



Equity, Diversity and Inclusion (EDI) Policy

Doc No: TIU.RC.IN. E

Version: 01

Issue date:

1. Policy Statement

Tishk International University (TIU) is committed to fostering an inclusive, respectful, and equitable academic and working environment where all individuals are treated with dignity and fairness. The University promotes equality of opportunity and values diversity as a source of strength in achieving academic excellence and societal impact.

TIU aligns its commitment with the principles of the United Nations Sustainable Development Goals (SDGs), particularly SDG 4 (Quality Education), SDG 5 (Gender Equality), and SDG 10 (Reduced Inequalities).

2. Purpose

This policy aims to:

- Ensure equality, fairness, and non-discrimination in all university activities
- Promote diversity and inclusion across academic and administrative functions
- Provide a framework for addressing discrimination and inequality
- Support the University's mission to serve the community and contribute to national development

3. Scope

This policy applies to:

- All students, academic staff, administrative staff, and visitors
- All university activities including teaching, research, recruitment, and community engagement

4. Principles

TIU is guided by the following principles:

- **Equality:** Equal access to opportunities and resources
- **Diversity:** Recognition and respect for individual differences
- **Inclusion:** Creating an environment where everyone feels valued and able to participate
- **Non-Discrimination:** Zero tolerance for discrimination in any form
- **Respect and Dignity:** Upholding human rights and ethical behavior

5. Protected Characteristics

TIU strictly prohibits discrimination based on the following characteristics:

Characteristic	Policy Commitment
Age	Ensure equal opportunities regardless of age
Gender	Promote gender equality and prevent gender-based discrimination
Disability	Provide reasonable accommodations and ensure accessibility
Race	Prohibit racial discrimination and promote multicultural respect



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Religion or Belief	Respect freedom of belief and religious practices
Marriage	Ensure equal treatment regardless of marital status
Refugee and Asylum Seekers	Promote inclusion and support access to education
Pregnancy and Maternity	Protect rights and provide necessary support

6. Policy Commitments

6.1 Equal Opportunities (Expanded Section)

TIU is committed to ensuring that all individuals have equal access to opportunities, resources, and benefits across all aspects of university life. Equal opportunity at TIU is grounded in fairness, transparency, merit, and respect for diversity, while taking into account the social and cultural context of Iraq and the Kurdistan Region.

6.1.1 Fair and Transparent Recruitment and Admission

TIU shall:

- Ensure that all recruitment and student admission processes are **fair, transparent, and based on merit and qualifications**
- Develop and apply **clear, objective, and standardized selection criteria** for all positions and programs
- Ensure that job advertisements and admission announcements are **inclusive, non-discriminatory, and widely accessible**
- Provide equal access to opportunities for all applicants regardless of protected characteristics
- Include diverse representation in selection and interview panels where possible
- Monitor recruitment and admission data to identify and address any unintended bias or disparities

6.1.2 Equal Access to Education

TIU shall:

- Ensure that all students have **equal access to academic programs, learning resources, and facilities**
- Provide **reasonable accommodations** for students with disabilities, including accessible classrooms, learning materials, and assessment methods
- Support students from diverse backgrounds, including refugees and underrepresented groups, in accessing higher education
- Ensure that academic policies (e.g., attendance, assessment, progression) are applied fairly and consistently
- Promote inclusive teaching practices that consider diverse learning needs and backgrounds



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6.1.3 Equal Opportunities in Employment and Career Development

TIU shall:

- Ensure fair access to **employment, promotion, training, and professional development opportunities** for all staff
- Apply **transparent and merit-based promotion and evaluation criteria**
- Provide equal access to leadership roles, committees, and decision-making processes
- Offer training and capacity-building programs to support career progression for all staff
- Monitor staff progression and representation across faculties and departments

6.1.4 Equal Access to Research and Academic Opportunities

TIU shall:

- Ensure equitable access to **research funding, projects, publications, and academic collaborations**
- Encourage participation of all staff in research activities and international collaborations
- Support early-career researchers and underrepresented groups in developing their research capacity
- Ensure fair recognition and authorship practices in research outputs

6.1.5 Elimination of Barriers and Bias

TIU shall:

- Identify and remove **institutional, structural, and cultural barriers** that may limit equal participation
- Ensure that policies, procedures, and practices are regularly reviewed to prevent discrimination
- Promote awareness of **unconscious bias** and provide training to mitigate its impact
- Ensure that no individual is disadvantaged due to personal circumstances or protected characteristics

