



UNIVERSITY
OF BAHRAIN

University of Bahrain's Gender Equality, Diversity, and Inclusion Policy

Authority / Owner of Owner: Director General of Administrative Services

Effective: November 13, 2025

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POLICY INFORMATION

Title:	University of Bahrain's Gender Equality, Diversity, and Inclusion Policy
Policy Description:	This policy is founded on the principles of equality, gender equality, diversity, and inclusion at the University of Bahrain, as well as respect for individual differences, ensuring equal opportunities for all, integrity, and transparency.
Policy Scope:	☒ Academic ☒ Administrative ☐ Research ☒ Student ☐ General
Policy Status	☒ New policy ☐ Revision of existing policy
Approval Authority:	University of Bahrain Council
Authority/ Owner of Policy:	Director General of Administrative Services
Relevant Sustainable Development Goals (SDGs):	Sustainable Development Goal 5 – Gender Equality Indicators: 5.6.2 Policies of non-discrimination based on gender 5.6.8 Policies for the protection of individuals who report discrimination or harassment.
Approval Date:	November 13, 2025
Effective Date:	November 13, 2025
Approval Date of Last Revision:	November 6, 2025
Date of Next Revision:	November 2030
University Council Decision No.:	603/5/2025
Document ID:	UOB-GDAS-PO-006
Related Documents:	The Constitution of the Kingdom of Bahrain and relevant national laws.

International human rights standards and conventions.

Civil Service Law No. (48) of 2010.

Resolution No. (51) of 2012, which issues the Executive Regulations of the Civil Service Law.

The Code of Conduct issued by the Civil Service Bureau.

The Bylaws for Faculty Members.

The Guide to Student Rights and Responsibilities.

Decree-Law No. (5) of 2002 regarding the accession to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The Personal Data Protection Law (PDPL) No. (30) of 2018.

The Family Support Policy.

The Policy on Women's Registration and Women's Leadership.

The Policy for Ensuring Equality and Fairness in the Work Environment and Combating Forced Labor.

Policy Stakeholders

☐ President

☐ Vice President

☐ Legal Advisor

☐ Deans

☐ Directors

☐ Faculty members

☐ Students

☐ Admin Staff

☒ All University Affiliates

1 Definitions

University: University of Bahrain

President:	University President
Senior Management:	The University President, Vice Presidents, the Director General, Deans, Department Managers (equivalent to a Director in the Civil Service), Heads of Academic Departments, and Academic Staff holding administrative positions.
Equality:	Ensuring equal opportunities and fair treatment for all individuals without discrimination, whereby all persons in equivalent legal positions are granted equal legal treatment, in a manner that is reasonably proportionate to the objective pursued by the law.
Gender Equality:	Fair treatment, access to resources, and opportunities for all individuals, regardless of their gender identity, according to their specific needs.
Diversity:	The recognition and acceptance of individual differences among people, including cultural, social, and economic backgrounds, provided they do not contravene public order and public morals.
Inclusion:	Creating an environment in which all individuals feel welcomed, valued, and respected, with a commitment to fostering full participation and appreciating cultural and social diversity.
Discrimination:	Any unfair, preferential, or exclusionary treatment of an individual or group based on legally protected characteristics.
Stakeholders:	All individuals or entities that are affected by or contribute to the implementation of the Equality, Diversity, and Inclusion Policy at the University of Bahrain. This includes students, graduates, faculty members, administrative staff, senior management, and external partners, in addition to any other parties that contribute to achieving the policy's objectives or are affected by its implementation.
People with Disabilities:	Individuals who face physical or sensory impairments that affect their ability to perform certain daily tasks or activities in a typical manner. This term includes individuals who may require

	accommodation or additional support in the work or study environment.
Inclusion:	The active process of ensuring the equal participation and representation of all individuals, regardless of their gender identity or status.
Gender Pay Gap:	The difference in earnings between men and women who perform work of equal value.
Equal Opportunities Committee:	A standing committee responsible for monitoring gender equality performance and reporting to the President.

2 Policy Purpose

This policy aims to foster a culture of equality, gender equality, diversity, and inclusion within the University. Through this policy, the University seeks to provide a work and study environment that respects and values individual differences, and ensures equal opportunities for all without discrimination on the basis of race, religion, nationality, disability, or gender, in line with the Kingdom of Bahrain's commitment to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and Sustainable Development Goal 5, or on the basis of any other legally protected characteristic.

