Anti-Discrimination Policy

Last Updated November 6th, 2021

Scope:

This policy applies to everyone at Jadara University students, faculty, staff, contractors, and visitors. It covers all aspects of university life, including admissions, jobs, academic programs, and campus activities.

Goals:

The goals are:

1. Promote Inclusivity: To create an e-nvironment where everyone feels respected, valued, and included no matter their background, identity, or characteristics.

2. Prevent Discrimination: To stop discrimination based on race, color, religion, sex, gender identity, disability, age, national origin, or any other protected status.

3. Educate and Raise Awareness: To teach the community about differences and encourage a culture of understanding and empathy.

Implementation:

1. Prohibited Conduct of Discrimination, and retaliation are strictly forbidden. Any kind of bias, prejudice, or exclusionary behavior is unacceptable.

2. Reporting and Complaint Process If you experience or witness discrimination, please report it as soon as possible. The university will thoroughly investigate any complaints and take appropriate action.

3. Accommodations, Jadara University provides reasonable accommodation for individuals with disabilities. If you need any accommodation, please reach out to the appropriate office.

4. Training and Awareness, the university will regularly hold training sessions to raise awareness about discrimination and promote a respectful environment. Faculty, staff, and students will receive education on cultural competence and sensitivity.

5. Affirmative Action, Jadara University is committed to affirmative action and equal opportunity. We will make efforts to increase diversity in recruitment, hiring, and admissions.

Assessment & Policy Review:

The Data in this policy is to be assessed and evaluated every 3 years by Stakeholders, mainly **the University Board**, **Sustainability Committee, Ethical Compliance Committee** and **Legal Consultant.** Any updates on policy must be approved and shared electronically with staff and students via the Sustainable Development page on Jadara's Website (http://www.jadara.edu.jo/main.php?type=mod_gmetric) as well as emails.