

Equality, Diversity, and Inclusivity Policy

Appendix (Contacts) Pages 4 & 5

Last Updated November 2024

Scope:

Jadara University strives to create a diverse, inclusive, and fair campus. By following this policy, we aim to foster a harmonious and respectful environment for everyone.

This policy applies to all members of the Jadara University community such as students, faculty, staff, contractors, and visitors. It covers all aspects of university life, promoting fairness, respect, and equal opportunities for all.

Goals:

The goals are:

1. Equality & Equity:

Ensuring equal access to opportunities, resources, and benefits for all individuals.

2. Inclusivity:

To cultivate a welcoming environment where everyone feels appreciated, respected, and included regardless of their background or identity.

3. Diversity:

Raising awareness about diversity, addressing biases, and promoting cultural understanding.

Implementation:

1. Prohibited Discrimination

Jadara University has policies to prevent discrimination:

- Gender: They don't allow unfair treatment based on gender, including transgender and non-binary identities.
- Age: Age also cannot be used to discriminate.
- Marital Status & Maternity: The university also prohibits discrimination related to marriage status or pregnancy.
- Religion: All religions are respected, and no one is treated unfairly because of their faith.
- Nationality: People of all nationalities are treated equally.
- Color: Discrimination based on skin color or race is strictly forbidden.
- Disability: The university provides reasonable accommodation for individuals with disabilities.
- Refugees: Refugees are welcomed and supported within the university community.

2. Action

The university makes efforts to increase diversity in recruitment, hiring, and admissions. Scholarships and financial aid are available to support underrepresented groups.

3. Training and Awareness

The university will hold regular training sessions to educate the community about diversity, equality, and inclusion. These sessions will emphasize the importance of respectful behavior and cultural understanding.

4. Support Services

The university offers counseling, mentoring, and support networks to assist marginalized groups. Mental health resources are available to all students and staff at the clinic of Jadara Campus.

5. Breach of the policy

The University will take very seriously breaches of the Equality, Diversity, and Inclusivity Policy by anyone within the scope of this policy. Any breaches will be investigated with the intent of resolving such matters. Where appropriate, such instances may be considered under the relevant disciplinary policy for staff or students. Complaint online tool is provided for all (staff, student, or others). EDI Committee (Deanship of Students Affair) for students is responsible for handling and solving complaints. The HR Department is responsible for helping staff in such matters. The whistle-blowing procedure allows anyone to disclose malpractice, impropriety, or wrongdoing in good faith and without malice, and without fear from reprisal, located in building A. More info about all the above procedures are found in Appendix on pages 4 & 5.

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, EDI Support Committee, HR & 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.

See Appendix (contacts) on page 4 & 5 for more info.



Appendix (Contacts)

For Students

Contact	Who	How
EDI Team-Student Affairs	We oversee equality, diversity, inclusivity, health and wellbeing at Jadara Campus. We help in interventions and policies, and consultation.	Location: Arena Building-Campus Main Gate Email: mjedaiah@jadara.edu.jo
Student Report Online Tool	Report inappropriate behavior including bullying, harassment, victimization, hate or discrimination, and get support	Link: http://www.jadara.edu.jo/eng/complaint.php?type=mod_complaint
Whistle-Blowing	Publicly disclose malpractice, impropriety, or wrongdoing in good faith and without malice, and without fear of reprisal.	Complaints and Suggestion <u>Box</u> is located at the main entrance of <u>building A</u> .

For Staff /Visitors /Partners

Contact	Who	How
HR Department	We oversee equality, diversity, inclusivity, health and wellbeing at Jadara Campus. We help in interventions and policies, and consultation.	Location: Building A - Level 2 Tel: +962 2 7201222 Email: ahmad.ma@jadara.edu.jo OR hr@jadara.edu.jo
Complaint Online Tool	Report inappropriate behavior including bullying, harassment, victimization, hate or discrimination, and get support.	Link: http://www.jadara.edu.jo/eng/main.php?type=mod_stfportal
Whistle-Blowing	Publicly disclose malpractice, impropriety, or wrongdoing in good faith and without malice, and without fear.	Complaints and Suggestion <u>Box</u> is located at the main entrance of <u>building A</u> .