Policy subject: Diversity and Equality Support Policy	Policy number: **46**/P.D/2024	Date of last revision: 2024/11/15
Implementing body: Administrative Affairs Department	Implementing start date: 2024/11/20	Policy reference: Planning and Development Department

1. Overview:

PAU is dedicated to promoting diversity, equity, and inclusion in all aspects of university life. The policy aims to create a supportive environment where individuals from all backgrounds can succeed academically, professionally, and personally. The university is committed to providing equal opportunities and resources to ensure fairness and access for all members, especially those facing barriers to participation.

2. Objectives:

- **Promote Equal Opportunities**: Ensure equal access to educational, professional, and personal development.
- **Foster an Inclusive Environment**: Create a respectful, inclusive culture where diversity is celebrated.
- **Address Systemic Barriers**: Identify and remove obstacles to participation for underrepresented groups.
- **Encourage Diverse Perspectives**: Promote an academic environment where diverse viewpoints are valued.
- **Provide Support and Resources**: Offer tailored services to overcome challenges and provide opportunities.
- **Enhance Campus Awareness**: Raise awareness about the importance of diversity, inclusion, and equality.

3. Scope:

This policy applies to:

- **Students**: All students at PAU, including undergraduates, graduates, and diploma students.
- **Faculty and Staff**: Full-time, part-time, adjunct faculty, and staff.
- **Visitors and Guests**: Individuals attending PAU events or activities.
- **University-Related Activities**: All university activities, both on and off-campus.

4. Statements:

- **Commitment to Diversity and Inclusion**: PAU is dedicated to fostering a diverse and inclusive culture where all individuals feel valued.

- **Commitment to Equality of Opportunity**: Ensures equal opportunities for all, with zero tolerance for discrimination.
- **Respect for All Identities**: PAU supports individuals' rights to express their identities without fear of judgment or discrimination.
- **Encouragement of Diversity in Teaching and Research**: Promotes diversity in teaching, research, and hiring to ensure representation of different perspectives.

5. Procedures:

- **Equal Access to Opportunities**: Ensures fair recruitment and admissions processes, and provides support services for individuals with disabilities or challenges.
- **Anti-Discrimination Measures**:
  - Zero-tolerance policy for discrimination.
  - Clear reporting mechanisms for complaints, with fair disciplinary actions for offenders.
- **Promoting an Inclusive Campus Culture**:
  - Diversity and inclusion training for faculty, staff, and students.
  - Supports student organizations and events promoting diversity.
- **Addressing Barriers to Participation**: Provides support for underrepresented groups and offers resources like academic tutoring and career counseling.
- **Monitoring and Accountability**:
  - A Diversity and Equality Committee will monitor progress and ensure the policy's objectives are met.
  - Annual diversity reports will track participation and outcomes for underrepresented groups.

Key Performance Indicators (KPIs):

1.	Number of Beneficiaries from Support Programs for Underrepresented Groups