



# SDG 10: Reduced Inequalities



University is committed to reducing inequalities by offering comprehensive support to diverse groups, including individuals with disabilities. The university actively promotes the inclusion of people with disabilities in all aspects of university life by providing accessible facilities, tailored services, and modern technologies designed to facilitate their full participation and integration within the campus community.

### 10.1 Research on reduced inequalities

University of Tabuk actively contributes to the achievement of SDG 10: Reduced Inequalities through impactful research addressing inequality in education and support for vulnerable groups. The university's research output focuses on reducing disparities and promoting inclusion, with notable publications such as:

- **Al Atawi, R., Abu Zahra, S., Alnusiri, A., Nassar, Y., Khayat, D. and Alharbi, A., 2024.** Empowering little learners: revolutionizing distance learning DL for Tabuk Region kindergarten students with disabilities. *Early Years*, pp.1-14.
- **Almadhor, A., Abbas, S., Sampedro, G.A., Alsubai, S., Ojo, S., Al Hejaili, A. and Strazovska, L., 2024.** Multi-class Adaptive Active Learning for Predicting Student Anxiety. **IEEE Access**.
- **Aalatawi, R., 2023.** Teachers' Perceptions of the Barriers to Inclusive Education of Kindergarten Students with Disabilities in Saudi Arabia. *International Journal of Learning, Teaching and Educational Research*, 22(2), pp.338-357.

These studies exemplify the university's commitment to addressing inequalities by advancing research on inclusive education, mental health, and support for individuals with disabilities

### 10.6 Measures against discrimination

#### 10.6.1 Non-discriminatory admissions policy

The University of Tabuk maintains transparent and well-publicized admission policies that promote equal opportunities for all applicants.

These policies and admission criteria are reviewed and updated annually to ensure fairness and inclusivity, with the latest information readily available on the university's official website

#### Deanship of Admission and Registration

<https://www.ut.edu.sa/ar/Deanship/dar/Pages/default.aspx>

<https://www.ut.edu.sa/ar/Deanship/dar/Pages/NewsDetails.aspx?NewsID=6>

#### 10.6.2 Access to university track underrepresented groups applications

The University of Tabuk tracks the applications and admissions of underrepresented groups, including ethnic minorities, low-income students, and disabled students, as part of their commitment to inclusivity and diversity.

**Ethnic Minorities:** The university monitors the ethnic background of applicants and admitted students.

**Low-Income Students:** Financial aid applications and other socioeconomic indicators are used to track students from low-income backgrounds.

**Disabled Students:** Information on students with disabilities is collected through admissions and support services.

This tracking helps the university identify underrepresented groups and develop support systems to enhance their academic success and campus experience. All relevant information is reported in the university's annual report.

#### University of Tabuk Annual Reports

<https://www.ut.edu.sa/ar/administration/UniversityDirector/Office-Strategy-and-Institutional-Excellence/Pages/%D8%A7%D9%84%D8%AA%D9%82%D8%B1%D9%8A%D8%B1-%D8%A7%D9%84%D8%B3%D9%86%D9%88%D9%8A.aspx>

### 10.6.3 Access to university underrepresented

The university has developed a plan of action to recruit students, staff, and faculty from underrepresented groups

#### For students:

- **Disabled Students:**  
[https://x.com/dsa\\_ut/status/1752735663995142249?s=48](https://x.com/dsa_ut/status/1752735663995142249?s=48)  
[https://x.com/dsa\\_ut/status/1730558829111238839?s=12](https://x.com/dsa_ut/status/1730558829111238839?s=12)  
[https://x.com/dsa\\_ut/status/1730558838766457148?s=48](https://x.com/dsa_ut/status/1730558838766457148?s=48)  
[https://x.com/dsa\\_ut/status/1730558850040811780?s=12](https://x.com/dsa_ut/status/1730558850040811780?s=12)  
[https://x.com/dsa\\_ut/status/1730558815668523350?s=48](https://x.com/dsa_ut/status/1730558815668523350?s=48)
- **Scholarships and financial aid:** The University offer scholarships specifically for students from underrepresented backgrounds and ensure that financial aid resources are accessible and well-publicized (The university of Tabuk annal report 17, page 106).
- <https://www.ut.edu.sa/ar/administration/UniversityDirector/Office-Strategy-and-Institutional-Excellence/Pages/%D8%A7%D9%84%D8%AA%D9%82%D8%B1%D9%8A%D8%B1-%D8%A7%D9%84%D8%B3%D9%86%D9%88%D9%8A.aspx>
- **The Employment Forum:**  
[https://x.com/U\\_Tabuk/status/1621178931247202309](https://x.com/U_Tabuk/status/1621178931247202309)  
[https://x.com/U\\_Tabuk/status/1620449225900462080](https://x.com/U_Tabuk/status/1620449225900462080)  
<https://www.spa.gov.sa/w1847822>

