

Policy Title	AUBH Diversity and Inclusion Policy	Policy Number	302
Section	-	Approval Date	April / 2025
Subsection	-	Authorizing Entity	University Council
Responsible Office	Provost's Office	Effective Date	27/9/2022
Distributed To	All AUBH Staff and Faculty	Next Review Date	2 years after the approval date

### 1.0 PURPOSE

1.1 The University is committed to promoting and implementing equality of opportunity in the learning, teaching, research and working environments.

1.2 The University aims to create a learning and working environment based on fostering good relations between all people, with a shared commitment to promoting respect for all, and challenging and preventing stereotyping, prejudice, discrimination, and harassment.

1.3 The University is committed to inclusiveness which embraces diversity by valuing and respecting the perspectives and contributions of all our colleagues and students, to the benefit of the University community in respect of its learning, teaching, research, management, administration, and support service activities.

1.4 The University upholds the principle that, in their areas of expertise, relevant staff/faculty of the University shall have freedom within the law to hold and express opinion, to question and test established ideas and received wisdom, and to present controversial or unpopular points of view without placing in jeopardy their employment or any entitlements or privileges they enjoy.

1.5 The University established 5 key strategic values that are linked with the university's mission, vision and strategic objectives. The values shape the decision making and actions the university takes and upholds.

The AUBH values are:

**Student-Centric:** We prioritize the needs and success of students at the core of all decisionmaking and operations. We strive to create an environment where students feel supported, heard, and empowered in their learning journey.

**Excellence:** AT AUBH, we are dedicated to achieving excellence within our campus community by offering rigorous and high-quality education to all students and fostering achievements in research and community engagement. We cultivate an environment that promotes lifelong learning, civic and social responsibility, leadership development, and individual and career growth.

**Innovation & Creativity:** We are committed to providing our community members with opportunities to challenge the status quo and pursue new experiences. We encourage original thinking, problem-solving, and positive change, not only in teaching but also in our operations.

**Openness & Accessibility:** We believe that education should be accessible to all qualified individuals, irrespective of their socioeconomic status, religion, nationality, gender, or any other factor. We are committed to ensuring that education remains open and available to all who seek it.

**Respect & Care:** We integrate respect and care into every facet of our university's operations and culture. We recognize the inherent value of human dignity and care about the individual needs and ambitions of our students and staff. Together, we build a supportive and caring professional and learning community.

## 2.0 DEFINITIONS

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

- All members of staff/faculty holding a contract of employment, and staff/faculty from other institutions on placement at, or visiting the University.
- Individuals with honorary or affiliate status.
- All students, including visiting and placement students.
- Visitors, including external persons or agencies using the University premises, facilities, or services.
- Contractors working at the University.
- Individuals working or acting on the University's behalf, including suppliers of goods and services.

2.2 All staff/faculty includes all full time and part time staff/faculty.

## 3.0 POLICY

- 3.1 AUBH aims to ensure that all members of its community are treated with fairness, dignity, and respect.
- 3.2 AUBH will apply this policy in compliance with and in the spirit of the relevant legislation.
- 3.3 AUBH will not discriminate on grounds of age, disability, pregnancy and maternity, race, gender, religion, or belief in any decisions concerning student admissions, progression, or support provision.
- 3.4 AUBH will not discriminate on grounds of any characteristic, in decisions concerning staff/faculty recruitment and selection, career development, promotion, staff/faculty development opportunities, pay and remuneration, or reward and recognition.
- 3.5 AUBH will not discriminate against any person on grounds of age, disability, gender, pregnancy and maternity, race, religion, and belief, in the provision of facilities or services, or in the exercise of public functions.
- 3.6 In the provision of residential accommodation, AUBH will seek to provide an inclusive living and studying environment. AUBH will not discriminate against any person on grounds of disability, gender, pregnancy and maternity, race, religion, and belief.
- 3.7 Under-represented groups are encouraged to apply to work and study at AUBH.
- 3.8 AUBH will carry out monitoring, its best efforts, to ensure that all job applicants, applicants for promotion and applicants for study are being fairly treated.
- 3.9 AUBH will assess the impact of its policies and practices to identify and mitigate any instances of unfair treatment.

