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**UNIVERSITY
OF BAHRAIN**

Equality, Diversity, and Inclusion Policy at the University of Bahrain

Authority / Owner of Policy: Vice President of IT Services,
Administrative and Financial Affairs

Effective: November 2024

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POLICY INFORMATION

Title:	Equality, Diversity, and Inclusion at the University of Bahrain
Policy Description:	This policy is founded on the principles of equality, diversity, and inclusion at the University of Bahrain, and respect for individual differences, ensuring equal opportunities for all, and integrity and transparency.
Policy Scope:	<input checked="" type="checkbox"/> Academic <input checked="" type="checkbox"/> Administrative <input type="checkbox"/> Research <input checked="" type="checkbox"/> Student <input type="checkbox"/> general
Policy Status	<input checked="" type="checkbox"/> New policy <input type="checkbox"/> Revision of existing policy
Approval Authority:	University of Bahrain Council
Authority/ Owner of Policy:	Vice President of IT Services, Administrative and Financial Affairs
Approval Date:	November 2024
Effective Date:	November 2024
Approval Date of Last Revision:	November 2024
Date of Next Revision:	2029
Related Documents:	The Constitution of the Kingdom of Bahrain and national laws related to international standards and conventions related to human rights, the Civil Service Law and its executive regulations, the Code of Employee Conduct issued by the Civil Service Bureau, the Faculty Members Bylaws, and Guidelines on Students Rights and Duties.

Policy Stakeholders

- | | |
|---|---|
| <input type="checkbox"/> President | <input type="checkbox"/> Faculty members |
| <input type="checkbox"/> Vice President | <input type="checkbox"/> Students |
| <input type="checkbox"/> Legal Advisor | <input type="checkbox"/> Admin Staff |
| <input type="checkbox"/> Deans | <input checked="" type="checkbox"/> All University Affiliates |
| <input type="checkbox"/> Directors | |

1 Definitions

The University:	The University of Bahrain
Senior Management:	The President of the University, the Vice-Presidents, the Deans, Directors of departments equivalent to a director in the civil service, heads of academic departments, and academics in administrative positions.
Equality:	Ensure equal opportunity and fair treatment for all individuals without discrimination, so that all similar legal positions are subject to the same legal treatment, in a manner that is reasonably proportionate to the objective envisaged by law.
Diversity:	Recognize and accept individual differences between persons, including cultural, social and economic backgrounds, in a manner that does not contravene public order and morals.
Inclusion:	Create an environment where all individuals feel welcomed, appreciated, respected, and insure to promote inclusive participation, and appreciate cultural and social diversity.
Discrimination:	Any unfair or differential treatment or exclusion of an individual or group based on legally protected qualities.

Stakeholders:	All individuals or entities that are affected or contribute to the implementation of the Equality, Diversity and Inclusion Policy at the University of Bahrain, including students, graduates, faculty members, administrative staff, senior management, and external partners, in addition to any other entities that contribute to the achievement of the policy objectives or are affected by its implementation.
People with special needs:	Individuals who face physical or sensory obstacles that affect their ability to perform certain tasks or daily activities normally. This term includes individuals who may require additional facilities or support in a work or study environment.

2 Policy Purpose

This policy aims to promote a culture of equality, diversity and inclusion at the university, through which the university seeks to provide a work and study environment that respects and values individual differences and ensures equal opportunities for all without discrimination based on sex, race, religion, nationality, disability, or any other legally protected characteristic. This policy is an internal guidance document that defines the vision, priorities and processes common to all university units, to promote the principle of equality, diversity and inclusion in a way that ensures that all staff and students are given equal opportunities to achieve their full potential during their career or academic journey related to their pursuit of employment or education.

3 Policy Scope

This policy applies to all university employees (academics and administrators), students, and stakeholders. It covers processes related to recruitment, promotion, training, admissions, education, daily campus interactions, and all university transactions and services.

4 Policy Statement

The University is committed to creating a diverse and inclusive academic community in accordance with the principle of equality, diversity and inclusion in order to provide a supportive academic environment for all individuals associated with the University without any form of discrimination or bias. This policy outlines the University's commitment to achieving the principles of equality, diversity and inclusion by doing the following:

4.1 Promoting equality and diversity:

- 4.1.1 Provide equal opportunities in employment, education and training for all associates based on their roles, regardless of their cultures, diversity, religious values, traditional practices, health status and needs that include individuals with special needs.
- 4.1.2 Ensure that university policies, regulations, and practices support diversity and inclusion.

4.2 Anti-discrimination:

- 4.2.1 Elimination of all forms of discrimination based on arbitrary factors.
- 4.2.2 Provide effective mechanisms for reporting, investigating and addressing cases of discrimination in accordance with applicable regulations.

4.3 Provide an inclusive environment:

- 4.3.1 Create an environment where everyone feels a sense of belonging and appreciation.
- 4.3.2 Promote cultural awareness and understanding between different groups.
- 4.3.3 Create a inclusive and appropriate work and study environment for different members of society regardless of gender, color, religion, race, age or disability.