6.1.6 Supportive Measures and Reasonable Adjustments

TIU shall:

- Provide **reasonable adjustments** to ensure equal participation for individuals with disabilities, health conditions, or special circumstances
- Support pregnant students and staff through flexible arrangements where appropriate
- Provide support mechanisms such as counseling, academic advising, and mentoring
- Ensure that facilities and services are accessible and inclusive



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6.1.7 Equal Participation in University Life

TIU shall:

- Encourage equal participation of all students and staff in **academic, extracurricular, and social activities**
- Promote inclusive representation in student organizations, committees, and leadership roles
- Ensure that university events and activities are accessible and inclusive

6.1.8 Monitoring, Accountability, and Continuous Improvement

TIU shall:

- Establish measurable indicators to assess equality of opportunity (e.g., admission rates, staff promotion, participation levels)
- Conduct periodic reviews and audits of equality practices
- Collect and analyze data (where appropriate and in compliance with privacy regulations) to identify gaps and areas for improvement
- Report findings to university leadership and implement corrective actions
- Ensure accountability at all levels for promoting equal opportunities

6.1.9 Commitment to National Development and Social Responsibility

TIU recognizes its role in contributing to the development of Iraq and the Kurdistan Region and shall:

- Promote equal access to education for all segments of society
- Support initiatives that enhance social inclusion and community development
- Contribute to building a fair and equitable society through education and research

6.2 Inclusive Learning Environment

TIU is committed to creating and maintaining an inclusive learning environment in which all students and staff feel respected, valued, and supported. The University recognizes that an inclusive environment enhances learning outcomes, promotes wellbeing, and contributes to academic excellence and social cohesion. This commitment reflects international principles of inclusive education promoted by the UNESCO.

6.2.1 Respectful and Supportive Environment

TIU shall:

- Foster a campus culture based on **mutual respect, dignity, and professionalism**
- Promote zero tolerance for discrimination, harassment, bullying, or exclusion
- Encourage positive interactions among students and staff from diverse backgrounds
- Ensure that all individuals feel safe and respected in classrooms, laboratories, and campus spaces



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6.2.2 Inclusive Teaching and Learning Practices

TIU shall:

- Encourage academic staff to adopt **inclusive pedagogical approaches** that accommodate diverse learning needs
- Promote active learning methods that engage all students (e.g., group work, discussions, problem-based learning)
- Ensure that teaching practices are free from bias and culturally sensitive
- Support the use of technology-enhanced learning to improve accessibility and inclusion

6.2.3 Accessibility and Physical Environment

TIU shall:

- Ensure that campus facilities are **physically accessible and inclusive**, including:
 - Classrooms, laboratories, and libraries
 - Restrooms and common areas
- Continuously improve infrastructure to accommodate individuals with disabilities
- Provide safe and comfortable learning environments for all students

6.2.4 Psychological Safety and Wellbeing

TIU shall:

- Promote an environment where students feel **comfortable expressing their ideas and perspectives**
- Provide access to counseling and mental health support services
- Address issues such as stress, anxiety, and academic pressure
- Encourage a supportive academic culture that prioritizes student wellbeing

6.2.5 Cultural and Religious Inclusion

TIU shall:

- Respect and accommodate diverse cultural and religious practices
- Promote intercultural dialogue and understanding among the university community
- Ensure that university activities and schedules consider cultural and religious diversity where feasible
- Provide spaces or arrangements that support religious practices where appropriate

6.2.6 Gender Inclusion

TIU shall:

- Promote equal participation of men and women in all academic and campus activities
- Ensure that facilities and services are respectful of gender needs
- Prevent gender-based discrimination and harassment

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- Encourage gender balance in classrooms, leadership roles, and activities

6.2.7 Inclusive Communication

TIU shall:

- Ensure that all communication (academic, administrative, and promotional) is **clear, respectful, and inclusive**
- Avoid discriminatory or biased language in teaching materials and official communications
- Provide information in accessible formats where needed

6.2.8 Student Engagement and Participation

TIU shall:

- Encourage inclusive participation in classroom discussions and group activities
- Promote equal opportunities for involvement in student organizations, clubs, and committees
- Support student-led initiatives that promote inclusion and diversity

6.2.9 Staff Development and Capacity Building

TIU shall:

- Provide training for academic and administrative staff on inclusive practices and diversity awareness
- Promote continuous professional development in inclusive teaching and student support
- Encourage staff to share best practices and experiences

