10 REDUCED INEQUALITIES

10. Reduced Inequalities
10.1. First-Generation Student Support
(Tracking First-Generation Students, Mentoring Programs for First-Generation Students)

Palestine Ahliya University (PAU) is committed to supporting first-generation students by providing tailored mentoring and academic support programs that foster their academic success and ease their transition to university life. Key initiatives include developing specialized mentoring programs to strengthen their academic skills, offering additional scholarships and financial aid to alleviate financial burdens, and organizing awareness events to promote engagement in university activities. These efforts create a supportive environment that helps first-generation students build meaningful academic and social connections, enhancing their overall higher education experience.

10.2. International Students from Developing Countries Support
(Scholarships for International Students from Developing Countries)

PAU is dedicated to supporting international students from developing countries by offering accessible educational opportunities, including scholarships, academic support, and services that foster an inclusive educational environment. These initiatives encourage cultural diversity and knowledge exchange while contributing to the development of students' home countries. Key efforts include expanding scholarship programs to increase the number of available seats for international students, developing tailored academic and social support services such as orientation and mentoring programs, and strengthening partnerships with universities and institutions in developing countries to enhance academic collaboration and student exchange opportunities. Through these actions, PAU creates a welcoming and enriching environment for international students.

10.3. Disability Inclusion and Support
(Accessible Facilities for People with Disabilities, Disability Support Services - reasonable accommodation- including adequately funded)

PAU is committed to creating an accessible and inclusive environment for students with disabilities by providing a range of services that ensure equal opportunities. Key efforts include ensuring that campus facilities are accessible, providing tailored disability support services, and ensuring reasonable accommodation is provided for all students in need. Additionally, the University works to guarantee that these services are adequately funded and accessible, helping students with disabilities achieve their full academic potential in a supportive environment.

10.4. Anti-Discrimination and Anti-Harassment
(Anti-Discrimination and Anti-Harassment Complaints, Anti-Discrimination Workshops Procedure)

PAU is dedicated to fostering a safe and inclusive environment by preventing all forms of discrimination and harassment, ensuring fair treatment and mutual respect for all members of the university community. This policy promotes equality in both work and study settings, in alignment with applicable regulations. Key initiatives include expanding training programs on anti-discrimination and anti-harassment for staff and students, improving confidential reporting channels for complaints, and conducting annual reviews of policies and procedures to maintain

a high standard of inclusivity. Through these efforts, PAU promotes a respectful and equitable environment for everyone.

10.5. Diversity and Equality Support
(Support Programs for Underrepresented Groups)

PAU is committed to fostering diversity and equality by implementing comprehensive programs and policies that support the representation and inclusion of underrepresented groups within the university community. These initiatives include creating a fair and inclusive environment, promoting cross-cultural understanding, and encouraging mutual respect among all members. Key actions involve expanding diversity and equality awareness programs, involving the local community alongside students and staff, developing regular training for faculty and administrative staff on inclusive practices, and establishing dedicated campus spaces for open discussions on diversity and equality. These efforts contribute to building an integrated, understanding campus community that celebrates diversity and supports all individuals.

10.6. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	First-Generation Students	91%	93%	96%
2.	Intl. Students from Developing Countries	93%	95%	98%
3.	Accessible Facilities Rate	94%	96%	99%
4.	Disability Support Beneficiaries	94%	96%	99%
5.	Discrimination & Harassment Complaints Addressed	95%	97%	100%
6.	Underrepresented Group Beneficiaries	93%	95%	98%

10.7. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Field Visit for Civil Engineering Students	GO
2.	University Expansion Works	GO
3.	Opening of the New Campus	GO

10.7. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Musleh, A., & Ahmad, S. (2024). Ijara of specified benefits and forward Ijara as a form of finance in Islamic banks in the virtual era. Journal of Islamic Marketing.	Click
2.	Zeer, M., Siaj, R. W., Ghannam, J. A., & Kanan, M. (2023, December). Ethics of Artificial Intelligence in University Education. In 2023 2nd International Engineering Conference on Electrical, Energy, and Artificial Intelligence (EICEEAI) (pp. 1-4). IEEE.	Click