This policy serves as an internal guiding document that outlines the vision, priorities, and shared processes across all University units to promote the principles of equality, diversity, and inclusion. It ensures that all employees and students are granted equitable opportunities to achieve their full potential throughout their professional or academic journey related to their pursuit of employment or education.

3 Policy Scope

This policy applies to all University members, including employees (academic and administrative staff), students, and stakeholders. It also encompasses all related processes, such as recruitment, promotion, training, admissions, education, daily interactions on campus, and all university transactions and services.

4 Policy Statement

4.1 The University is committed to fostering a diverse and inclusive academic community based on the principles of equality, diversity, and inclusion. This commitment aims to provide a supportive academic environment for all individuals associated with the University, free from any form of discrimination or bias, in accordance with the following core principles:

4.1.1 Non-Discrimination: This means a policy of zero tolerance towards gender-based bias, harassment, discrimination, or stereotyping.

4.1.2 Transparency: This means that all recruitment, promotion, and evaluation processes are conducted in an open and fair manner.

4.1.3 Equitable Representation: This means ensuring the balanced participation of men and women in leadership positions, committee memberships, and academic and scientific activities, in alignment with the indicators of the National Report on Gender Balance issued by the Supreme Council for Women. Inclusive participation is a cornerstone of national progress and a fundamental element of institutional excellence.

4.1.4 Accountability: This means the regular monitoring of gender equality data and the implementation of corrective action plans when necessary.

4.1.5 Privacy and Data Protection: This means compliance with the provisions of the Personal Data Protection Law No. 30 of 2018 when handling data related to gender and employment.

4.1.6 Safety and Dignity: This means ensuring a university environment free from harassment, bias, discrimination, and gender-based violence.

4.2 Considering the provisions of this policy, the organizational units within the University are committed to the following:

4.2.1 Promoting Equality and Diversity: Providing equal opportunities in employment, education, and training for all affiliates, based on their roles, regardless of their cultures, diversity, religious values, traditional practices, or health status and needs—which includes individuals with disabilities. This also entails ensuring that university policies, regulations, and practices support diversity and inclusion.

- 4.2.2 Combating Discrimination: Prohibiting all forms of discrimination that are based on arbitrary grounds. Providing effective mechanisms for reporting, investigating, and resolving instances of discrimination in accordance with established regulations.
- 4.2.3 Providing an Inclusive Environment: Creating an environment where everyone feels a sense of belonging and is valued. Promoting cultural awareness and understanding among different groups. Fostering a work and study environment that is inclusive and suitable for all members of the community, regardless of gender, color, religion, race, age, or disability.

5 Roles and Responsibilities

5.1 Senior Management:

- 5.1.1 Lead the efforts to promote equality, diversity, and inclusion.
- 5.1.2 Allocate the necessary resources to advance equality, diversity, and inclusion.

5.2 Human Resources Department:

- 5.2.1 Implement recruitment and training policies that support equality and achieve balanced representation and participation across all administrative and academic levels. Develop training and leadership initiatives that are gender-sensitive.
- 5.2.2 Monitor compliance and submit periodic reports on the principles of equality, gender pay equity, promotions, diversity, and inclusion.

5.3 Faculty Members and Administrative Staff:

- 5.3.1 Conduct themselves in a manner that promotes an inclusive environment based on the principles of respect, equality, and equal opportunity.
- 5.3.2 Uphold the principle of equality through the performance of all professional duties and participation in workshops and events that ensure adherence to this policy.

5.4 Students:

5.4.1 Respect the rights of others and participate in an inclusive educational environment.

5.5 Deanship of Student Affairs:

5.5.1 Provide support and guidance to students on matters related to equality and diversity.

5.5.2 Provide necessary support to students with disabilities.

5.5.3 Address complaints related to discrimination.

5.6 Communication Directorate

5.6.1 Promote campaigns for gender equality and highlight the achievements of women.

5.7 Equal Opportunities Committee:

5.7.1 Develop and monitor the Equality, Diversity, and Inclusion Policy by periodically reviewing and updating it to ensure it remains aligned with new developments and meets the University's needs.

5.7.2 Conduct awareness and training programs by organizing workshops and informational events targeting all University members to promote the concepts of equality, diversity, and inclusion in the work and study environment.

