Maintain advisory and reporting services for discrimination or harassment concerns.

8. Governance Structure

- **Senior Leadership:** Provide strategic direction and ensure institutional commitment.
- **Faculties and Departments:** Implement the policy in academic and administrative operations.

9. Monitoring and Reporting

- Periodic institutional assessments of equality and inclusion practices.
- Collect data on recruitment, admissions, and staff development.
- Use feedback from students and staff to improve policies.
- Include monitoring results in institutional reports or strategic reviews.



10. Complaints and Resolution

- Maintain clear procedures for complaints related to discrimination, harassment, or unequal treatment.
- Ensure confidentiality, fairness, and timely resolution of all complaints.

11. Diversity and Inclusion Special Considerations

People with Disabilities

- Ensure full participation and equal opportunities for students and staff with disabilities.
- Provide accessible facilities, learning environments, and digital platforms.
- Offer reasonable accommodation, such as assistive technologies, modified exams, and flexible arrangements.
- Promote inclusive teaching and professional practices.
- Prohibit discrimination, harassment, or exclusion based on disability.

Gender Equality and Anti-Harassment

- Promote gender equality and a safe, respectful campus.
- Ensure equal opportunities in recruitment, promotion, and academic progression.
- Prevent and address harassment and gender-based discrimination.
- Provide clear reporting channels, confidential support, and timely resolution of complaints.
- Offer training and awareness programs on gender equality and respectful behavior.

Cultural and Religious Diversity



- Value and respect all cultural, ethnic, and religious backgrounds.
- Accommodate religious observances and cultural needs wherever possible.
- Ensure curricula, research, and campus activities reflect and celebrate diversity.
- Strictly prohibit discrimination, exclusion, or bias based on culture, ethnicity, or religion.

Age Inclusion and Equity

- The University is committed to promoting age inclusivity and preventing discrimination based on age across all activities.
- It ensures fair and equal opportunities for students, academic staff, and professional staff at all life and career stages.
- The University values the contributions of individuals across diverse age groups.
- It fosters an inclusive environment that supports intergenerational collaboration and lifelong learning.
- It ensures equitable access to education, employment, training, and career progression regardless of age.
- Any form of age-based bias, stereotyping, or exclusion is strictly prohibited.

Refugees and Displaced Persons Inclusion

- The University is committed to supporting the inclusion and equitable treatment of refugees and displaced persons within its community.
- It promotes fair access to education, admission opportunities, and support services for qualified refugee applicants.
- The University seeks to reduce barriers related to documentation, language, and prior qualifications, where feasible and in line with regulations.



- It provides academic, psychological, and social support to facilitate successful integration and well-being.
- The University fosters a welcoming and respectful environment that values the diverse experiences of refugees.
- Any form of discrimination, exclusion, or bias against refugees or displaced persons is strictly prohibited.

12. Policy Review

- Review policy every **three years** to ensure alignment with institutional priorities, legal requirements, and international best practices.

University President

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