6.2.10 Monitoring and Continuous Improvement

TIU shall:

- Regularly assess the inclusiveness of the learning environment through surveys and feedback
- Identify and address barriers to inclusion
- Monitor incidents related to discrimination or exclusion and take corrective actions
- Continuously improve policies and practices based on feedback and international best practices

6.2.11 Contribution to Institutional Excellence

TIU recognizes that an inclusive learning environment:

- Enhances student satisfaction, retention, and success
- Strengthens the University's international reputation and rankings
- Contributes to building a diverse and cohesive academic community
- Supports the University's mission in serving society and promoting sustainable development



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6.3 Respect for Cultural and Religious Diversity

TIU is committed to fostering an academic and social environment that respects, values, and celebrates cultural and religious diversity. As an internationally oriented university located in the Kurdistan Region of Iraq, TIU recognizes the importance of cultural understanding and religious respect in promoting social cohesion, academic excellence, and global citizenship.

This commitment aligns with international principles of human rights and cultural diversity as promoted by the UNESCO and the Universal Declaration of Human Rights.

6.3.1 Recognition and Respect for Diversity

TIU shall:

- Recognize and respect the diverse cultural, ethnic, and religious backgrounds of students and staff
- Promote an environment where differences are valued as a source of enrichment and learning
- Ensure that no individual is discriminated against or disadvantaged based on their cultural or religious identity

6.3.2 Freedom of Belief and Religious Practice

TIU shall:

- Respect the right of individuals to **freely practice their religion or belief**, within the framework of national laws and university regulations
- Ensure that individuals are not compelled to adopt or renounce any belief
- Provide reasonable accommodations to support religious practices where feasible

6.3.3 Inclusive Campus Environment

TIU shall:

- Promote a campus culture that encourages **mutual understanding and respect among different cultural and religious groups**
- Ensure that university spaces and activities are inclusive and welcoming to all
- Prevent any form of exclusion, harassment, or intolerance related to cultural or religious identity

6.3.4 Consideration in Academic and Administrative Practices

TIU shall:

- Take into account religious and cultural considerations when planning academic schedules, examinations, and major university events where reasonably practicable
- Provide flexibility in cases where religious observances may affect attendance or participation
- Ensure that academic policies are applied fairly while respecting diversity



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6.3.5 Cultural Awareness and Intercultural Dialogue

TIU shall:

- Promote intercultural dialogue through events, seminars, and academic activities
- Encourage students and staff to engage in discussions that enhance cultural understanding
- Support initiatives that celebrate cultural diversity (e.g., cultural days, international events)

6.3.6 Inclusive Teaching and Curriculum

TIU shall:

- Encourage the integration of diverse cultural perspectives into teaching and learning
- Ensure that educational materials are respectful and representative of different cultures and beliefs
- Avoid bias, stereotypes, or discriminatory content in academic delivery

6.3.7 Prevention of Discrimination and Harassment

TIU shall:

- Prohibit any form of discrimination, harassment, or hate speech based on cultural or religious identity
- Provide clear procedures for reporting and addressing such incidents
- Ensure that all complaints are handled fairly, confidentially, and promptly

6.3.8 Support for International Community

TIU shall:

- Support international students and staff in adapting to the local environment while respecting their cultural identities
- Provide orientation and support programs that promote cultural integration
- Foster a multicultural campus environment through international collaboration

6.3.9 Training and Awareness

TIU shall:

- Provide training and awareness programs on cultural sensitivity and religious diversity
- Encourage staff and students to develop intercultural competencies
- Promote respect and understanding through continuous education

6.3.10 Monitoring and Continuous Improvement

TIU shall:

- Regularly assess the effectiveness of policies and practices related to cultural and religious diversity
- Collect feedback from students and staff on inclusivity and respect



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- Identify areas for improvement and implement necessary actions
- Benchmark practices against international standards

6.3.11 Contribution to Society and National Context

TIU recognizes its role in promoting harmony within the diverse society of Iraq and the Kurdistan Region and shall:

- Encourage respect for cultural and religious diversity as a foundation for peaceful coexistence
- Contribute to building a tolerant and inclusive society through education and community engagement
- Prepare graduates who are culturally aware and globally competent

6.4 Gender Equality

TIU is committed to promoting gender equality and ensuring that men and women have equal rights, responsibilities, opportunities, and access to resources across all aspects of university life. The University recognizes that gender equality is essential for academic excellence, institutional integrity, and sustainable development, and aligns its efforts with global principles such as those promoted by the United Nations and the Convention on the Elimination of All Forms of Discrimination Against Women.

