



# DIVERSITY, EQUITY, INCLUSION AND HUMAN RIGHTS GOVERNING BODY



## **Diversity, Equity, Inclusion and Human Rights Governing Body**

### **I. Institutional Commitment to Equality, Diversity and Inclusion**

University of Tabuk is committed to promoting equality, diversity, and inclusion across all aspects of university life. The university ensures that institutional policies and administrative structures support equal opportunities, protect human rights, and foster an inclusive academic and working environment for students, faculty members, and staff. These efforts are aligned with national regulations issued by the Ministry of Education and other relevant regulatory bodies in Saudi Arabia, ensuring that the university operates according to principles of fairness, transparency, and non-discrimination.

#### **For details:**

- [University of Tabuk Procedural Manual](#)
- [Higher Education Council System](#)

### **II. Institutional Policies Supporting Equality and Inclusion**

To reinforce its commitment to equality and human rights, University of Tabuk has adopted a comprehensive set of institutional policies that promote fairness, non-discrimination, and inclusive practices across the university community. These policies address gender equality, equal access to education, protection from harassment and discrimination, and support for individuals with disabilities.

Such frameworks ensure that the university provides an equitable academic and working environment for all students, faculty members, and staff, while aligning with national regulations and international sustainability principles.

#### **For details:**

- [University of Tabuk Sustainability Policies](#)

[P.17- Anti-Discrimination Policy]

[P.7 - Non-Discrimination Against Women Policy]

[P.20 - Non-Discriminatory Admission Policy]

[P.21 - Disability Accommodation Policy]

[P.23 - Anti-Harassment Policy]

[P.8 - Maternity and Paternity Leave Policy]

[P.15 - Policy on Equality in Salary Scales and Living Wage]

[P.9 - Policy for Protecting Reporters of Discrimination]

- [Higher Education Council System](#)

### **III. Legal Oversight and Institutional Compliance**

The Legal Department at University of Tabuk plays a central role in advising the university administration on regulatory compliance and institutional policies related to fairness, justice, and equal rights. Established by presidential decision, the department provides legal consultation, reviews regulations, and ensures that university procedures comply with applicable laws and institutional policies.

Through its work, the Legal Department helps strengthen governance structures and ensures that university policies are implemented in a manner that protects the rights of all members of the university community.

**For details:**

- <https://www.ut.edu.sa/legal-administration>
- For detailed information regarding administrative responsibilities and powers, see the Legal Affairs Administration Supervisor, pages 111-113 ( [University of Tabuk Procedural Manual](#) )

**IV. Student Rights and Inclusive Campus Environment**

The Deanship of Student Affairs contributes significantly to promoting diversity, inclusion, and student well-being at University of Tabuk. Through its specialized units, including the Guidance and Student Rights Unit, the deanship ensures that students' rights are protected and that all students have equitable access to academic resources and support services.

The deanship also oversees initiatives designed to enhance student engagement, support diverse student needs, and create a respectful and inclusive campus environment.

**For details:**

- <https://www.ut.edu.sa/deanship-of-student-affairs/wkalt-shtr-altalbat>
- [https://x.com/dsa\\_ut/status/1825263432582693233?s=48](https://x.com/dsa_ut/status/1825263432582693233?s=48)
- [Student Affairs Services Guide p.14](#)
- <https://www.ut.edu.sa/campus-life/student-services-and-support>
- [Procedural Rules for Student Complaints](#)
- [University Student Rights and Responsibilities](#)
- [Student Handbook for Academic Guidance](#)
- [Regulations on Student Conduct](#)
- [Student Disciplinary Code](#)
- [Charter of University Students](#)
- <https://www.ut.edu.sa/deanship-of-student-affairs/wkalt-shtr-altalbat>

**V. Support for Students with Disabilities**

As part of its commitment to inclusion and accessibility, University of Tabuk provides specialized services for students with disabilities through dedicated support units within the Deanship of Student Affairs. These services aim to ensure equal access to education by providing academic support, assistive technologies, and accessible learning environments.

The university also works to enhance campus accessibility and provide appropriate accommodations to support the academic success and participation of students with disabilities.

**For details:**

- <https://www.ut.edu.sa/deanship-of-student-affairs/whdt-dhwy-alaat>
- <https://www.ut.edu.sa/campus-life/disability-support-services>
- [Guide for the Disability Support Unit](#)
- <https://www.ut.edu.sa/node/26169>

**VI. Fair Employment Policies and Equal Opportunity**

The General Directorate of Human Resources at University of Tabuk is responsible for implementing employment policies that ensure fairness, equal opportunity, and non-discrimination across the university workplace. The

directorates operate in accordance with national labor regulations and the executive regulations governing human resources in Saudi universities.

These frameworks protect employee rights, including those of women and international staff, and ensure transparent procedures related to recruitment, professional development, promotion, and performance evaluation.

