

EMPLOYEE EQUITY AND DIVERSITY POLICY

Policy #	AD-112	Revision #	02
Accessibility level	A	Effective date	01/20/2021

1. Purpose

To promote and support an environment which values and affirms equal opportunity, diversity and inclusivity in accordance with universal principles of equity, fairness and social justice, whilst ensuring that FBSU complies with its legal responsibilities in accordance with relevant legislation.

2. Scope

This Policy applies to all Employees.

3. Policy Statement

FBSU is actively committed to promoting the principles of equal opportunity and strives to support Employees to achieve their full potential in an environment which is fair, inclusive and diverse and supports the health and wellbeing of its Employees.

FBSU will strive to enhance the workforce representation of under-represented diversity groups through supportive strategies and programs which recognize the needs of these individuals and provide proactive responses to enable Employees to integrate their personal responsibilities with the demands of the workplace.

FBSU is actively committed to the prevention of Discrimination, Bullying, Harassment, Victimization and Vilification in the workplace, and will take all reasonable steps and actions to ensure that Employees are treated fairly, and with dignity and respect, whilst working at the University.

4. Principles

FBSU is committed to the promotion of equity and recognition of diversity in employment. It aims to provide a work environment that fosters fairness, equity, and respect for social and cultural diversity, and that is free from unlawful Discrimination, Bullying, Harassment, Vilification and Victimization.

In support of this commitment, FBSU will endeavor to:

- foster a University culture which values and responds to the rich diversity of its community;
- provide an inclusive and flexible environment for Employees by identifying and removing any remaining systemic barriers to equitable access, participation and progression in employment so that all Employees have the opportunity to fully contribute to University life;

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- ensure that Employees are aware of their rights and their responsibilities as University Members;
- use non-discriminatory, inclusive language and practices;
- develop proactive plans and programs to increase access and promote success in employment for designated under-represented groups in order to overcome disadvantage
- ensure that all Employees have fair access to benefits and services in an equitable manner, including assistance to reasonably accommodate a person's Disability;
- educate the University community on the goals and philosophy of equal opportunity, equity and social justice;
- develop and promote processes that support the systematic implementation, monitoring, reporting and management of equal opportunity and eliminate unlawful direct and indirect Discrimination and Harassment, and workplace Bullying;
- provide effective mechanisms to resolve complaints of unlawful Discrimination, Bullying, Harassment, Vilification and Victimization; and
- Create a culture of support for Employees affected by Domestic Violence.

All Employees are responsible for understanding and applying the principles of equal opportunity, equity and social justice. Supervisors are particularly responsible for taking reasonably practicable steps to ensure that the learning and working environment is safe, inclusive and free from Discrimination, Bullying and Harassment.

The University will ensure that Employees are trained in equal opportunity, equity, diversity and social justice matters and that targeted training is available to Employees with management and supervisory responsibilities.

4.1. Equity and diversity groups

Diversity involves recognizing the value of individual differences in the workplace and educational setting. Diversity in this context for the University includes age, cultural background, Disability, ethnicity, gender, language, and religious belief. Diversity also refers to the other ways in which people are different, such as educational level, life experience, work experience, socio-economic background, personality and marital status.

Equity relates to fair treatment. The FBSU's equity objective is to ensure that people from all groups in society have the opportunity to participate successfully in post-secondary education and employment. Target groups include, but are not limited to: people with disabilities, women in areas where they are currently under-represented, sex or gender identity and people from culturally and linguistically diverse backgrounds.

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The University is particularly committed to providing policies, procedures and programs which facilitate social inclusion by recognizing and addressing the character and needs of the people in Tabuk region.

4.2. Equal Opportunity, Harassment and Discrimination

Equal opportunity is about ensuring that everyone has equal access to, and opportunity to take part in, areas of public life such as education, employment, accommodation and access to Goods and/or Services.

To support this goal, FBSU will develop and implement programs and initiatives which aim to support equality in all areas of employment including, but not limited to:

- recruitment
- retention
- resignation and turnover
- performance management
- promotion and career progression
- talent identification and management
- succession planning
- Learning and development.

Equal opportunity, anti-discrimination and human rights laws set the standard for the way individuals treat each other in these areas and provides remedies for people who have been treated unfairly.

FBSU is committed to taking all reasonable steps to prevent and eradicate unlawful Discrimination, Bullying and Harassment against individuals in the work and learning environment.

To fulfil this commitment, the FBSU will implement a range of proactive and preventative strategies and programs, including provision of training and professional development opportunities for Employees and Supervisors to raise awareness of equal opportunity, Discrimination, Bullying and Harassment in the University, and provide strategies to prevent this occurring in the workplace.