#### For Staff:

- **Inclusive Job Descriptions:** job descriptions that emphasize a commitment to diversity and inclusivity, and ensure they are posted on platforms frequented by diverse job seekers.  
[https://x.com/UT\\_DGS/status/1765721605412426226](https://x.com/UT_DGS/status/1765721605412426226)  
[https://x.com/UT\\_DGS/status/1756759240155271396](https://x.com/UT_DGS/status/1756759240155271396)  
[https://x.com/UT\\_DGS/status/1750475802888597555](https://x.com/UT_DGS/status/1750475802888597555)  
[https://x.com/UT\\_DGS/status/1742565561735737466](https://x.com/UT_DGS/status/1742565561735737466)

#### For Faculty:

- **Faculty Development Programs:** Offer programs that support the career development of faculty from underrepresented backgrounds  
[https://x.com/event\\_ut/status/1739710863873851761?s=48](https://x.com/event_ut/status/1739710863873851761?s=48)

### 10.6.4 Anti-discrimination policy

The University of Tabuk is dedicated to implementing policies that prohibit discrimination in the workplace, aligning with the bylaws and regulations set forth by the Ministry of Human Resources and Social Development, as outlined in the Guide Manual to Business Ethics.

#### General Directorate of Human Resources

<https://www.ut.edu.sa/ar/Deanship/human-resource/Pages/default.aspx>

#### Guide Manual to Business Ethics.

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/Guide%20Manual.pdf>

### 10.6.5 University diversity officer

The university actively supports diversity and equality among students, staff, and faculty members through the Deanship of Student Affairs and the General Directorate of Human Resources. These entities are responsible for advising on and implementing policies and programs that promote diversity, equity and inclusion on campus

#### Deanship of Student Affairs (Guidance and Student Rights Unit): See the Student Affairs Services Guide, page 14

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Documents/DSA%D8%AF%D9%84%D9%8A%D9%84%20%D8%AE%D8%AF%D9%85%D8%A7%D8%AA%20%D8%A7%D9%84%D8%B7%D8%A7%D9%84%D8%A8.pdf>

## General Directorate of Human Resources

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%AE%D8%AF%D9%85%D8%A9%20%D8%AA%D9%88%D8%A7%D8%B5%D9%84.jpg>

### 10.6.6 Support for underrepresented groups

The University of Tabuk offers mentoring, counseling, and peer support programs designed to assist students, staff, and faculty from underrepresented groups.

#### For Students:

##### Peer Mentorship Programs:

[https://x.com/ut\\_elearning/status/1721634609299919211?s=48](https://x.com/ut_elearning/status/1721634609299919211?s=48)

[https://x.com/ut\\_elearning/status/1466792379386580993?s=12](https://x.com/ut_elearning/status/1466792379386580993?s=12)

[https://x.com/itcommunity\\_ut/status/1785279170458648801?s=48](https://x.com/itcommunity_ut/status/1785279170458648801?s=48)

<https://x.com/ptsquad24/status/1783112596104659329?s=48>

[https://x.com/u\\_tabuk/status/1764973396566192349?s=12](https://x.com/u_tabuk/status/1764973396566192349?s=12)

[https://x.com/ut\\_elearning/status/1750236148683710625?s=48](https://x.com/ut_elearning/status/1750236148683710625?s=48)