6.4.1 Equal Rights and Opportunities

TIU shall:

- Ensure that men and women have **equal access to education, employment, training, and career advancement opportunities**
- Apply fair and transparent criteria in recruitment, admission, evaluation, and promotion processes
- Eliminate any form of direct or indirect discrimination based on gender

6.4.2 Gender Balance and Representation

TIU shall:

- Promote balanced representation of men and women across faculties, departments, and administrative units
- Encourage equal participation in leadership roles, committees, and decision-making bodies
- Monitor gender distribution in academic programs, staff positions, and governance structures

6.4.3 Gender-Sensitive Policies and Practices

TIU shall:

- Ensure that all institutional policies and procedures are **gender-sensitive and inclusive**
- Review existing practices to identify and eliminate gender bias
- Incorporate gender equality considerations into strategic planning and decision-making



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6.4.4 Prevention of Gender-Based Discrimination and Harassment

TIU shall:

- Enforce a **zero-tolerance policy** toward gender-based discrimination, harassment, and violence
- Establish clear procedures for reporting and addressing complaints
- Ensure confidentiality, fairness, and protection against retaliation for individuals reporting concerns
- Take appropriate disciplinary actions where violations occur

6.4.5 Support for Pregnancy and Maternity

TIU shall:

- Provide appropriate support and flexibility for pregnant students and staff, including:
 - Adjustments in attendance and assessment where necessary
 - Consideration of health and wellbeing needs
- Ensure that pregnancy and maternity do not negatively affect academic or professional progression
- Promote a supportive and respectful environment for maternity-related needs

6.4.6 Equal Pay and Employment Conditions

TIU shall:

- Ensure equal pay for equal work in line with international labour standards
- Provide fair and equitable employment conditions for all staff
- Monitor compensation and benefits to prevent gender-based disparities

6.4.7 Inclusive Learning and Teaching Environment

TIU shall:

- Promote gender equality in classroom participation and engagement
- Ensure that teaching materials and practices are free from gender bias or stereotypes
- Encourage equal participation of male and female students in all academic and extracurricular activities

6.4.8 Capacity Building and Awareness

TIU shall:

- Provide training and awareness programs on gender equality and non-discrimination
- Promote understanding of gender-related issues among students and staff
- Encourage participation in initiatives that support gender equality

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6.4.9 Monitoring, Evaluation, and Reporting

TIU shall:

- Collect and analyze gender-disaggregated data on admissions, employment, promotions, and participation
- Identify gaps and implement corrective measures to address inequalities
- Report progress to university leadership and relevant stakeholders
- Continuously improve gender equality practices based on evidence and feedback

6.4.10 Alignment with National Context and Cultural Sensitivity

TIU shall:

- Promote gender equality in a manner that is respectful of the cultural and social context of Iraq and the Kurdistan Region
- Encourage positive engagement with the community to support gender equality
- Contribute to national development by empowering both men and women through education

6.4.11 Contribution to Institutional Excellence and Society

TIU recognizes that gender equality:

- Enhances academic performance and institutional effectiveness
- Strengthens the University's international reputation and rankings
- Contributes to a fair and inclusive society
- Supports sustainable development and social progress

6.5 Support for Vulnerable Groups

TIU is committed to ensuring that individuals from vulnerable or underrepresented groups are supported, protected, and empowered to fully participate in academic and professional life. The University recognizes that certain individuals may face additional barriers due to social, economic, health, or personal circumstances, and therefore requires targeted support to ensure equity and inclusion. This commitment aligns with international human rights principles, including those promoted by the United Nations and relevant conventions on equality and protection.

6.5.1 Identification of Vulnerable Groups

TIU recognizes vulnerable groups may include, but are not limited to:

- Individuals with disabilities
- Refugees and asylum seekers
- Students and staff experiencing economic hardship
- Pregnant students and staff and those on maternity
- Individuals facing health-related challenges (physical or mental)
- Individuals from socially or educationally disadvantaged backgrounds



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TIU shall ensure that policies and practices consider the needs of these groups without stigmatization or discrimination.

