

Equity and diversity policy of Ahlia University

As a higher educational institution Ahlia University is committed to maintain equity amongst its diverse community of students, faculty and staff. The University ensures that all members of the university community are treated equitably and with respect in accordance with the following definitions:

Diversity: Appreciation and acknowledgement of differences amongst the members of the university community that promote acceptance and belonging, regardless of factors that span age, color, disability, employment status, ethnic or national origins, language, family status, marital status, race, religious or spiritual belief, gender, socio-economic circumstances and taste.

Equity: A standard of treatment of people that involves reasonable efforts to ensure fairness in decisions impacting all members of the university community. However, equitable treatment does not necessary mean equal treatment as a range of interests impacting all parties need be balanced.

I. Equity and diversity among the student body is as follows:

Ahlia University believes that all students, regardless of color, race, religion, and physical or learning disability, have the right to the best education. Admission to Ahlia University is selective based on prior academic achievement. The most qualified candidates -- regardless of race, color, gender, religion, nationality, sect or disability -- will be selected to fill the available places. In the course of student participation in the educational life at the university, academic

and non-academic, Ahlia University is committed to a discrimination-free learning environment for all students -- regardless of race, color, gender, religion, nationality, sect or disability -- . based on principles of fairness and equity.

II. Equity and diversity among staff is as follows:

Ahlia strives to treat its staff fairly by maintaining a healthy, safe and productive work environment which is free from discrimination based on any other factor that is unrelated to Ahlia legitimate interests. Ahlia shall not tolerate any offensive, intimidating or inappropriate statements or behavior undermining equity in the work environment. Harassment in all its manifestations is prohibited. Committed to applying an effective recruitment policy that is based on the principles of equity and fairness, and equal employment opportunity, Ahlia shall ensure to identify, efficiently and effectively, the right candidates for vacancies in Ahlia and recruitment shall be based on qualifications, experience, and merit. Supervisors and managers are expected to ensure that work-related decisions regarding task allocation, compensation, performance evaluations, the administration of Ahlia benefits *et. al.* reflect principles of fairness and equity.

The University mandates that members of the University community pay heed to applicable codes of conduct as well as to the University's Anti-Harassment Policy.