5.7.3 Follow up with relevant University departments to apply the standards of the National Report on Gender Balance, related to the principle of equal opportunities and gender balance, to ensure the achievement of equality, fairness, and diversity among all individuals in the University.

5.7.4 Prepare periodic reports and submit them to the President regarding the progress in implementing the Equality, Diversity, and Inclusion Policy, in addition to presenting challenges and future proposals.

5.8 Sustainability Committee:

Collects data and prepares the THE Impact Report (SDG 5 metrics).

6 Policy Procedures

6.1 Recruitment, Promotion, and Admissions:

6.1.1 Fair and Transparent Processes:

6.1.1.1 Ensure that recruitment and admissions processes are based on qualifications and competencies, in accordance with the provisions of applicable laws, regulations, and bylaws.

6.1.1.2 All stakeholders are responsible for familiarizing themselves with the provisions of this policy during recruitment and admissions processes.

6.1.1.3 Selection and nomination committees must ensure gender balance wherever possible.

6.1.1.4 Annual promotion and appointment data must be reviewed to ensure fairness and equality are achieved.

6.1.2 Diversity in Recruitment:

6.1.2.1 Provide an equal opportunity for all to apply for positions.

6.1.2.2 Achieve balanced representation among all individuals without arbitrary discrimination.

6.1.3 Pay Equity:

The Human Resources Department will conduct an annual analysis of the gender pay gap, should one exist, by rank and specialization. Any identified disparity that warrants a formal review will be monitored, a corrective action plan will be developed, and a summary of the findings will be included in the University's annual sustainability report.

6.2 Education and Training:

6.2.1 Education:

6.2.1.1 Provide support and encouragement for academic faculty to adopt pedagogical practices in curricula that accommodate diverse and varied learning styles and backgrounds.

6.2.1.2 Incorporate topics that raise awareness of equality, diversity, and inclusion into course curricula.

6.2.2 Training for Faculty, Administrative Staff, and Students:

6.2.2.1 Utilize modern teaching strategies and techniques that promote the principles of equality, diversity, and inclusion for university affiliates.

6.2.2.2 Provide regular training programs for faculty, administrative staff, and students on equality, diversity, inclusion, and combating discrimination.

6.3 A Safe and Inclusive Environment

6.3.1 All forms of harassment and discrimination must be reported through the designated confidential channels, as outlined in the University's Anti-Discrimination and Harassment Policy.

6.3.2 Affected individuals must have access to support services and protection from retaliation.

6.3.3 Annual awareness workshops must be conducted for students and staff.

6.4 Reporting and Investigation

6.4.1 Reporting Mechanisms:

6.4.1.1 Complaints regarding discrimination, inequality, or infringement upon diversity and inclusion shall be submitted in accordance with established regulations and bylaws, via a written and signed statement from the complainant.

6.4.1.2 The entity to which the complaint is submitted shall study it and work to resolve the underlying issues. If this is not possible, or if the complaint involves a violation, the matter shall be escalated to the competent authority.

6.4.1.3 The competent authority shall form a committee to investigate complaints related to discrimination, following procedures characterized by transparency, integrity, and prompt responsiveness.

6.4.1.4 The complaint shall be investigated, and the committee shall submit its recommendations to the University President.

6.4.1.5 Appropriate disciplinary sanctions shall be imposed based on the investigation's findings.

6.5 Access and Facilities

6.5.1 Accessibility: The University guarantees that its facilities and services are accessible to all, including individuals with disabilities.

6.5.2 Accessible Facilities: The Dean of Student Affairs provides possible facilities and support to students and individuals with disabilities to ensure equal access to the educational and training opportunities available within the University's academic environment.

6.6 Awareness and Engagement

6.6.1 Events and Activities

6.6.1.1 The University shall implement awareness programs, activities, and specialized training courses on this policy for all University affiliates.

6.6.1.2 University colleges and support deanships shall organize events that celebrate diversity and promote cultural understanding.

6.6.2 Student Engagement

6.6.2.1 The University shall encourage the establishment of student clubs and associations that promote diversity and inclusion.

6.6.2.2 The University shall motivate its students to actively participate in the university environment to provide equal and diverse opportunities for all students to innovate and create.

7 Contact Information

For further assistance regarding the implementation of this policy, questions concerning any of its provisions may be directed to the office of the Director General of Administrative Services.

Email: dgas@uob.edu.bh