

The Equality, Diversity and Inclusion Policy (2022-2026)

Jordan University of Science and Technology (JUST) subscribes to a policy of equal opportunity and is committed to its implementation. As part of this commitment, we actively value diversity in our workplace and seek to take advantage of the rich backgrounds and abilities of everyone. The university believes that commitment to principles of fairness and respect for all helps create a healthy environment that is favorable to the free and open exchange of ideas between all its members; so, all decisions concerning students and employees are made on the basis of justice to meet

JUST's educational objectives and its institutional needs. In applying this policy, the university is committed to the principle of not discriminating against individuals on the basis of:

- Race, color, sex
- Personal beliefs
- Religion
- National or ethnic origin
- Gender identity or expression
- Age
- Marital status, civil partnerships
- Refugees and asylum seekers
- Disability
- Pregnancy and maternity

The coordination and implementation of this policy is the responsibility of the Executive Director of Equal Opportunity. All University officers, deans, directors, department heads, and managers are responsible for the proper implementation of equal opportunity and affirmative action in their respective areas. The equal opportunity policy is distributed among all members of the University community. Policy information is provided to new employees and students at orientation sessions to make everyone at JUST aware of this policy; it is published in JUST Human Resource Policy Manual, Faculty Handbook, Staff Handbook and is also available on the University website.

To ensure respect for diversity, JUST has designated an office that takes care of foreign students as we have students coming from more than 50 nationalities. The University will continue to integrate the principles of equal opportunity in its planning, policies and practices to advance its distinctive goals and objectives. In this regard, the university will promote inclusive work and study environments that value the diversity of

backgrounds and perspectives. The university strives, through a process of continuous improvement, to fully integrate equal opportunity principles into all aspects of its activities through its decision-making and planning processes. Based on the transparency of this policy, the staff and the students will recognize their rights to raise complaints in good faith under JUST complaints procedures.

Our vision

To continuously provide an inclusive environment that respects all cultures and backgrounds.

Key commitments:

- Addressing inequalities and enforcing Equality, Diversity and Inclusion.
- Raising students and staff awareness of their responsibilities, duties and rights.
- Developing a culture and environment of respect and inclusion

What does Equality, Diversity and Inclusion mean to JUST?

JUST has adopted equality, diversity and inclusion as one of its core values. Equality is ensuring that individuals or groups are treated fairly and equally in relation to their needs. Diversity is acknowledging the range of differences within our community and between our individuals of different cultural, social and intellectual backgrounds. Inclusion is an educational human right to embrace all people within our campus irrespective of their race, gender, disability, medical or other needs. To do so, JUST has included in its strategic plan 2022-2026 practices needed to realize these goals within the frame of the United Nations Sustainable Development Goals 2030. In addition to that, JUST pays attention to increasing the understanding of its students in this regard. It accordingly has designed a major university course to be taught to all university students to increase understanding of equality, diversity and inclusion.