**For details:**

- <https://www.ut.edu.sa/general-administration-human-resources>
- <https://www.ut.edu.sa/general-administration-human-resources/evidence-and-procedures>
- [https://x.com/u\\_tabuk/status/2014424612998643917?s=48](https://x.com/u_tabuk/status/2014424612998643917?s=48)
- <https://www.ut.edu.sa/general-administration-human-resources/media-center/news/regulations-promotions-tenth-rank-and-below-and-higher-ranks-and-administrative-promotion-procedures>
- <https://www.ut.edu.sa/general-administration-human-resources/media-center/news/promotion-through-number-ranks>

## **VII. Complaint and Grievance Mechanisms**

To ensure accountability and fairness, University of Tabuk has established formal procedures for addressing complaints and grievances from both students and employees. These mechanisms include executive regulations for student complaints as well as specialized committees responsible for reviewing faculty and staff grievances related to employment or performance evaluation.

These processes ensure transparency, provide protection against unfair practices, and support the university's commitment to justice and equality.

**For details:**

- [Procedural Rules for Student Complaints](#)
- [Procedural Rules for Grievances of Faculty Members](#)
- [Performance Grievance Review Committee](#)

## **VIII. Communication and Institutional Feedback Channels**

The university also provides digital platforms that enable students and employees to submit inquiries, suggestions, and complaints through official communication channels. These services facilitate institutional dialogue, enhance transparency, and ensure that concerns related to fairness, inclusion, and rights are addressed effectively.

Such platforms support participatory governance and encourage active engagement from the university community.

**For details:**

- <https://www.ut.edu.sa/about-ut/e-participation/complaints-and-suggestions>
- <https://www.ut.edu.sa/contact-us>

## **IX. Internal Communication and Employee Engagement**

The Internal Communication Unit within the General Administration of Human Resources at University of Tabuk plays a critical role in supporting inclusion, transparency, and employee engagement across the university. Its responsibilities include:

- Ensuring that employees' inquiries and suggestions reach decision-makers efficiently.
- Promoting transparency through clear and innovative communication channels.
- Building a strong institutional culture that fosters employee loyalty and engagement.
- Supporting departments in achieving institutional goals effectively through information sharing and coordination.
- Creating accessible digital and traditional communication channels to receive inquiries and complaints.
- Monitoring employee satisfaction and addressing areas of concern.
- Facilitating onboarding and supporting new staff to integrate successfully.
- These activities contribute to fostering an inclusive and participatory work environment, reinforcing the university's commitment to fairness, diversity, and organizational excellence.

**For details:**

- <https://www.ut.edu.sa/general-administration-human-resources/internal-communication-department/about>

**X. Intellectual Moderation and Ethical Awareness Unit**

The Intellectual Moderation and Ethical Awareness Unit at University of Tabuk aims to promote moderate thinking, ethical behavior, and responsible citizenship among students, faculty, and staff. The unit works to protect the campus and wider community from ideological extremism, deviation, and harmful behaviors, while fostering a culture of loyalty, tolerance, and national cohesion.

Key objectives include:

- Monitoring data, risks, and incidents related to ideological awareness and proposing corrective plans.
- Reviewing and supervising programs that prevent extremist thought in higher education institutions.
- Initiating research, studies, and activities that strengthen ethical awareness, moderation, and national belonging.
- Developing, reviewing, and supervising programs that promote moderation, ethical behavior, and national cohesion.
- Preparing annual plans, activities, and periodic reports on the unit's work for approval by the relevant authorities.
- By promoting moderate thinking and ethical conduct, the unit contributes to creating a safe, inclusive, and value-driven campus environment, enhancing the university's social and cultural sustainability.

**For details:**

- <https://www.ut.edu.sa/intellectual-awareness-unit/about>

**XI. Prince Fahd bin Sultan Chair for Youth Issues and Development**

The Prince Fahd bin Sultan Chair for Youth Issues and Development at University of Tabuk focuses on empowering youth, developing their talents, and enhancing their personal and intellectual capacities to meet the challenges of the modern era. The chair's programs aim to nurture leadership, innovation, and civic engagement among students, supporting the national vision and community development initiatives.

Key objectives include:

- Awareness: Launching major initiatives to raise youth awareness about issues affecting them.
- Empowerment: Supporting the active participation of both male and female students in implementing Saudi Vision 2030 in Tabuk and nationwide.
- Responsibility: Promoting personal development, civic values, and social and environmental responsibility among youth and the wider community.
- The chair operates under a structured administrative framework that ensures the efficiency and effectiveness of its programs.

**For details:**

- <https://www.ut.edu.sa/prince-fahd-bin-sultan-chair/about-0>

In conclusion, University of Tabuk demonstrates a robust institutional commitment to fostering an inclusive, equitable, and socially responsible campus environment. Through its comprehensive legal frameworks, institutional policies, and dedicated units—ranging from the Legal Department and Human Resources Communication Unit to the Intellectual Moderation Unit and the Prince Fahd bin Sultan Chair for Youth Development—the university ensures that students, faculty, and staff are supported, empowered, and engaged in meaningful ways.

By integrating equality, diversity, and inclusion principles into governance, policy-making, academic programs, and community engagement, the university not only complies with national regulations but also aligns with international best practices. Its multifaceted initiatives—covering accessibility, youth empowerment, civic responsibility, ethical awareness, and employee engagement—create a campus culture that values human rights, participation, and social cohesion.

These efforts collectively position University of Tabuk as a leading example of a higher education institution that prioritizes the holistic development of its community, ensuring a safe, inclusive, and inspiring environment that fosters personal growth, social responsibility, and sustainable societal impact.