6.5.2 Equal Access and Inclusion

TIU shall:

- Ensure that vulnerable individuals have **equal access to education, employment, facilities, and services**
- Remove barriers that may limit participation in academic and campus life
- Promote inclusive practices that enable full engagement and success

6.5.3 Targeted Support Services

TIU shall provide appropriate support mechanisms, including:

- **Academic support:** tutoring, mentoring, and flexible learning arrangements
- **Administrative support:** assistance with procedures and documentation
- **Counseling services:** psychological and emotional support
- **Advisory services:** guidance on academic and personal matters

6.5.4 Support for Students with Disabilities

TIU shall:

- Provide reasonable accommodations such as accessible facilities, adapted materials, and assistive technologies
- Ensure equal participation in academic and extracurricular activities
- Promote awareness and understanding of disability inclusion among the university community

6.5.5 Support for Refugees and Asylum Seekers

TIU shall:

- Facilitate access to education within the framework of national regulations
- Provide academic and social integration support
- Offer guidance on administrative and academic procedures
- Promote inclusion and prevent discrimination

6.5.6 Support for Pregnancy and Maternity

TIU shall:

- Provide flexibility in attendance, assessments, and academic requirements where necessary
- Ensure that pregnancy and maternity do not negatively affect academic or professional progression
- Promote a supportive environment that respects health and wellbeing needs



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6.5.7 Financial and Social Support (Where Applicable)

TIU shall:

- Explore opportunities to support students facing financial hardship through scholarships, discounts, or assistance programs (subject to institutional capacity)
- Promote equal access to resources regardless of economic background

6.5.8 Safe and Supportive Environment

TIU shall:

- Ensure that vulnerable individuals are protected from discrimination, harassment, or exploitation
- Promote a culture of empathy, respect, and support
- Provide safe channels for reporting concerns and seeking assistance

6.5.9 Confidentiality and Privacy

TIU shall:

- Respect the privacy and confidentiality of individuals receiving support
- Ensure that personal information is handled in accordance with applicable policies and regulations
- Avoid stigmatization or unnecessary disclosure of sensitive information

6.5.10 Staff Training and Awareness

TIU shall:

- Provide training to staff on identifying and supporting vulnerable individuals
- Promote awareness of inclusive practices and sensitivity to individual needs
- Encourage a proactive approach in offering support

6.5.11 Monitoring and Continuous Improvement

TIU shall:

- Monitor the participation, retention, and success of vulnerable groups
- Identify gaps in support services and implement improvements
- Collect feedback from beneficiaries to enhance support mechanisms
- Report progress to university leadership

6.5.12 Contribution to Society and National Development

TIU recognizes its role in supporting vulnerable groups within the broader Iraqi and Kurdistan context and shall:

- Promote access to education for all segments of society
- Contribute to social inclusion and equity through education and research
- Support national and community efforts to empower disadvantaged groups



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6.6 Zero Tolerance for Discrimination and Harassment

TIU is firmly committed to maintaining a safe, respectful, and inclusive environment in which all members of the university community are protected from discrimination, harassment, bullying, and any form of inappropriate conduct. The University adopts a **zero-tolerance approach**, meaning that any such behavior is unacceptable and will be addressed promptly and effectively.

This commitment aligns with international human rights principles, including those promoted by the United Nations and relevant global conventions on equality, dignity, and protection from discrimination.

6.6.1 Definition of Prohibited Conduct

TIU defines prohibited conduct as including, but not limited to:

- **Discrimination:** Unfair or unequal treatment based on any protected characteristic
- **Harassment:** Unwanted conduct that violates an individual's dignity or creates an intimidating, hostile, degrading, or offensive environment
- **Bullying:** Repeated inappropriate behavior that undermines an individual's confidence or wellbeing
- **Sexual Harassment:** Any unwelcome sexual behavior, whether verbal, non-verbal, or physical
- **Victimization:** Retaliation against individuals who report or support complaints

6.6.2 Scope of Application

This policy applies to:

- All students, academic staff, administrative staff, contractors, and visitors
- All university-related activities, including:
 - On-campus and off-campus events
 - Online and digital environments
 - Fieldwork, internships, and external collaborations

6.6.3 Zero-Tolerance Commitment

TIU shall:

- Enforce a strict **zero-tolerance policy** toward all forms of discrimination and harassment
- Take immediate and appropriate action in response to reported incidents
- Ensure that all complaints are treated seriously and investigated fairly
- Promote a culture where inappropriate behavior is not accepted or ignored

6.6.4 Reporting Mechanisms

TIU shall:

- Establish **clear, accessible, and confidential channels** for reporting incidents
- Allow individuals to report concerns without fear of retaliation
- Provide multiple reporting options (e.g., supervisors, designated officers, committees)



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- Ensure that all members of the university community are aware of reporting procedures

