



University of Warith Al-Anbiyaa-Equity, Diversity, and Inclusion Policy

Date Adopted: 23/09/2019

Date Revised: 05/09/2021

Date Reviewed: 07/07/2023

Background:

The University of Warith Al-Anbiyaa is committed to promoting equity, diversity, and inclusion within our community. We believe that embracing diversity and fostering an inclusive culture enriches the educational experience and strengthens our university's fabric. This policy outlines our unwavering dedication to ensuring that every individual, regardless of their background or identity, is valued, respected, and empowered to thrive in all aspects of university life.

1. Inclusive Environment:

We strive to create an inclusive environment that welcomes individuals from diverse cultural, religious, and ethnic backgrounds. Our university encourages open dialogue and respect for differing viewpoints, fostering an atmosphere of mutual understanding and tolerance.

2. Cultural Respect and Sensitivity:

As an institution in Iraq, we hold a deep respect for Islamic culture and its significance. We are committed to promoting cultural sensitivity and awareness, ensuring that Islamic traditions and practices are respected and accommodated within our university community.

3. Equitable Opportunities:

Our university is dedicated to providing equitable opportunities for all members of our community. We are committed to recruiting and retaining diverse faculty, staff, and students, ensuring that they have access to resources, support, and opportunities for professional and academic growth.

4. Inclusive Curriculum:

We recognize the importance of an inclusive curriculum that reflects diverse perspectives and histories. Our academic programs strive to incorporate Islamic culture and contributions, fostering a comprehensive understanding of our cultural heritage and its global significance.

5. Diverse Representation:

We believe in promoting diverse representation within our university's leadership, faculty, and staff. We actively encourage the participation of individuals from underrepresented groups, ensuring that their voices are heard and considered in decision-making processes.



6. Non-Discrimination Policy:

Our university upholds a strict non-discrimination policy, wherein all members of the academic community are treated with dignity and respect. We prohibit any form of discrimination based on race, religion, ethnicity, gender, disability, or any other characteristic protected by law.

7. Accommodation of Religious Practices:

We are committed to accommodating religious practices and observances, including prayer times and religious holidays, to ensure that all individuals can practice their faith without hindrance.

8. Campus Resources:

To support equity, diversity, and inclusion, we provide campus resources that foster cultural understanding, support diverse communities, and address issues of equity and discrimination. These resources include cultural centers, support groups, counseling services, and educational workshops.

9. Continuous Learning and Improvement:

Our commitment to equity, diversity, and inclusion involves ongoing learning, growth, and improvement. We actively seek feedback from our university community and engage in dialogue to address concerns and implement positive changes.

At the University of Warith Al-Anbiyaa, our Equity, Diversity, and Inclusion Policy guide our actions and aspirations toward building a harmonious community that embraces the richness of Islamic culture in Iraq. Together, we create an environment that empowers every individual, celebrates diversity, and fosters a sense of belonging, making a lasting impact on our university, society, and beyond.

Review:

This policy is subject to review once after every two years. If the need arises, the policy can be set to review prior to the two-year time period, this step will be taken only after necessary measures are followed officially. Where addition is required in said policy, founding body of the university after the discussion with the parent organization of the University of Warith Al-Anbiyaa (Hussenia Holy Shrine), can approve for necessary changes.

Approved By:

Date: 07/07/2023

Version: 3