#### 4.0 PROCEDURES

AUBH will ensure that:

- 4.1 Staff/faculty and students are made aware of this Equality and Diversity Policy through AUBH's web pages, publications, induction, and training provision, and through the line management structure, as appropriate.
- 4.2 Publicity material reflects the diversity of AUBH's community.

4.3 Staff/faculty, students and visitors are treated fairly, irrespective of their characteristics. AUBH will investigate any alleged discrimination, victimization, or harassment after thorough and proper investigation is taken place.

4.4 Reasonable adjustments are made, as appropriate, to enable disabled staff/faculty and students to overcome substantial disadvantage in the working and learning environment, and in the use of recreational facilities provided by AUBH.

4.5 Existing procedures for staff/faculty and student complaints, grievances and discipline/conduct matters are applied in a just, fair, open and timely manner.

4.6 Staff/faculty involved in staff/faculty recruitment, student admissions, selection and promotion panels receive training on equality and diversity matters.

4.7 External contractors are made aware of their responsibility in relation to equality and diversity and will be required to comply with AUBH policies and regulations.

4.8 Learning and teaching material, its best efforts, includes positive, diverse, nonstereotypical content.

4.9 Public events are held, wherever possible, in accessible locations, and where accessibility is limited by necessity, this is made clear to potential attendees.

**Individual Responsibilities:**

4.10 All AUBH staff/faculty, students, contractors, and visitors have a responsibility under the Diversity and Inclusion. All individuals are:

4.10.1 Responsible for making themselves aware of AUBH Diversity and Inclusion Policy.

4.10.2 Expected to participate in training which supports the implementation of AUBH's Diversity and Inclusion Policy, as appropriate.

4.10.3 Responsible for their behavior and expected to treat others with dignity and respect. This includes cases where alleged or proven discrimination, harassment, bullying or victimization has occurred.

4.10.4 To support AUBH's determination to promote good relations and eliminate discrimination and harassment.

4.10.5 Staff/faculty responsible for schemes of work, teaching content and resources should demonstrate sensitivity to diversity and inclusion issues.

4.10.6 Staff/faculty responsible for dealing with appeals, complaints, grievances, staff/faculty discipline and student conduct matters should demonstrate sensitivity to diversity and inclusion issues.

**Unacceptable Actions and Behavior:**

4.11 The Diversity and Inclusion Policy aims to ensure equality of opportunity and fair treatment for everyone. It is based on the principle that people have the right to their own beliefs, but not to engage in activities or acts which interfere with the rights or beliefs of others.

4.12 Any attempt to coerce or threaten others to comply with a particular belief system, for example through unauthorized distribution of literature, or through threats or offensive remarks, may result in disciplinary action.

4.13 AUBH does not tolerate offensive literature (whether disseminated in hard copy or electronically) or graffiti on its premises (subject to limited exceptions pursuant to academic freedom (i.e for use in academically valid research)).

**Concerns and Complaints:**

4.14 Where staff/faculty and students perceive that they have been unfairly treated in respect of a characteristic the following protocol applies:

4.15 Staff/faculty should speak to their Line Manager in the first instance. Further advice can be sought from the Human Resources Department.

4.16 Students should speak to a representative of the Student Affairs Department. Further advice can be sought from the Student Council.

4.17 While it is the intention that staff/faculty issues be addressed locally, there may occasionally be disagreement. In this event the help of Human Resources may be sought.

**Monitoring and Review:**

4.18 AUBH will gather anonymized statistical information on the characteristics of staff/faculty and students in respect of the following:

4.18.1 Staff/faculty: general composition of employees of AUBH, recruitment and selection, promotion, training, and development (including Performance and Development Review outcomes), sickness absence, grievances, and disciplinary procedures.

4.18.2 Students: general composition of the students of AUBH, admissions, retention, progression, degree classification, complaints, appeals and conduct.

4.18.3 Information collected will be reported to the Director of Institutional Research and Assessment and will be used to inform future diversity and inclusion work across the institution.

4.18.4 This policy shall be reviewed in the event of a change to relevant legislation, and in any event on a yearly basis.

#### 5.0 RELATED DOCUMENTS AND REFERENCES

N/A

#### POLICY HISTORY

Date of Last Action	Action Taken/Changes	Authorizing Entity	Effective Date
27.09.2022	PL.22.035.V1 - First Version	Provost's Office	07.11.2022