

سياسة المساواة والتنوع والشمول

Equality, Diversity and Inclusion Policy

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Policy preparation, Revision, & proofreading Team

Preparation	Revision	Proofreading
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Approval

Policy Owner	Quality Assurance and Accreditation Center Board	University President
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Equality, Diversity, and Inclusion Policy

Tafila Technical University is committed to promoting an inclusive and fair educational and work environment in which all members of society feel valued, respected, and empowered to achieve progress and success. To achieve this, diversity, equality and inclusion have become a priority for all global universities and educational institutions. They are the steps taken to build an institutional culture with inclusive, productive, and ambitious cadres that value all employees, elevate their status, and enable them to express their ideas to achieve common goals.

To ensure an inclusive and fair environment, the University prohibits discrimination based on age, sex, gender reassignment, disability, race, religion and belief, and refugee or asylum seeker status. This policy promotes a culture of respect, understanding, and support for all individuals, and builds a nurturing space for learning and personal growth.

To achieve this goal, the University has adopted eight 'protected characteristics' groups on which unfair treatment is prohibited. These groups are:

1. Age.
2. Gender.
3. Disability.
4. Religion or belief.
5. Race and nationality.
6. Pregnancy and maternity.
7. Refugee and asylum seekers.
8. Special treatment based on social or economic class.

It is prohibited at the University to discriminate, harass, or victimize students, staff, or visitors based on these seven characteristics, whether perceived or actual. Consequently, no person should be denied employment or educational opportunities because of race, religion, gender, disability, age, social class, or pregnancy and maternity.

A welcoming and inclusive environment will be created for all members of the University community by promoting equality of opportunity and respect for diversity.

Implementation:

The staff, the university's academic and administrative units, and other functional entities within the university will adopt the policy principles and guidelines. All members of the University community are responsible for implementing this policy, but it is ultimately the President of the University's responsibility to ensure its implementation. By allocating an adequate budget, setting up the necessary administrative infrastructure, and implementing a robust monitoring mechanism, the President will ensure that all rules and regulations are consistent with the policy.



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