



EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY



The University of Tabuk has established a comprehensive institutional framework to support equality, diversity, and inclusion (EDI) through designated offices and administrative units responsible for advising university leadership and overseeing the implementation of relevant policies, programs, and support services related to equity, inclusion, and human rights on campus.

These functions operate under the supervision of the university administration and are implemented in collaboration with key units such as the Legal Administration, Human Resources, and the Deanship of Student Affairs to ensure alignment with institutional policies and national regulations.

The Legal Administration plays a central role in ensuring fairness, transparency, and compliance with regulations. The responsibilities of the General Supervisor of the Legal Administration are clearly outlined in the University's Procedural Guide (pp. 115-117): https://drive.google.com/file/d/1Zxvaq_3FuwNhJrlw2incb_6M5RojAG_Y/view?usp=drive_link

Website: <https://www.ut.edu.sa/legal-administration>

In addition, the Student Guidance and Rights Unit, under the Deanship of Student Affairs, provides dedicated support to students by addressing academic and social issues, handling student rights cases, and ensuring alignment with the approved Student Rights Regulations in Saudi universities:

Link: <https://www.ut.edu.sa/deanship-of-student-affairs/wkalt-shtr-altalbat>

The university also operates a Disability Support Unit, which is responsible for empowering students with disabilities by providing appropriate accommodations, accessible environments, and support services to ensure equal opportunities and full participation in university life:

Link: <https://www.ut.edu.sa/node/26169>

Furthermore, the University of Tabuk has established specialized committees to review grievances and complaints submitted by its staff. For example, committees are formed to examine appeals related to employee performance evaluations and other administrative matters, ensuring fairness and accountability in decision-making processes.

Link: [Grievances Review Committee regarding job performance evaluation](#)

In addition, the University of Tabuk has established an Internal Communication Department, which plays a vital role in strengthening transparency, inclusiveness, and engagement across the university community.

This department serves as a direct communication bridge between university leadership and all stakeholders, including students, faculty members, and administrative staff. It facilitates the effective exchange of information, ensures that feedback, suggestions, and concerns are communicated to decision-makers, and promotes a culture of participation and institutional belonging.

The department also contributes to enhancing the work environment by measuring employee satisfaction, supporting new staff integration, and developing both digital and traditional communication channels to ensure

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

Additionally, the university provides a direct communication channel for submitting complaints and suggestions, reinforcing transparency and inclusiveness:

Link: <https://www.ut.edu.sa/contact-us>

The University of Tabuk is committed to promoting Equality, Diversity and Inclusion (EDI) across all aspects of its academic, administrative, and community activities. The university has established a comprehensive framework of institutional policies designed to ensure fairness, equal opportunities, and a respectful environment for all members of the university community, including students, faculty, staff, and external partners. These policies address non-discrimination, gender equality, equal access to education and employment, protection of workers' rights, and support for individuals with specific needs. Together, they reflect the university's commitment to fostering an inclusive and supportive environment that values diversity and prevents discrimination in all forms.

1. Non-Discriminatory Admission Policy - University of Tabuk

The University of Tabuk adopts a non-discriminatory admission policy to ensure equal access to higher education for all applicants. Admission decisions are based on academic merit and institutional regulations, without discrimination based on age, gender, race, religion, or other personal characteristics. This policy supports inclusivity and equal opportunity for prospective students and promotes diversity within the university community.

Protected characteristics covered: Age, Gender, Race, Religion or belief.

Evidence: [Non-Discriminatory Admission Policy, University of Tabuk Policy Document, p. 5.](#)

2. Institutional Policy for Non-Discrimination Against Women

The University of Tabuk is committed to promoting gender equality and preventing discrimination against women in education, employment, leadership opportunities, and professional development. The policy ensures that female students and staff receive equal opportunities and are protected from discrimination in academic and administrative environments.

Protected characteristics covered: Gender, Pregnancy and maternity.

Evidence: [Institutional Policy for Non-Discrimination Against Women, University of Tabuk Policy Document, p. 7.](#)

3. Reasonable Accommodation Policy for Persons with Disabilities

The University of Tabuk provides reasonable accommodations to support students and employees with disabilities in accessing educational and workplace opportunities. The policy includes measures such as accessible facilities, academic adjustments, and administrative support to ensure full participation and inclusion.

Protected characteristics covered: Disability.

Evidence: [Reasonable Accommodation Policy for Persons with Disabilities, University of Tabuk Policy Document, p. 21.](#)

Reasonable Accommodation Policy for Persons with Disabilities, University of Tabuk Policy Document, p. XX.

4. Anti-Discrimination Policy - University of Tabuk

The university enforces a comprehensive anti-discrimination policy that prohibits discrimination based on personal characteristics including gender, race, religion, age, or other protected attributes. This policy ensures that all members of the university community are treated with fairness and respect.

Protected characteristics covered: Age, Gender, Race, Religion or belief.