5 Roles and Responsibilities

5.1 Senior management:

- 5.1.1 Lead efforts to promote equality, diversity, and inclusion.
- 5.1.2 Allocate required resources to promote equality, diversity and inclusion.

5.2 Department Concerned with Human Resources Affairs:

- 5.2.1 Implement employment and training policies that support equality and achieve a balance in representation and participation at all administrative and academic levels.
- 5.2.2 Monitor compliance and submit periodic reports on the principle of equality, diversity and inclusion.

5.3 Faculty members and administrative staff:

- 5.3.1 Act in a manner that fosters an inclusive environment based on the principle of respect, equality and equal opportunities.
- 5.3.2 Promote the principle of equality by performing all functional duties and participating in workshops and events that ensure adherence to the policy.

5.4 Students:

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

5.5 Deanship of Student Affairs:

- 5.5.1 Give support and advice to students on equality and diversity.

5.5.2 Providing the necessary support for students with disabilities and special needs.

5.5.3 Addressing complaints of discrimination.

5.6 Equal Opportunities Committee:

5.6.1 Developing and following up the policy of equality, diversity and inclusion by reviewing and updating the policy related to equality, diversity and inclusion periodically to ensure that it keeps pace with new developments and suits the University's needs.

5.6.2 Awareness and training through organizing workshops and events targeting university employees to promote the concepts of equality, diversity and inclusion in the work and study environment.

5.6.3 Follow up with the relevant authorities at the university to implement the standards of the national gender balance report related to the principle of equal opportunities and gender balance to ensure the achievement of the principles of equality, justice and diversity among all individuals at the university.

5.6.4 Prepare periodic reports for senior management on the progress in the implementation of the policy of equality, diversity and inclusion, in addition to presenting future challenges and suggestions.

6 Policy Procedures

6.1 Recruitment and Admission:

6.1.1 Fair and transparent processes:

6.1.1.1 *Ensure that recruitment and admission processes are based on qualifications and competencies, in relation to the provisions of the applicable bylaws, regulations and procedures.*

6.1.1.2 *All stakeholders are responsible for familiarizing themselves with the policy provisions during recruitment processes*

6.1.2 Diversity in employment:

6.1.2.1 *Provide everyone with the opportunity when applying for jobs.*

6.1.2.2 *Achieve a balance of representation among all without arbitrary discrimination.*

6.2 Education and Training:

6.2.1 Education:

6.2.1.1 *Provide support and encouragement to academic staff to adopt pedagogical practices in the curriculum to accommodate diverse learning styles and backgrounds.*

6.2.1.2 *Include topics that promote awareness of equity, diversity, and inclusion in curriculum.*

6.2.2 Train faculty members, administrative staff and students:

6.2.2.1 *Use modern educational strategies and techniques that promote the principle of equality, diversity and inclusion of the University's affiliates.*

6.2.2.2 *Provide training programs for faculty members, administrative staff and students periodically on equality, diversity, inclusion and anti-discrimination.*

6.3 Reporting and Investigation:

6.3.1 Reporting Mechanisms:

- 6.3.1.1 *Complaints related to discrimination, inequality, and prejudice against diversity and inclusion must be submitted in writing, signed by the complainant, in accordance with the mechanisms outlined in the bylaws and regulations.*
- 6.3.1.2 *The party receiving the complaint shall investigate it and work to eliminate its causes. If this is not possible, or if the complaint involves a violation, it shall be referred to the competent authority.*
- 6.3.1.3 *The competent authority shall form a committee to investigate discrimination complaints in accordance with a transparent, fair, and timely response procedure.*
- 6.3.1.4 *The complaint shall be investigated, and the committee will submit its recommendations to the President.*
- 6.3.1.5 *Appropriate disciplinary sanctions shall be imposed based on the results of the investigation.*

6.4 Access and facilities:

- 6.4.1 **Accessibility:** The University ensures that its facilities and services are accessible to everyone, including individuals with special needs.
- 6.4.2 **Ease of Access:** The Deanship of Student Affairs offers facilities and possible support for students and individuals with special needs.

6.5 Awareness and participation:

6.5.1 Events and activities

- 6.5.1.1 *The university implements policy-related programs, awareness activities and training courses for all university affiliates.*
- 6.5.1.2 *The university's colleges and supporting deanships organize events that celebrate diversity and promote cultural understanding.*

6.5.2 Student Participation

- 6.5.2.1 *The University encourages the establishment of student clubs and societies that promote diversity and inclusion.*

6.5.2.2 *The University encourages students to actively engage in campus life, which provides equal and diverse opportunities for all students to create and innovate.*

7 Compliance

- 7.1 All legal and administrative measures shall be taken for any breach of this Policy.
- 7.2 The disciplinary sanctions include penalties according to the Civil Service Bureau, its accompanying table of violations and penalties, and the University regulations, based on the nature and severity of the committed violation.
- 7.3 Reports of discrimination are dealt with confidentially and the University takes the necessary measures.

8 Contact Information

To provide further assistance in implementing this policy, or any related questions can be directed to [the office of Vice President of IT Services, Administrative and Financial Affairs]:

Email: vpitaf.office@uob.edu.bh

Contact #: 17438008- 17438228