



Equity and Diversity Policy – Version 2.0

Ref: UC/ P 685/2024

As approved by University Council Decision No. UC/2510/08/2023-24 of meeting No. UC/08/2023-24 held on Wednesday the 27th of March 2024.

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Ahlia University, as a higher education institution, is dedicated to upholding equity within its diverse community of students, faculty, and staff, in accordance with the United Nations Sustainable Development Goals. This commitment aligns with Goal 4, which focuses on quality education, Goal 5, which promotes gender equality, and Goal 10, which aims to reduce inequalities. The university ensures that all individuals within its community are treated fairly and respectfully, following the principles outlined below.

Diversity: Appreciation and acknowledgement of differences amongst the members of the university community that promote acceptance and belonging, regardless of factors that span age, color, disability, employment status, ethnic or national origins, language, family status, marital status, race, religious or spiritual belief, gender, socio-economic circumstances and taste.

Equity: A standard of treatment of people that involves reasonable efforts to ensure fairness in decisions impacting all members of the university community. However, equitable treatment does not necessarily mean equal treatment as a range of interests impacting all parties need to be balanced.

I. Equity and diversity among the student body:

Ahlia University believes that all students, regardless of color, race, gender, nationality, religion, and physical or learning disability, have the right to the best education. Admission to Ahlia University is selective based on prior academic achievement. The most qualified candidates -- regardless of race, color, gender, religion, nationality or disability -- will be selected to fill the

available places. In the course of student participation in the educational life at the university, academic and non-academic, Ahlia University is committed to a discrimination-free learning environment for all students based on principles of fairness and equity.

II. Equity and diversity among staff:

Ahlia University strives to treat its staff fairly by maintaining a healthy, safe and productive work environment which is free from discrimination based on any other factor that is unrelated to Ahlia legitimate interests. Ahlia University shall not tolerate any offensive, intimidating or inappropriate statements or behaviour undermining equity in the work environment. Harassment in all its manifestations is prohibited. Committed to applying an effective recruitment policy that is based on the principles of equity and fairness, and equal employment opportunity, Ahlia University shall ensure to identify, efficiently and effectively, the right candidates for vacancies in Ahlia and recruitment shall be based on qualifications, experience, and merit. Supervisors and managers are expected to ensure that work-related decisions regarding task allocation, compensation, performance evaluations, the administration of Ahlia benefits *et. al.* reflects principles of fairness and equity.

The University mandates that members of the University community pay heed to applicable codes of conduct as well as to the University's Anti-Harassment Policy.