

## Diversity, Equity and Inclusion Policy

Policy Owner	Office of the Chancellor	Responsible Office	Office of the Chancellor
Approved By	Chancellor	Effective Date	Jan. 2023
		Next Review Date	Jan. 2026

### Purpose

Ajman University (AU) adopts an environment that fosters diversity, equity and inclusion in accordance with its principles, mission and core values. The University is fully aware of its responsibility towards the increasing diversity in society through its programs and practices, and to contribute to public good. One of its core values, in particular, confirms commitment of AU to diversity, equity and inclusion. This is also in accordance with the laws of the United Arab Emirates that ban discrimination and hostility based on cast, religion, or ethnic background. In addition, there are rules protecting the rights of self-reliant individuals (those with special needs) and legislation requiring equal rights for women. Moreover, tolerance is celebrated in the UAE as there is a Ministry of Tolerance and Coexistence. As such, AU recognizes and acknowledges its responsibility in ensuring the provision of equal opportunity under UAE legislation.

### Scope

This policy applies to all members of AU community including faculty, staff and students.

### Definitions

**Diversity:** Diversity is expressed in a wide variety of ways, such as differences in race and ethnicity, gender, socio-economic status, language and culture, national origin, religious commitments, age, disability, marital status, and parental status, etc.

**Equity:** Everyone, irrespective of their color, ethnicity, gender, ability, financial situation, other intersectional background, has an equal opportunity to achieve their goals. Achieving equity implies providing people with the resources they require based on where they are beginning from. It also implies fairness and justice.

**Inclusion:** AU campus will be a place where everyone is valued for who they are, where their ideas and experiences are heard and respected, and where they feel safe expressing themselves openly within the political and cultural sentiments of UAE.

### Policy Statements

- Ajman University (AU) shall actively seek and support the success of diverse student populations and prepare all students to learn and professionally develop themselves; enabling them to realize their potential through higher education.
- The academic programs offered by the University are reflective of the goals of the diverse student populations, including students of varying socio-economic backgrounds.

- The University will promote and establish a climate of respect for a diversity of backgrounds, ideas, and perspectives, and where all stakeholders shall deal honestly and constructively with issues of equity and inclusion.
- Ajman University embraces shared governance and tolerance, promotes diversity and recognizes its responsibility to foster an open, welcoming environment where multicultural students, faculty and staff can collaboratively learn, work, serve and engage with the external community. AU values and takes pride of the academic, social, and broader community benefits that arise from cultural diversity, equity, inclusion and accountability. Diversity cultivates AU community and is a vital component that drives institutional success and fulfillment of the University's mission and core values. AU commits to engaging in ongoing efforts to thoughtfully adapt to the changing realities of increasingly interconnected world. Furthermore, AU endeavors to work together to address the challenges of the future by eliminating barriers to success and promoting a culture of compassion, inclusivity and mutual respect. The proficiencies gained through diverse experiences prepare students, faculty and staff to personally and professionally thrive as global citizens.
- To increase the number of female faculty and staff members for equity reasons, and to promote diversity, preferences will be given to females for any future hiring in the academic/administrative leadership in case of having equally-qualified candidates.
- AU provides a fair and equitable workplace and offers all individuals full opportunity to develop their potential. Accordingly, AU will identify and eliminate any discriminatory barriers, and shall advance the interests of all individuals regardless of their differences to ensure that fair and equal opportunity is afforded to all who seek employment at the University.
- AU's success is built on a diverse, respectful and inclusive workplace. We seek employees who enhance our work environment, who are committed to upholding AU values and who believe a workplace should be welcoming and inclusive for everyone. We encourage diversity in our workforce because we understand that different backgrounds, abilities, and perspectives will help keep us innovative and dynamic.
- AU provides a fair and equitable learning environment and offers all students with full opportunity to develop their potential. Accordingly, AU will identify and eliminate any discriminatory barriers that interfere with learning opportunities in all colleges and at all levels throughout the University. Prospective applicants will be provided equitable opportunity on being selected regardless of their gender, ethnic, religious, educational, background. Both current and prospective students will receive equitable treatment in learning, practicing and training. AU is committed to supporting students in their learning environment in collaboration with its Student Success Centre, Counselling Unit, and Office of Scholarship & Financial Aid in accordance with the policies.
- AU embraces open, inclusive and equitable access to opportunities for learning and development as its obligation and goal. In this regard, AU promotes inclusive education - environment, curriculum, pedagogy, and assessment; and ensures that these are integrated into planning and delivering a meaningful, relevant, individualized, and accessible learning experience for all students. These efforts are supported by all Colleges and Offices at AU, including the Teaching and Learning Center and Student Success Center.

## **Roles and responsibility for policy and implementation**

The Chancellor of the University bears the ultimate responsibility for the creation, upkeep, and implementation of the Diversity, Equity, and Inclusion Policy. However, the AU Cabinet members,

Directors/Managers of various offices and Deans of Colleges, all bear a portion of the responsibility for the Policy's implementation and compliance. Ajman University will ensure full compliance and commitment to the philosophy that is outlined in this document.

## Reporting and recording adverse incidents

Ajman University (AU) strives to fulfil the needs of students, faculty and staff members and aims for the highest standards of excellence in all its activities. AU takes any legitimate student, faculty and staff complaints seriously in relation to its policies and procedures as well as the provision of services, and attempts to resolve them in a clear, transparent, and objective manner.

Any member of AU community, who has witnessed or has been the subject of DEI Policy violation, should report the incident pursuant to the Policies. All complaints and grievances shall be handled as per the AU Policies and Procedures Manual.

## Miscellaneous

This policy supersedes any other old related policies, procedures, minutes of meeting, manuals, handbooks, and bylaws.

---

### Document History

<i>Version</i>	<i>Date</i>	<i>Update Information</i>	<i>Author/ Reviewer</i>
V 1.0	07/10/2020	New policy on Diversity and Inclusion	The Cabinet
V 2.0	09/01/2023	The policy has been updated to reflect the additional component (Equity) of DEI and strengthen the overall policy.	Diversity, Equity and Inclusion Committee

