



The Hashemite University (HU)	
Policy Management System	
سياسة الشمولية لأنشطة الجامعة	
Policy Code:	HU0402
Policy Name:	سياسة الشمولية لأنشطة الجامعة
Handler:	رئيس الجامعة الهاشمية
Issuing Authority:	كلية العلوم التربوية
Approved by:	تمت الموافقة عليها من قبل: مجلس العمداء بناءً على إطار التنمية المستدامة لعام 2022 (المرجع: 2202761/10/13/16)
Revision cycle:	7-5 سنوات

Policy Statement:

- **PS1:** The Hashemite University strictly prohibits any form of discrimination or harassment based on ethnicity, religion, disability, immigration status, or gender in all university-related activities. The University takes measures to prevent and address discrimination, harassment, and violence to guarantee a safe and non-threatening learning environment.
- **PS2:** The University prioritizes the design and construction of inclusive educational facilities that meet the diverse needs of individuals with disabilities and incorporate gender-sensitive features. Existing educational facilities are regularly assessed and upgraded to align with accessibility and inclusivity standards, addressing issues related to gender sensitivity and disability accommodation.
- **PS3:** The Hashemite University is committed to providing comprehensive accessibility services and reasonable accommodations to ensure that all students with disabilities can fully participate in all university activities.
- **PS4:** The Hashemite University encourages the development of an inclusive curriculum that reflects its commitment to diversity and inclusivity.
- **PS5:** The university is committed to complying with international human rights and inclusive education-related legislation and standards.
- **PS6:** The university promotes multicultural activities and initiatives for faculty, staff, and students to raise awareness and foster an inclusive and respectful environment for individuals from diverse backgrounds within the academic community.
- **PS7:** The university offers an international admission program that allows international students to enroll at the university.
- **PS8:** The university seeks to make educational facilities equipped with advanced educational technologies, and appropriate teaching aids that meet the needs of students with disabilities.
- **PS9:** The university is committed to creating a learning environment free from violence and bullying. Violence should be addressed, and everyone should feel safe within educational facilities.

- **PS10:** The University is committed to ensuring equal access to all levels of education and vocational training for vulnerable groups, including persons with disabilities.

Background and Justification

- Hashemite University is committed to providing high-quality education, fostering research and innovation, encouraging critical thinking and creativity, promoting diversity and inclusion, and forging links within society for social service. The University plays a crucial role in realizing this vision and achieving progress in societies and the world at large.
- Hashemite University recognizes that education is the foundation for societal development and progress. The University is a vibrant environment for cultural, economic, and social progress, playing a prominent role in building communities and improving the quality of life. The University endeavors to nurture knowledge and skills in its students. It provides a unique opportunity for them to develop in a diverse range of disciplines, thereby fostering critical thinking, and problem-solving abilities, and refining their communication and research skills. These essential skills enable graduates to achieve success in many professional fields.
- The university contributes to providing a qualified and specialized workforce for the labor market. University graduates improve employment opportunities and augment income, thereby aiding the economic development of nations. In addition, university research and innovation can support the growth of different industries and economic sectors and promote cultural and social diversity by attracting students from different cultures and backgrounds. This fosters the uniqueness of individuals and the exchange of knowledge and ideas, thereby promoting global understanding and cooperation.
- The Hashemite University is committed to fostering an inclusive and accessible environment that respects the dignity and rights of all individuals, irrespective of their ethnicity, religion, disability, immigration status, or gender. This policy

embodies the principles of equality, non-discrimination, and inclusivity in all university activities, programs, and services.

Scope and Purpose

- This policy applies to all university community members, including students, faculty, staff, and visitors, and encompasses all university activities, events, programs, and facilities.
- This policy aims to establish clear guidelines to ensure that educational facilities and the learning environment within the University are accessible, safe, and welcoming for individuals of all genders and abilities, to promote respectful interaction, equity, and diversity.

Definitions

- *Discrimination*: Refers to the unfair and unequal treatment of all individuals, based on their ethnicity, religion, disability, immigration status, or gender.
- *Accessibility services*: Refers to the accommodations and support provided to individuals with disabilities to ensure their full and equal participation in university activities.
- *Inclusive curriculum*: Refers to educational materials and practices that embrace diversity, equity, and inclusion, representing a wide range of cultural, social, and historical perspectives.

Responsibilities

To implement this policy effectively, the following actions shall be taken:

- Disseminate this policy to all university members.
- Effective implementation of this policy by the university administration, in collaboration with relevant departments and committees.
- Regular assessments, audits, and feedback mechanisms to monitor and improve the university's adherence to principles of equity, accessibility, and inclusion.

- Review and revision of the policy to ensure it remains aligned with the values of Hashemite University and to accommodate any changes in the needs of the university community and the broader societal context.

Procedures for Handling Policy Violation

- Any individual who experiences or witnesses a violation of this policy should report the incident to the designated university authorities or the office responsible for handling discrimination and harassment complaints.
- Upon receiving a report, the university will promptly initiate an investigation, ensuring confidentiality and impartiality throughout the process.
- If a policy violation is confirmed, appropriate disciplinary actions will be taken, which may include counseling, education, reprimand, or, depending on the severity, suspension, or dismissal by the university's disciplinary procedures.
- Individuals who disagree with the findings of the investigation may file an appeal following the university's established appeals process, ensuring a fair and transparent review of the case.