Title: Equality, Diversity, and Inclusion Policy

Code: GU-PL78EDI

Version: 3.1

Date of Issue: 2023

Effective Date: November 2023

Approval Authority: Board of Trustees

Document Owner: Vice President for Academic Affairs

Review: The policy is subject to a periodic review every 4 years or in a shorter cycle as per amendments of University policies

1. Purpose

The purpose of this policy is to set out Gulf University's commitment to create an inclusive and diverse environment for all qualified individuals in terms of recruitment of staff and students. It affirms University's commitment to providing a study and work environment to all staff and students that is characterized by equality, fairness, respect and free of discrimination, harassment or bullying. This promotes a culture of equality in supportive environment.

2. Scope

This policy applies to all staff members (both Administrative and Academic) at Gulf University, applicants and students enrolled in all programs offered at the University.

3. Acronyms

BQA	Education and Training Quality Authority
GU	Gulf University
HR	Human Resources

4. Definitions

Equality: Equality refers to ensuring everyone has fair and equal opportunities to participate in all aspects of university life. This includes access to education, employment, resources, and opportunities for advancement, regardless of background or personal characteristics.

Diversity: Diversity celebrates the variety of backgrounds, experiences, identities, and perspectives within the university community. This includes factors like race, ethnicity, religion, gender, age, disability, socioeconomic status, and national origin.

Inclusion: Inclusion focuses on creating a welcoming and supportive environment where everyone feels valued, respected, and empowered to participate fully in university life. It involves actively removing barriers and creating opportunities for all voices to be heard and contributions recognized.

Discrimination: Discrimination means treating, proposing or attempting to treat individuals harshly, or unfavorably because of their protected attributes. Discrimination may involve unfair and different treatment of an individual or a group than another individual or group in a similar situation, because of a protected attribute. Also, it may involve imposing unreasonable conditions, practice or

requirements that disadvantage an individual with a protected attribute.

Harassment: Harassment means unwanted and unwelcome behavior that may offend, humiliate or intimidate an individual. The behavior can be verbal, non-verbal, physical or creating a hostile or humiliating environment that violates the dignity of an individual.

Protected Personal Attributes: Protected personal Attributes means personal characteristics which are protected against discrimination. Protected Personal attributes are:

- age
- gender
- marriage
- pregnancy and maternity
- race and color
- nationality
- disability
- religion or belief

5. Policy Statement

5.1 Gulf University embraces equality and diversity of all its students and staff members.

5.2 Gulf University commits to ensuring equal opportunity for employment, education, and service delivery.

5.3 Gulf University is committed to ensure inclusive recruitment and selection process based on eligibility and competence irrespective of gender, ethnicity, and religion.

5.4 Gulf University encourages applications from students with disabilities or specific learning difficulties for admission in the offered program. The University ensures that all applicants are provided with appropriate support for a smooth application process and subsequent study.

5.5 Gulf University commits to considering applications from individuals with disabilities for employment at the University provided the candidate is exceptionally well in the remaining criteria.

5.6 Gulf University is committed to implement equitable teaching and learning strategies.

5.7 Gulf University ensure inclusivity in providing training opportunities and collaborative work.

5.8 Gulf University commits to creating a professional and supportive environment without fear of discrimination, harassment, bullying, abuse and oppression.

5.9 Gulf University expects all staff members and students to comply with the University's commitment and behave in such a manner that avoids discrimination, harassment, bullying, abuse and oppression.

5.10 Gulf University ensures strict investigation and action for cases of discrimination, harassment, bullying, abuse, and oppression, whenever they occur, under the terms of related policies and procedures.

5.11 Gulf University commits to considering cases of students' disability when it occur or become evident to the student during his or her study at the university, with a medical report or certificate of disability that is retained in student's file.

5.12 Gulf University commits to providing disabled students and staff members with suitable support and resources at the campus, and ensuring their integration within the University community and recognition of their performance and achievements.

6. Responsibilities

Students and Applicants are responsible for:

- following this policy appropriately.

Academic and Administrative Staff members are responsible for:

- following this policy appropriately.

Unit of Admission and Registration is responsible for:

- ensuring that all students and applicants are fully informed of this policy.
- appropriate implementation of this policy.

Admission Committee is responsible for:

- implementing this policy appropriately.

Heads of Departments are responsible for:

- ensuring that all faculty members are fully informed of this policy.
- appropriate implementation of this policy.

Deans are responsible for:

- ensuring that all faculty members follow this policy.
- appropriate implementation of this policy.

HR Department is responsible for:

- appropriate implementation of this policy.

Unit of Student Services is responsible for:

- appropriate implementation of this policy.

Vice President for Academic Affairs is responsible for:

- appropriate implementation of this policy.

Chief Operating Officer is responsible for:
- appropriate implementation of this policy.

University Policy Development and Review Committee is responsible for:
- systematic review of the effectiveness of this policy.

7.   Related Policies

- All University Policies

8.   Related Procedures

- All University Procedures

9.   Related References and Standards

BQA	Institutional Review Handbook
BQA	Programs-within-College Reviews Handbook