



Policy title	Justice, Fairness & Equal Opportunities Policy	Policy number	GM03
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1. Definition (s)

- **Stakeholders:** Entities, units, employees, students, local community, and external community who have a legal and/or sustainable relationship with the University and who influence and/or are affected by any action and/or decision taken by the University.
- **Top management:** It is the President of the University, his deputies, and the competent councils at the university, which are the Council (Trustees, the University, Deans) and the departmental councils.
- **Equity:** Adopting and applying substantive rules and procedures within legislation, procedures and services aimed at promoting horizontal equity (equality and equal opportunity) through equal treatment of stakeholders.
- **Equal opportunities:** Equality of all stakeholders in the university in obtaining all available opportunities, and enjoying all the rights and privileges granted by the university to each of them regardless of race, work color, origin, age, marital status, sex, height, weight, belief, disability or lifestyle, and this parity is in accordance with the policies and rules set by the university to determine the way to deal with it during work.
- **University:** Yarmouk University.
- **Justice:** Holding the University, its leaders, students and employees accountable for their actions and - decisions, and establishing procedures that ensure accountability and taking the necessary action on/regarding acts that violate the governing legislation and codes of professional conduct.
- **Legal relationship:** It is a set of legal rules that regulate any transaction that arises between the university and the stakeholders.
- **Corruption:** It is synonymous with the legal meaning of "abuse of rights", i.e., the illegal use of the right.
- **Participation:** Granting internal and external stakeholders the right to play an active role in the decision-making process at the university, by participating in all stages of preparing, developing and evaluating organizational policies, legislation, strategies, procedures and evaluation of services.

2. Purpose (s)

- 2.1 To protect the rights of all stakeholders and to treat them equally regardless of race, work, color, origin, age, marital status, sex, height, weight, belief, disability or lifestyle.
- 2.2 To avoid marginalizing the opinions and complaints of stakeholders and take their suggestions fairly when initiating any decision or action.
- 2.3 To, fairly, treat all stakeholders away from any racism, favoritism or any form of corruption.
- 2.4 To ensure diversity and fair distribution of rights in a fair and equal manner for all stakeholders, and the prevention of any illegal and unfair discrimination against any of them.
- 2.5 To provide opportunities for all stakeholders and urge them to compete, create and innovate.

3. Scope

- 3.1 This policy is applicable to all stakeholders associated with YU, including but not limited to: students, employees, temporary workers, contractors, and visitors.

4. Policy Statement & General Principles

- 4.1 The University recognizes that equality, non-discrimination, and equal opportunities are the cornerstone of justice, and that they are rights that stem from the constitution, and that adherence to them is a moral and legal duty.
- 4.2 The University recognizes the importance of providing a healthy, productive, harassment-free university environment that supports the dignity and self-esteem of all stakeholders without discrimination and regardless of race, occupation, color, origin, age, marital status, gender, height, weight, belief, disability or lifestyle.
- 4.3 Top management is aware of the importance of providing a work environment that follows the applicable law in enabling and promoting the advancement of females and minorities to a higher level and non-traditional employment opportunities.



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4.4 The University is committed to taking action to prevent unlawful discrimination against stakeholders and to identify and address any systemic barriers to equal access and participation of any of them.

4.5 The University is committed to providing an effective complaints system based on the principles of natural justice.

4.6 All stakeholders must review this policy and its appendices and abide by its provisions and any updates made to it under penalty of accountability.

5. Responsibilities and roles

5.1 Top Management

- Expresses and directs declaration of support, full commitment, and compliance with all laws relating to equal opportunities and affirmative action in employment, educational programs, and all activities, procedures, and practices carried out by them and decisions issued by them.
- Creates and promotes an organizational culture that values and encourages diversity, and creates a university environment in which individual differences and contributions of all stakeholders are recognized taking into account all forms of diversity.
- Provides opportunities for participation to all stakeholders inside and outside the university and treats them fairly and equally without discrimination regardless of race, occupation, color, origin, age, marital status, gender, height, weight, belief, disability, or lifestyle.
- -Provides specialized organizational units and staff with experience and knowledge of the conditions and needs of persons with disabilities to provide guidance and support services to them, and to prepare campus facilities for their easy use.
- Adopts and apply fair and inclusive management practices to improve learning and participation opportunities for students from culturally, linguistically, ethnically, religiously, and socially diverse backgrounds, and with disabilities, without discrimination or differentiation.
- Applies the best international practices in accordance with the legislation related to recruitment, scholarships, promotion, and training according to specific bases that depend on qualifications and merit away from imaginary or emotional differentiation without any discrimination or selectivity and regardless of race, work, color, origin, age, marital status, sex, height, weight, belief, disability or lifestyle.
- Deals with any complaint due to unequal treatment formally and following the grievance procedure.
- Maintains grievance and discipline and follows procedures that allow the resolution of complaints of discrimination and allegations or violations of this policy
- Implements and monitor the implementation of this policy, take fair action, and prevent bullying, discrimination, and harassment to advance the University's development goals.

5.2 Stakeholders

- Observe their obligations under relevant legislation and policies, under penalty of accountability, that require them to respect the rights and diversity of others and ensure that their behavior contributes to an inclusive environment free from bullying, discrimination, and harassment.

6. References

Jordan University of Science and Technology, **Equal Opportunity Policy**. Available at:

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Yarmouk University
Accreditation and Quality Assurance Center



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University of Essex, **justice, Fairness, & Equality Policy**. Available at:
<https://www.essex.ac.uk/departments/psychology/research/interacting-with-the-world/justice-fairness-and-equality>

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<https://www.equality.admin.cam.ac.uk/equality-and-diversity-cambridge/equal-opportunities-policy>

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End of Policy

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