[https://x.com/ut\\_elearning/status/1722009324736647397?s=12](https://x.com/ut_elearning/status/1722009324736647397?s=12)

[https://x.com/ut\\_elearning/status/1700099194571096155?s=12](https://x.com/ut_elearning/status/1700099194571096155?s=12)

#### For Staff/Faculty:

##### Research and Academic Mentorship:

[https://x.com/u\\_tabuk/status/1709658562425700752?s=48](https://x.com/u_tabuk/status/1709658562425700752?s=48)



### 10.6.7 Accessible facilities

The University of Tabuk is committed to creating an inclusive environment by providing accessible facilities for individuals with disabilities throughout the campus. Key features include ramps and elevators that enhance mobility within buildings, as well as accessible restrooms designed to meet the needs of all users. The university also offers assistive technology to promote learning and accessibility, while clearly marked and well-maintained pathways ensure safe navigation across the campus. Additionally, to further enhance convenience, the university provides designated parking

permits for individuals with disabilities, ensuring accessible parking options are available

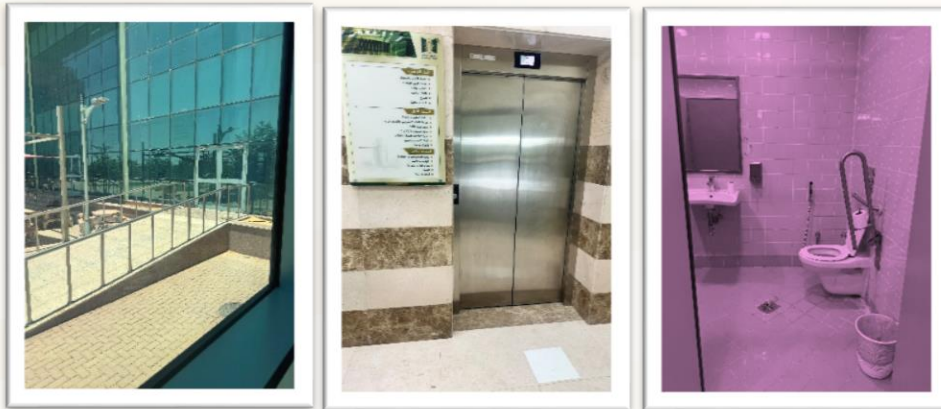
#### For Buildings:

##### ▪ Ramps and Elevators:

At the University of Tabuk, ramps are being installed at building entrances, and all floors are accessible via elevators equipped with braille buttons and auditory signals

##### ▪ Accessible Restrooms:

Restrooms designed with wider stalls, grab bars, lower sinks, and automatic doors.



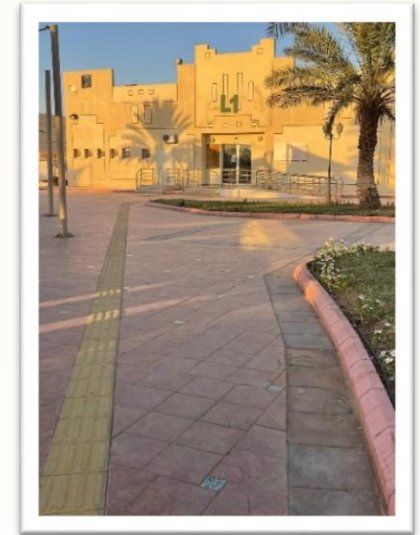
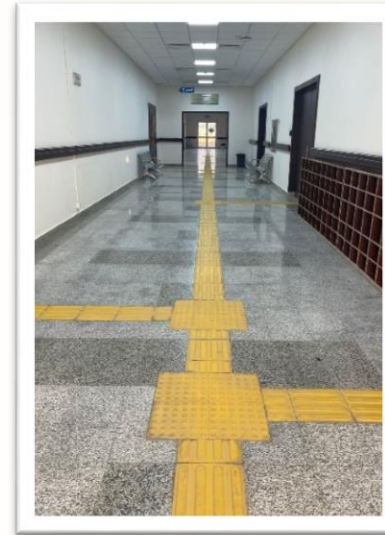
#### Assistive Technology:

Example: Providing screen readers, magnification software, and hearing loops in classrooms and libraries (see page 24)

<https://www.ut.edu.sa/ar/Deanship/student-affairs/unit-people-disabilities/Documents/%D8%AF%D9%84%D9%8A%D9%84%20%D9%88%D8%AD%D8%AF%D8%A9%20%D8%B0%D9%88%D9%8A%20%D8%A7%D9%84%D8%A7%D8%B9%D8%A7%D9%82%D8%A9.pdf>

#### Accessible Pathways:

There are smooth, wide, and non-slip pathways with tactile paving for individuals with visual impairments.



