



## POLICY AND PROCEDURE

Equality, Diversity, and Inclusion Policy			
Governance, Leadership and Management	IAU- Policy & Procedures Unit, DQAA	Policy Code: IAU-VPA-2025-0019-006	
Effective from: 09 Apr 2025	Supersedes: 1st Equality, Diversity, and Inclusion Strategy, 5 <sup>th</sup> Revision, 20/08/2019	Date: 26 February 2025	
Expiry Date: 08 Apr 2028	Review Date: 08 Jan 2028	No. of Pages: 4	Revision NO: 6

### 1- TITLE:

Policy and Procedures to ensure equality, diversity, and inclusion of all at Imam Abdulrahman Bin Faisal University.

### 2- PURPOSE:

- 2-1 Treat everyone on campus, including staff, contractors, students, invitees, and guests, with dignity and respect.
- 2-2 To ensure all community members know their rights and responsibilities.

### 3- SCOPE:

- 3-1 This policy applies to the university community, including students, faculty, staff, invitees, guests, outsourced contract employees, and visitors, regardless of gender.

### 4- DEFINITIONS:

- 4-1 **Equality:** Refers to providing everyone with the same opportunities and safeguarding them from discrimination.
- 4-2 **Diversity** is appreciating, accepting, and acknowledging individual differences. It refers to a wide range of distinct features, traits, or attributes within a given group or society.
- 4-3 **Inclusivity:** Accepting a wide range of people and ideas and treating them equally and fairly.
- 4-4 **Dignity** refers to the intrinsic value of every person, which is acknowledged irrespective of their circumstances or traits.
- 4-5 **Discrimination** refers to treating an individual or group differently, significantly negatively, than others based on their color, gender, sexual orientation, or other characteristics.
- 4-6 **Bullying** is defined as using force, compulsion, hurtful teasing, insults, or threats to mistreat, dominate, or intimidate one or more individuals. This behavior is often repeated and habitual.
- 4-7 **Ethnicity** refers to a group of people's shared social and cultural traits, backgrounds, or experiences.
- 4-8 **A victim** is someone who has suffered due to another person's exploitation or actions or adverse circumstances.
- 4-9 **Zero-tolerance** is a stringent strategy to eradicate particular behaviors from a system or organization.

### 5- POLICY:

- 4-1 Imam Abdulrahman Bin Faisal University (IAU) is dedicated to promoting equality, diversity, and inclusivity to provide a respectful and dignified environment for all members of its community. The university encourages positive relationships between people who share relevant protected characteristics and those who do not.
- 4-2 The university is committed to providing equal opportunities and ensuring that employees, students, visitors, and those who wish to apply to work or study with us are treated with dignity and respect and are not subjected to unlawful discrimination by the University Act based on their protected characteristics such as age, gender, marriage, pregnancy and maternity, disability, nationality, ethnicity, and religion or belief.
- 4-3 IAU is committed to ensuring equality, diversity, and inclusivity with a strict zero-tolerance policy for bullying, harassment, or discrimination. It is committed to providing the required support, taking action, and scaling it appropriately to non-compliance.
- 4-4 Academic freedom and freedom of speech at the university reaffirm the university's commitment to promoting academic freedom, freedom of expression, and legal inclusion, which the founding charter also legally enshrines academic freedom.

### 6- PROCEDURES:

- 6-1 The university community is responsible for the policy's successful implementation, with specific responsibilities falling on the university's higher administration, managers, and advisors, who are professionally active in staff and student support, development, and supervision.
- 6-2 The policy will be effective throughout the university's student and staff lifespan.
- 6-3 The university administration must work to guarantee that all staff members and students have fair access to the entire array of institutional facilities related to their field of study or employment.
- 6-4 When reasonably possible, the university administration must adjust its hiring, working, and learning procedures to accommodate a diverse community for inclusivity.