Evidence: [University of Tabuk Anti-Discrimination Policy, Policy Document, p. 17.](#)

5. Anti-Harassment Policy

The University of Tabuk maintains a zero-tolerance approach to harassment and inappropriate conduct in the workplace and academic environment. The policy protects individuals from harassment based on gender, personal background, or other protected characteristics and establishes clear reporting and response procedures.

Protected characteristics covered: Gender, Pregnancy and maternity.

Evidence: [Anti-Harassment Policy, University of Tabuk Policy Document, p. 23.](#)

6. Parental Leave Policy (Maternity and Paternity Leave)

The university provides maternity and paternity leave policies that support employees during pregnancy, childbirth, and early childcare. These policies promote work-life balance and ensure that employees are not disadvantaged due to family responsibilities.

Protected characteristics covered: Pregnancy and maternity, Marriage and civil partnership.

Evidence: [Parental Leave Policy, University of Tabuk Policy Document, p. 8.](#)

7. Equal Pay and Living Wage Policy

The University of Tabuk ensures fairness and equality in compensation through its equal pay policy. The policy promotes equitable wages and prevents discrimination in remuneration among employees.

Protected characteristics covered: Gender, Race.

Evidence: [Equal Pay Policy, University of Tabuk Policy Document, p. 15.](#)

8. Whistleblowing and Protection Against Discrimination Reporting Policy

The university has established a whistleblowing policy that protects individuals who report discrimination or misconduct. The policy ensures confidentiality and protection against retaliation, encouraging transparency and accountability.

Protected characteristics covered: Gender, Race, Religion or belief.

Evidence: [Whistleblowing Policy, University of Tabuk Policy Document, p. XX.](#)
[Whistleblowing Policy, University of Tabuk Policy Document, p. 9.](#)

9. Workers' Rights and Anti-Modern Slavery Policy

The University of Tabuk enforces policies that prohibit forced labour, modern slavery, human trafficking, and child labour. The policy ensures fair treatment of all workers, including outsourced employees, in line with international labour standards.

Protected characteristics covered: Race, Refugees and vulnerable groups.

Evidence: [Anti-Modern Slavery and Workers' Rights Policy, University of Tabuk Policy Document, p. 18.](#)

10. Code of Ethics for Faculty Members - University of Tabuk

The University of Tabuk has established a Code of Ethics for Faculty Members that outlines the professional and ethical principles governing academic conduct. The code emphasizes justice, equality, integrity, and respect in all academic and professional practices. It requires faculty members to make decisions and take actions fairly and objectively without discrimination based on gender, social status, religion, race, disability, or other personal characteristics. This ethical framework promotes fairness, equal treatment, and respect for diversity within the academic environment.

Protected characteristics covered: Age, Gender, Disability, Race, Religion or belief.

Evidence: [Code of Ethics for Faculty Members, University of Tabuk, Section IV: Ethical Principles, p. 9.](#)

11. Lifelong Learning Access Policy - University of Tabuk

The University of Tabuk adopts a Lifelong Learning Access Policy that ensures equal access to educational opportunities and university services for all individuals. The policy aligns with the principles of equality, justice, and non-discrimination established in the Basic Law of Governance in the Kingdom of Saudi Arabia. The university recognizes the rights of all individuals and prohibits discrimination or harassment in any of its activities on the basis of race, color, religion, gender, nationality, social status, age, disability, or other legally protected characteristics. Through this policy, the university ensures fair access to its programs, services, facilities, and learning opportunities regardless of personal background.

Protected characteristics covered: Age, Gender, Disability, Race, Religion or belief, Marriage and civil partnership.

Evidence: [Lifelong Learning Access Policy, University of Tabuk Policy Document, p. 4.](#)

12. University of Tabuk Student Charter

The University of Tabuk Student Charter outlines the rights and responsibilities of students and emphasizes respect, fairness, and non-discrimination within the university community. The charter ensures that students are treated with dignity and mutual respect by faculty members, staff, and fellow students. It explicitly prohibits any form of discrimination, harassment, or biased treatment within the university environment and promotes a culture of equality and inclusiveness in academic and non-academic interactions.

Protected characteristics covered: Age, Gender, Race, Religion or belief.

Evidence: [University of Tabuk Student Charter, Section: Non-Academic \(Human\) Rights, p. 6.](#)

Conclusion

Together, these policies demonstrate the University of Tabuk's strong institutional commitment to Equality, Diversity and Inclusion (EDI). Through a comprehensive framework of regulations, charters, and ethical guidelines, the university ensures fairness, equal opportunities, and respect for all members of its community, including students, faculty, staff, and partners. These policies collectively protect individuals from discrimination and promote an inclusive academic and professional environment that respects diversity across age, gender, disability, race, religion, and other protected characteristics. This integrated policy framework supports the university's mission to foster a respectful, equitable, and inclusive learning and working environment.