



جامعة الإمام عبد الرحمن بن فيصل
IMAM ABDULRAHMAN BIN FAISAL UNIVERSITY
مستشفى الملك فهد الجامعي | King Fahd Hospital of the University

POLICY AND PROCEDURES

Date: 15.08.2019

Revision: 5

IAU-01-004

DEPARTMENT : ADMINISTRATION	
Effectivity: 20.08.2019	Supersedes: 4
Review Date: 25.08.2024	No. of Pages: 5

1. **TITLE: EQUALITY, DIVERSITY, AND INCLUSION STRATEGY**

2. **PURPOSE:**

Everyone on campus, including staff, contractors, students, invitees, and guests, is expected to treat one another with dignity and respect. This policy is intended to ensure that all members of our community are aware of their rights and responsibilities. It applies to everyone, regardless of gender, and includes employees, workers, contractors, students, invitees, and guests.

3. **POLICY:**

- 3.1. Imam Abdulrahman Bin Faisal University (IAU) is dedicated to creating an inclusive and diverse community that is open to all who have the potential to benefit from membership and ensures equality of opportunity for all of its members. It encourages positive relationships between people who share relevant protected characteristics and those who do not.
- 3.2. We demand that everyone associated with our campus be treated with dignity and respect, including students, visitors, invitees, and employees. We do not tolerate bullying, harassment, or discrimination. We will take action and scale it appropriately to the situation if we have zero tolerance.
- 3.3. We are dedicated to upholding our responsibilities under the University Act, which prohibits the university from acting in a legally prohibited manner based on age, disability, gender, marriage and civil partnerships, pregnancy and motherhood, race, religion, or belief. The University will always act legally, and as part of that, the University may provide assistance to those who have certain protected characteristics, such as disability.
- 3.4. The University shall develop policies, practices, and processes outlining expected standards of behavior and any additional qualities, other than those required by law, for those to whom protection is extended, such as social background and refugee status. This exists in addition to its legal requirements.

5. **PROCEDURE:**

- 5.1 **People:** Through inclusive policies and processes that put people at the center and by modeling behaviors that 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, we will support an inclusive working environment that recognizes and maximizes the contributions of every member of the University.
- 5.2 The ability to co-create curricula that are relevant, accommodating, and inclusive, offer a wide range of learning opportunities, are adaptable, responsive to current



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issues and emerging challenges, and are created to meet the needs, interests, learning preferences, aspirations, and backgrounds of our student body will be a skill that we will support faculty and students in developing.

- 5.3 **Communities:** We will create living and learning communities to give students and educators a sense of empowerment, resiliency, belonging, and inclusiveness.
- 5.4 **Information for Employees, Workers, Contractors, Students, Invitees, and Visitors:** Our Approach to Bullying and Harassment Is One of Zero Tolerance explains how the University reacts to claims of harassment, bullying, hate crimes, or violence.
- 5.5 Reports of incidents involving harassment, bullying, sexual assault, or hatred If we learn of a case of harassment, bullying, sexual assault, or other hate crime, we will assist the victims and do all in our ability to stop the conduct. Anyone who works for us, works for one of our contractors, is a student, is invited to one of our campuses, or otherwise comes into contact with inappropriate behavior is encouraged to report it via our Report and Support system. You have two options for doing this: either go about it anonymously or ask to talk with an advisor. When an informal approach of managing harassment or bullying has failed or the matter is so serious, employees, workers, contractors, students, invitees, or guests can use our Complaints of Harassment or Bullying system to make a complaint.
- 5.6 Academic independence, freedom of expression, and inclusivity are values that are important to us as a university. Academic freedom is a crucial component of academic and university life and thrives in environments that value and tolerate a diversity of opinions. Everybody also has the legal right to express themselves freely. We must utilize our freedoms responsibly, respectfully, and with due regard for the values we share as a community in accordance with both our legal obligations and commitment to inclusion. This means that neither academic freedom nor the right to free speech can be invoked as justification for bullying, harassing, or inciting hatred against an individual or a group.
- 5.7 Our Policy on Academic Freedom and Freedom of Speech reaffirms our commitment to promoting academic freedom, freedom of expression, and legal inclusion, and our founding charter also enshrines academic freedom in the law.

6. RESPONSIBILITIES:

- 6.1. Our Council is the University's governing body, and it is responsible for ensuring that the University complies with the requirements of the University Act. Council receives an annual Equality, Diversity, and Inclusion report that includes information on how we are meeting our legislative obligations and making progress toward our Equality Objectives.



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- 6.2. It is the responsibility of the university President, assisted by the senior management team, to ensure that this policy is effectively implemented.
- 6.3. The Deanship of Quality and Academic Accreditation is in charge of monitoring, reviewing, and making policy recommendations regarding equality, diversity, and inclusion.
- 6.4. Every member of our community is responsible for adhering to this policy, challenging inappropriate behavior in an appropriate manner if they feel able to do so, and reporting any behavior that violates this policy.

7. DISTRIBUTION:

- 7.1 All Deanships
- 7.2 All Administrative departments and units.
- 7.3 Signed original copy is maintained in IAU Documents Control Unit
- 7.4 Available in the IAU website

Approved by:

Date Signed:

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Dr. Ahmed Al Kuwaiti
Director, Deanship of Quality and Academic Accreditation



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REVIEW/REVISION DATE	REVISION	NUMBER	SUMMARY OF CHANGES	NAME OF PROPONENT



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