



The Hashemite University (HU)	
Policy Management System	
Equality, Diversity and Inclusion (EDI)	
Policy Code:	HU0803
Policy Name:	Equality, Diversity and Inclusion Policy
Handler:	The Hashemite University President
Issuing Authority:	Faculty of Arts
Approved by:	The Dean's Council based on the 2022 Sustainable Development Framework (Ref. 16/13/10/2202761)
Date of Approval:	(5-7) years

1. Policy Statement

The Hashemite University is committed to fostering an inclusive, respectful, and equitable academic environment where all individuals are treated with dignity, fairness, and respect. The University recognizes that diversity strengthens academic excellence, innovation, and community engagement.

In line with international higher-education standards, the University promotes equality of opportunity and prohibits discrimination, harassment, or unfair treatment in all institutional activities, including education, employment, research, and access to services and facilities. Universities worldwide adopt similar commitments to ensure fair treatment and equal opportunities for all members of their communities.

The University strives to create a campus culture that values diversity, promotes mutual understanding, and ensures that all members of the university community can participate fully in academic and social life.

2. Purpose

The purpose of this policy is to:

- Promote equality, diversity, and inclusion across all university activities.
- Ensure fair and equal access to education, employment, and institutional resources.
- Prevent discrimination, harassment, and exclusion within the university community.
- Establish clear institutional responsibilities to support an inclusive academic environment.

This policy supports the University's broader mission of promoting social responsibility, academic excellence, and sustainable development.

3. Scope

This policy applies to all members of the University community, including:

- Academic staff
- Administrative and professional staff
- Undergraduate and postgraduate students
- Researchers and visiting scholars
- Contractors and external partners
- Visitors participating in university activities

The policy covers all university functions, including:

- Admissions and student services
- Recruitment and employment practices
- Teaching, learning and research activities
- Promotion, training and professional development
- Access to university facilities and resources
- Community engagement initiatives

Universities internationally adopt similar policy scopes to ensure equality principles apply across all institutional operations.

4. Equality and Non-Discrimination

The Hashemite University is committed to ensuring that no individual is disadvantaged, excluded, or treated unfairly on the basis of personal characteristics.

Discrimination or harassment based on the following characteristics is prohibited:

- Age
- Gender
- Disability
- Race or ethnic origin
- Religion or belief
- Nationality or socio-economic background
- Marital or family status
- Pregnancy and maternity
- Refugee or asylum seeker status

Higher-education institutions worldwide include similar protected characteristics in their equality policies to ensure fair treatment and compliance with international equality frameworks.

5. Institutional Commitments

To uphold this policy, the University commits to:

- Promoting equal opportunities in recruitment, employment, and academic advancement.
- Ensuring fair and transparent student admission procedures.
- Providing accessible facilities and reasonable accommodations for individuals with disabilities.
- Supporting maternity and family-related needs of staff and students.

- Encouraging participation from individuals of diverse cultural, social, and national backgrounds.
- Supporting vulnerable groups, including displaced persons and refugees.
- Integrating equality and inclusion considerations into institutional strategies, programmes, and policies.

Universities internationally emphasize similar commitments to eliminate discrimination and advance equality of opportunity across teaching, research, and employment practices.

6. Responsibilities

Promoting equality, diversity, and inclusion is a shared responsibility across the University.

University Leadership

University leadership is responsible for ensuring that institutional policies, strategies, and decisions reflect the principles of equality and inclusion.

Academic and Administrative Units

Faculties, departments, and administrative units must implement this policy within their areas of responsibility and ensure that fair practices are applied in recruitment, admissions, teaching, and service provision.

Staff and Students

All members of the University community are expected to:

- Treat others with dignity and respect.
- Promote an inclusive and supportive learning and working environment.
- Refrain from discriminatory or harassing behavior.
- Report incidents of discrimination or harassment through established procedures.

International universities emphasize shared institutional responsibility to create inclusive academic environments.

7. Reporting and Complaints

Members of the University community who believe they have experienced discrimination or harassment may report the matter through established university procedures. Complaints will be addressed promptly, fairly, and confidentially in accordance with university regulations and applicable laws.

8. Monitoring and Continuous Improvement

The University will periodically review its policies and practices to ensure that equality and inclusion principles are effectively implemented. Monitoring may include:

- Reviewing institutional data related to recruitment, admissions, and staff development.
- Assessing access to university services and facilities.
- Evaluating initiatives designed to promote diversity and inclusion.

Many universities monitor equality outcomes to ensure policies remain effective and responsive to institutional needs.

9. Policy Review

This policy will be reviewed periodically to ensure its continued relevance and alignment with international best practices in higher education governance, human rights principles, and sustainable development goals.

10. References

University of Edinburgh - <https://equality-diversity.ed.ac.uk/students>

University of Bristol - <https://www.bristol.ac.uk/inclusion/edi-policy-statement/>

University of Manchester - <https://www.bristol.ac.uk/inclusion/edi-policy-statement/>

University of Exeter - <https://www.bristol.ac.uk/inclusion/edi-policy-statement/>

University of Leeds - <https://www.bristol.ac.uk/inclusion/edi-policy-statement/>