



Policies, Systems, and Regulations Guide

Equal Opportunity and Respect for Diversity Policy

Issued pursuant to Article (16) of the Academic Policies,
Regulations, and Bylaws of 2024

Approval of the University Board of Directors No. (65)

2024/07



policy

Equal opportunities and respect for diversity

Stardom University

the introduction

Stardom University was established to provide education based solely on merit. It respects the rights and dignity of staff, students, visitors, and all those associated with the university. The university is committed to creating an inclusive and socially and educationally diverse work environment free from unfair discrimination, intolerance, and all forms of harassment and intimidation.

Policy text

As an online university, Stardom University adheres to internationally recognized and national equality laws. The university is committed to eliminating discrimination on the basis of race, nationality, religion, gender, pregnancy and maternity, disability, age, and socioeconomic class.

Protected categories

The University adopts seven categories (protected characteristics) where discrimination, harassment and harm against these categories are prohibited, namely:

1.Race and nationality:

This includes nationality, color, nationality, and race. The university prohibits discrimination, harassment, or harm against anyone on the basis of race or nationality.

2.Religion:

This includes all religions and religious denominations. The university prohibits discrimination, harassment, or harm against anyone on the basis of religion.

3.Sex:

This includes equal access to employment or academic education regardless of gender. The university prohibits discrimination, harassment, or harm against anyone on the basis of gender.



4.Disability:

This includes physical or mental disability. The university prohibits discrimination, harassment, or harm against anyone on the basis of disability.

5.the age:

This includes belonging to a particular age group. The university prohibits discrimination, harassment, or harm against anyone on the basis of age.

6.socioeconomic class:

This includes social or economic background. The University prohibits discrimination, harassment, or victimization against anyone on the basis of social or economic class.

Policy scope

This policy applies to all Stardom University students and university staff, both academic and administrative, across all branches.

Implementation

In principle and practice, the responsibility for creating an environment that promotes equal opportunity and respect for diversity at the university falls on all university employees and students. The university president is ultimately responsible for implementing this policy. The university president must ensure the following are achieved, according to an action plan:

- All applicable rules and regulations of Stardom University comply with the six categories mentioned above.
- Allocate a sufficient budget and establish the necessary administrative infrastructure to implement this policy at the university.
- Establish a robust monitoring mechanism to monitor the university and headquarters' compliance with this policy, using annual surveys and other relevant statistical methods.
- This mechanism includes monitoring all activities of the mediation committees and disseminating their reports to all other relevant sectors.
- Establish an effective mechanism to consider grievances regarding any violation against the above-mentioned categories by any student or employee at any branch of the university or at the main headquarters.
- Provide appropriate training to all senior staff and student representatives on this policy and its implementation mechanism.

Services and facilities

- The university is committed to providing all services and tools that meet the needs of all groups, including appropriate equipment and tools for students with disabilities.
- All learning resources, including online libraries and advisory services, support the implementation of this policy so that all educational materials meet students' needs and provide the necessary assistance during the registration process and during semester and final exams in an effective manner that preserves their dignity.

Measures to support equal opportunities and respect for diversity

Training

All Stardom University staff who come into contact with students or are involved in student admission, assessment, teaching, and disciplinary procedures are adequately trained on this policy.

Evaluation

Special arrangements are made that do not negatively affect the validity of tests and assessments or disrupt students.

Stardom University is committed to promoting equal opportunities with regard to course content, teaching and learning approaches, assessment methods, and the structure and schedule of lectures.

Teaching

The principle of academic freedom is fundamental to examining and challenging viewpoints and opinions of all kinds, under any circumstances. However, all staff and students at Stardom University use non-discriminatory and non-aggressive language in such interactions.

Services and facilities

The university is committed to the principle of equal access for its students to all services it provides.

Stardom University's disciplinary procedures remain under review to ensure they are consistent with the University's Equal Opportunity and Diversity Policy.