

POLICY ON EQUALITY, DIVERSITY AND INCLUSION (UCSI GROUP)

Document Control

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Responsibility

Policy Owner:	UCSI GROUP – GROUP SUSTAINABILITY OFFICE
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INTRODUCTION

UCSI University is committed to fostering a diverse, inclusive, and equitable environment where all individuals are treated with respect, fairness, and dignity. We believe that embracing equality, diversity, and inclusion (EDI) is essential for academic excellence, personal growth, and the development of a thriving and sustainable community. This policy sets out UCSI's commitment to promoting EDI across all aspects of university life.

Purpose

The purpose of this policy is to:

- a) Create an inclusive and welcoming environment for all members of the UCSI community, regardless of their race, ethnicity, national origin, religion, gender identity, sexual orientation, age, disability, socio-economic status, or any other characteristic protected by law.
- b) Ensure equal opportunities for all individuals to participate and excel in academic pursuits, employment, and other university activities.
- c) Foster a culture that values and celebrates diversity, promoting understanding, mutual respect, and collaboration among individuals from different backgrounds.

POLICY

1.0 Commitments

- a. Equality: UCSI University is committed to treating all individuals fairly and without discrimination. We will ensure that university policies, practices, and procedures do not discriminate against any individual or group based on their protected characteristics.
- b. Diversity: UCSI University recognises the value of diversity and the unique perspectives it brings. We will actively strive to increase the representation and participation of individuals from underrepresented groups across all levels of the university, including students, faculty, staff, and leadership positions.
- c. Inclusion: UCSI University is committed to creating an inclusive and accessible environment where everyone feels valued, respected, and supported. We will actively challenge barriers to inclusion and promote practices that foster a sense of belonging and equal opportunities for all.
- d. Education and Awareness: UCSI University will provide educational and awareness programmes to promote understanding and respect for diversity and inclusion. These programmes will be available to students, faculty, staff, and the wider community to enhance cultural competency and create an inclusive learning and working environment.
- e. Support and Accommodation: UCSI University will provide support and reasonable accommodations to individuals with disabilities or specific needs to ensure equal access and opportunities for success in all aspects of university life.
- f. Accountability: UCSI University will regularly review its policies, procedures, and practices to ensure compliance with this EDI policy. We will hold individuals accountable for their actions that contravene this policy and take appropriate corrective measures.

2.0 Implementation

- a. UCSI University will establish an EDI committee or designate responsible individuals to oversee the implementation and monitoring of this policy.
- b. The EDI committee or designated individuals will collaborate with relevant stakeholders to develop and implement strategies, initiatives, and programmes that promote EDI.
- c. UCSI University will provide resources, training, and support to faculty, staff, and students to foster an inclusive and diverse community.
- d. The university will regularly assess and report on progress made towards achieving the goals outlined in this policy.

3.0 Communication

- a. UCSI University will ensure that this policy is communicated widely to all members of the university community, including students, faculty, staff, and external stakeholders.
- b. Information about EDI initiatives, resources, and support services will be readily available and accessible to all individuals.
- c. UCSI University will encourage open dialogue and engagement on EDI matters through various communication channel

4.0 Review

This policy will be periodically reviewed to ensure its effectiveness and relevance. Changes may be made to reflect emerging best practices and evolving needs in promoting equality, diversity, and inclusion.

By embracing equality, diversity, and inclusion, UCSI University aims to create a vibrant, enriching, and transformative educational environment that prepares our graduates to become responsible global citizens who contribute positively to society.