#### For Transportation:

##### Parking Permits for People with Disabilities:

<https://www.ut.edu.sa/ar/E-Services/Pages/Services34.aspx>

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Documents/%D9%86%D8%B8%D8%A7%D9%85%20%D8%AD%D8%AC%D8%B2%20%D8%A7%D9%84%D9%85%D9%88%D8%A7%D9%82%D9%81.pdf>



### 10.6.8 Disability support services

The university provides many services to people with disabilities, including support services. Please refer to the People with Disabilities Unit Manual and check out an introductory video about the Disability Unit's services

<https://www.ut.edu.sa/ar/Deanship/student-affairs/unit-people-disabilities/Documents/%D8%AF%D9%84%D9%8A%D9%84%20%D9%88%D8%AD%D8%AF%D8%A9%20%D8%B0%D9%88%D9%8A%20%D8%A7%D9%84%D8%A7%D8%B9%D8%A7%D9%82%D8%A9.pdf>

### Sports facilities

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[https://x.com/dsa\\_ut/status/1767134634503008540?s=12](https://x.com/dsa_ut/status/1767134634503008540?s=12)

[https://x.com/dsa\\_ut/status/1465762794519896068?s=12](https://x.com/dsa_ut/status/1465762794519896068?s=12)

### 10.6.9 Disability access scheme

The university offers a variety of services tailored to support students with disabilities, including mentoring programs. For more

information, please refer to the People with Disabilities Unit Manual and watch the introductory video that highlights the services provided by the Disability Unit.

<https://www.ut.edu.sa/ar/Deanship/student-affairs/unit-people-disabilities/Documents/%D8%AF%D9%84%D9%8A%D9%84%20%D9%88%D8%AD%D8%AF%D8%A9%20%D8%B0%D9%88%D9%8A%20%D8%A7%D9%84%D8%A7%D8%B9%D8%A7%D9%82%D8%A9.pdf>

### 10.6.10 Disability accommodation policy

The University of Tabuk complies with the Statute for University Student Funds issued by the Universities Affairs Council. The criteria for accessing financial aid, including provisions for students with disabilities, are clearly outlined and available on the university's website.

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Pages/%D8%AE%D8%AF%D9%85%D8%A7%D8%AA-%D8%A5%D8%AF%D8%A7%D8%B1%D8%A9-%D8%A7%D9%84%D8%B5%D9%86%D8%AF%D9%88%D9%82-%D8%A7%D9%84%D8%B7%D9%84%D8%A7%D8%A8%D9%8A.aspx>

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Documents/%D8%A7%D9%84%D9%84%D8%A7%D9%8A%D9%94%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%B8%D9%85%D8%A9.pdf>

<https://www.ut.edu.sa/ar/Deanship/student-affairs/unit-people-disabilities/Documents/%D8%AF%D9%84%D9%8A%D9%84%20%D9%88%D8%AD%D8%AF%D8%A9%20%D8%B0%D9%88%D9%8A%20%D8%A7%D9%84%D8%A7%D8%B9%D8%A7%D9%82%D8%A9.pdf>

### 10.6.11 Anti-harassment policy

The University of Tabuk has implemented an anti-harassment policy that applies to the institution and all its operations

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%B3%D9%8A%D8%A7%D8%B3%D8%A7%D8%AA%20%D9%85%D9%83%D8%A7%D9%81%D8%AD%D8%A9%20%D8%AC%D8%B1%D9%8A%D9%85%D8%A9%20%D8%A7%D9%84%D8%AA%D8%AD%D8%B1%D8%B4%20.pdf>