

# Equality, Diversity, and Inclusion Policy

Tabuk University is committed to fostering an environment that promotes equality, diversity, and inclusion (EDI) across all aspects of its operations. This policy outlines our commitment to upholding these principles and ensuring that they are embedded in all our activities, practices, and decision-making processes.

▪ **Equality:**

Tabuk University recognizes the inherent worth and dignity of all individuals, irrespective of their race, ethnicity, religion, gender, age, disability, sexual orientation, or socioeconomic background. We are committed to promoting equality of opportunity and treatment for all members of our university community, including students, staff, faculty, and visitors.

▪ **Diversity:**

We celebrate and embrace diversity in all its forms, recognizing that a diverse university community enriches the educational experience and contributes to the development of a vibrant and inclusive campus culture. Tabuk University is dedicated to creating an environment where individuals from diverse backgrounds feel valued, respected, and included.

▪ **Inclusion:**

Tabuk University is committed to fostering an inclusive environment where everyone feels a sense of belonging and has the opportunity to thrive academically, professionally, and personally. We strive to create a culture of mutual respect, open dialogue, and collaboration, where different perspectives are valued and embraced.

**Policy Objectives:**

- To promote equality of opportunity and treatment for all members of the university community.
- To eliminate discrimination, harassment, and prejudice in all its forms.

- To actively recruit, retain, and support individuals from underrepresented and marginalized groups.
- To create an inclusive learning and working environment that respects and values diversity.
- To provide appropriate support and accommodations for individuals with disabilities.
- To raise awareness and promote understanding of equality, diversity, and inclusion among all members of the university community.
- To regularly review and evaluate the effectiveness of our EDI policies and practices and make necessary improvements.

**Responsibilities:**

- **University Leadership:** The university leadership is responsible for setting the strategic direction and priorities related to equality, diversity, and inclusion and ensuring that they are integrated into all aspects of university life.
- **Managers and Supervisors:** Managers and supervisors are responsible for promoting equality, diversity, and inclusion within their areas of responsibility, including recruitment, selection, performance management, and career development.
- **Faculty and Staff:** Faculty and staff are expected to treat all members of the university community with respect and dignity, contribute to creating an inclusive environment, and participate in relevant training and development opportunities.
- **Students:** Students are expected to adhere to the principles of equality, diversity, and inclusion, respect the rights and dignity of others, and actively contribute to creating an inclusive campus culture.

**Implementation and Review:**

This policy shall be implemented and reviewed regularly to ensure its effectiveness and relevance. Any updates or revisions to the policy shall be communicated to all members of the university community.

**Compliance:**

Failure to comply with this policy may result in disciplinary action in accordance with university policies and procedures.

**Conclusion:**

Tabuk University is committed to promoting equality, diversity, and inclusion and creating an environment where all members of the university community can thrive and succeed. By working together and upholding these principles, we can build a stronger, more inclusive university community for the benefit of all.