6.6.5 Investigation Procedures

TIU shall:

- Conduct **prompt, impartial, and thorough investigations** into all reported cases
- Ensure that investigations are handled by trained and authorized personnel
- Maintain confidentiality to the greatest extent possible
- Provide both complainants and respondents with a fair opportunity to present their case

6.6.6 Protection Against Retaliation

TIU shall:

- Prohibit any form of retaliation against individuals who report incidents or participate in investigations
- Take disciplinary action against any person engaging in retaliatory behavior
- Ensure that individuals feel safe to raise concerns without fear of negative consequences

6.6.7 Disciplinary Actions

TIU shall:

- Apply appropriate disciplinary measures in cases where violations are confirmed
- Ensure that actions are **proportionate, fair, and consistent** with university regulations
- Include measures such as warnings, suspension, or termination, depending on the severity of the case

6.6.8 Support for Affected Individuals

TIU shall:

- Provide support services to individuals affected by discrimination or harassment, including:
 - Counseling and psychological support
 - Academic or workplace adjustments where necessary
- Ensure that affected individuals are treated with respect and sensitivity

6.6.9 Awareness and Prevention

TIU shall:

- Conduct regular training and awareness programs on preventing discrimination and harassment
- Promote a culture of respect, professionalism, and accountability
- Encourage bystander intervention and responsibility within the university community



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6.6.10 Responsibilities of the University Community

All members of the TIU community are expected to:

- Treat others with respect and dignity
- Refrain from engaging in any form of prohibited conduct
- Report incidents or concerns when they arise
- Cooperate with investigations and uphold university values

6.6.11 Monitoring and Continuous Improvement

TIU shall:

- Monitor reported incidents and trends to identify areas for improvement
- Review policies and procedures regularly to enhance effectiveness
- Collect feedback from the university community
- Strengthen preventive measures based on data and best practices

6.6.12 Contribution to a Safe and Inclusive Environment

TIU recognizes that eliminating discrimination and harassment:

- Enhances student and staff wellbeing
- Strengthens institutional integrity and reputation
- Promotes a positive learning and working environment
- Supports the University's mission of academic excellence and social responsibility

7. Implementation Mechanisms

7.1 Governance

- The **Diversity, Equity, Inclusion and Human Rights Committee (DEIHR Committee)** shall oversee implementation
- The Committee shall advise university leadership and monitor compliance

7.2 Procedures

- Establish clear reporting and complaint mechanisms
- Ensure confidentiality and protection against retaliation
- Investigate complaints fairly and promptly

7.3 Training and Awareness

TIU shall:

- Conduct regular EDI training for staff and students
- Promote awareness campaigns and workshops



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7.4 Monitoring and Evaluation

- Establish KPIs (e.g., diversity ratios, participation rates)
- Conduct periodic surveys on campus climate
- Report progress annually

8. Roles and Responsibilities

Role	Responsibilities
University Leadership	Provide strategic direction and resources
DEIHR Committee	Policy implementation and monitoring
Academic Staff	Promote inclusive teaching and research
Administrative Staff	Ensure fair and inclusive services
Students	Respect diversity and contribute to inclusion

9. Alignment with Quality and Academic Frameworks

This policy aligns with:

- Bologna Process
- European Standards and Guidelines ESG 2015
- ISO 21001

10. Continuous Improvement

TIU is committed to:

- Regular review and updating of the policy
- Benchmarking against international best practices
- Continuous engagement with stakeholders

11. References

11.1 International Conventions and Frameworks

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic Social and Cultural Rights
- Convention on the Elimination of All Forms of Discrimination Against Women
- International Convention on the Elimination of All Forms of Racial Discrimination
- Convention on the Rights of Persons with Disabilities
- International Labour Organization conventions (No. 100 & 111)
- UNESCO Convention against Discrimination in Education



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11.2 National and Regional References (Iraq & Kurdistan Region)

- Iraqi Constitution (2005) – equality and human rights provisions
- Iraqi Labour Law No. 37 (2015)
- Kurdistan Region Law on Combating Domestic Violence No. 8 (2011)
- Kurdistan Regional Government (KRG) policies on equality and inclusion

12. Review and Approval

This policy shall be reviewed every **three (3) years** or as required by changes in legislation, institutional priorities, or international standards.

Approved by:

Asst. Prof. Dr. Mehmet Ozdemir

Vice President for Academic Affairs, Tishk International University (TIU)

Date: 11/10/2024