

Equality, Diversity, and Inclusion (EDI) Policy

East West University

Introduction:

East West University is committed to promoting an inclusive and diverse environment where everyone is treated with dignity and respect. Our Equality, Diversity, and Inclusion (EDI) Policy aims to foster a culture that celebrates individual differences and ensures equal opportunities for all members of our institution. This policy applies to all employees, students, and visitors, and is an integral part of our commitment to creating a supportive and harmonious community.

Policy Statement:

Non-Discrimination: East West University prohibits all forms of discrimination, including but not limited to race, ethnicity, nationality, religion, age, gender, sexual orientation, disability, marital status, and any other characteristics protected by applicable laws. Discrimination in any aspect of the institution's operations, such as recruitment, employment, student admissions, promotions, and access to facilities, will not be tolerated.

Equal Opportunities: We are committed to providing equal opportunities for all individuals. We ensure that all decisions regarding recruitment, training, development, promotions, and other aspects of employment and education are based on merit, qualifications, and abilities.

Inclusive Culture: East West University is dedicated to fostering an inclusive culture where everyone feels welcomed, valued, and respected. We actively promote an environment that encourages open dialogue, collaboration, and the exchange of diverse perspectives.

Prevention of Harassment and Bullying: Harassment and bullying, in any form, are strictly prohibited. This includes but is not limited to verbal, physical, or written abuse, and behavior that creates an intimidating, hostile, or offensive environment.

EDI Training and Awareness: We provide regular training and awareness programs to all members of our institution to promote understanding and appreciation of diversity and to emphasize the importance of inclusion and equity.

Reporting Mechanisms: East West University encourages the reporting of any incidents of discrimination, harassment, or other EDI concerns. We ensure that individuals who report such incidents will be treated with sensitivity and confidentiality. Retaliation against anyone who raises a genuine EDI concern is strictly prohibited.

Review and Improvement: This policy is reviewed periodically to ensure its effectiveness and alignment with legal requirements and best practices. We are committed to continuously improving our EDI initiatives.

Leadership Responsibility: All leaders, including management, faculty, and administrative staff, are responsible for upholding and promoting this EDI policy. They are expected to lead by example and actively contribute to creating an inclusive and diverse culture.