## POLICY AND PROCEDURE

Governance, Leadership and Management	<b>Equality, Diversity, and Inclusion Policy</b>	
	IAU- Policy & Procedures Unit, DQAA	Policy Code: IAU-VPA-2025-0019-006
Effective from: 09 Apr 2025	Supersedes: 1st Equality, Diversity, and Inclusion Strategy, 5 <sup>th</sup> Revision, 20/08/2019	Date: 26 February 2025
Expiry Date: 08 Apr 2028	Review Date: 08 Jan 2028	Revision NO: 6
No. of Pages: 4		

- 6-5 IAU must promote an environment where people can learn from one another and are supported in making decisions on behalf of the organization through efficient procedures and partnerships.
- 6-6 The university administration must support an inclusive working environment through inclusive policies and processes that recognize and maximize the contributions of every member of the University.
- 6-7 The university administration must create learning communities to give students and educators a sense of empowerment, resiliency, belonging, and inclusiveness.
- 6-8 Employees, workers, contractors, students, invitees, and visitors must be made aware of the university's zero-tolerance approach to bullying and harassment and how the University reacts to claims of harassment, bullying, hate crimes, or violence.
- 6-9 Reports of incidents involving harassment, bullying, sexual assault, or hate crimes: If the administration becomes aware of a case of harassment, bullying, sexual assault, or any other hate crime, we will support the victims and do everything within the power to put an end to the behavior.
- 6-10 The university stakeholders who encounter inappropriate behavior are encouraged to report it through the Report and Support system.
- 6-11 An inappropriate behavior incident can be reported anonymously or by communicating with the advisor.
- 6-12 When an informal approach to managing harassment or bullying has failed, or the matter is severe, employees, workers, contractors, students, invitees, or guests can use the university's Complaints for Harassment or Bullying System to make a complaint. Values of academic freedom, independence, and freedom of speech at the university cannot be invoked to justify bullying, harassing, or inciting hatred against an individual or a group.
- 6-13 The University will take all allegations of victimization, harassment, bullying, or discrimination seriously. If an employee or student is found to have engaged in illegal harassment or discrimination, they will face appropriate disciplinary action.
- 6-14 Failure to comply with the principles outlined in the Equality, Diversity, and Inclusion Policy may be considered a disciplinary offense, and the non-compliance will be addressed through the appropriate procedures for staff or students.
- 6-15 Employees, students, and others who file a discrimination complaint can do so without fear of victimization. The University will take every possible step to address complaints fairly and promptly.

### 7- RESPONSIBILITIES:

- 7-1 University Administration
- 7-2 Deans and Vice Deans
- 7-3 Supervisors at all levels
- 7-4 All students
- 7-5 Faculty and staff members

### 8- DISTRIBUTIONS:

- University Administration
- General Directorate of Human Resources
- Deanship of Student Affairs
- Deanships, Centers, and Directorates
- Colleges
- P&P Unit, DQAA



جامعة الإمام عبد الرحمن بن فيصل  
IMAM ABDULRAHMAN BIN FAISAL UNIVERSITY  
عمادة الجودة والاعتماد الأكاديمي  
Deanship of Quality & Academic Accreditation

**POLICY AND PROCEDURE**

Governance, Leadership and Management	<b>Equality, Diversity, and Inclusion Policy</b>	
	IAU- Policy & Procedures Unit, DQAA	Policy Code: IAU-VPA-2025-0019-006
Effective from: 09 Apr 2025	Supersedes: 1st Equality, Diversity, and Inclusion Strategy, 5 <sup>th</sup> Revision, 20/08/2019	Date: 26 February 2025
Expiry Date: 08 Apr 2028	Review Date: 08 Jan 2028	Revision NO: 6
No. of Pages: 4		

Prepared by: <a href="#">Dr. Mohammed Awadallah</a> University Ranking Unit	Signature: 	Date Signed: 26.2.2025
Reviewed by: <a href="#">Dr. Ajayan Kamalasanan</a> Policies & Procedures Unit, DQAA	Signature: 	Date Signed: 1 Apr 2025
Concurred by: <a href="#">Dr. Eshtiaq Abdulaziz Alfaraj</a> Vice Dean of Quality, DQAA	Signature: 	Date Signed: 7/4/2025
Approved by: <a href="#">Dr. Ahmed Al Kuwaiti</a> Dean, DQAA	Signature: 	Date Signed: 9/4/2025

REVIEW/ REVISION DATE	REVISION	NUMBER	SUMMARY OF CHANGES	NAME OF PROPONENT
26 Feb 2025	6 <sup>th</sup> Revision	01	Reviewed, appended definitions, formatted, and missing elements are appended and converted to the new, approved policy template.	P&P Unit, DQAA