



## **Jordan University of Science and Technology**

### **Equal Opportunity Policy**

Jordan University of Science and Technology (JUST) subscribes to a policy of equal opportunity and commitment 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 higher administration of 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 members of the university, so, all decisions concerning students and employees in all university departments and offices, 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,
- Age,
- Marital status
- Disability unrelated to job or program requirements.

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

To ensure the respect of diversity at JUST, we have designated an office that takes care of foreign students' affairs as we have students from many citizenships. The University will continue to integrate the principles of equal opportunity in its

planning, policies and practices that advance the distinctive goals and objectives of the university. In this regard, the university will promote inclusive work and study environments that value the diversity of backgrounds and perspectives of the university community. 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, without fear of retaliation or victimization. On the meantime, all students and staff are expected to inform themselves of JUST policies and procedures in relation to equity and diversity and, for staff, to undertake relevant training as appropriate