



University of Balamand

# **Equity, Diversity and Inclusion Policy**

Office of the Provost

**Title:** Equity, Diversity and Inclusion Policy

**Document Type:** Public

**Policy Owner:** Office of the President, Office of the Provost

**Applies to:** Students, faculty, staff, postdoctoral fellows and institutional leadership

**Effective date:** April 18, 2023 (approved by the University Council)

**For More Information, Contact:** The Office of the Provost

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## **Background**

In line with its mission, vision, core values and strategic goals, the University of Balamand has defined an equity, diversity and inclusion policy.

## **Purpose Statement**

To foster diversity among students, faculty and staff and to promote a learning climate conducive to social mobility in diverse communities, the University of Balamand recognizes equity and inclusion as guiding principles to achieve diversity. The University of Balamand believes that a pluralistic educational community enhances the quality of the learning experience and fulfils its objective as an accountable institution of higher education and as an employer.

## **Applies to:**

This policy applies to all students, faculty, staff, researchers and postdoctoral fellows, as well as institutional leadership across all University of Balamand campuses.

## **Policy Statement**

This policy exemplifies the commitment of the University of Balamand as an institution of higher education and as an employer to:

1. Adhere to the principles of equality, fairness, sense of belonging and human dignity in its treatment of students, faculty and staff in all employment categories

2. Recognize the value of diversity in strengthening communities and achieving social mobility
3. Not discriminate on the basis of religion, national origin, race, color, age, disability, gender identity, marital status, familial status and socio-economic status
4. Provide students with equal opportunities to academic resources and financial and university support services
5. Practice fairness in students' admissions to study programs, namely professional schools
6. Provide equal opportunities in recruitment, appointment, promotion, training, professional development and remuneration of individuals in all employment categories
7. Ensure fair representation of faculty and staff in university activities: curriculum development, research, professional development, administration, and service in committees

### **Enforcement**

The University of Balamand stakeholders are expected to implement the policy of equity, diversity, and inclusion within the context of their job description, influence and authority. Violations of this policy may result in appropriate disciplinary measures in accordance with University of Balamand by-laws.

### **Procedures/Forms**

The University of Balamand ensures that students, faculty and staff complaints of discrimination are addressed fairly and promptly. Discrimination is reported to the Office of the Provost via completing a Discrimination Complaint Form (DCF) that shall be treated with confidentiality.

The Office of the Provost shall address the discrimination allegation with the complainant and investigate the case. The outcome of the investigation shall be shared with the complainant.