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Policy on equality, diversity and
inclusion (EDI)

SARHAD UNIVERSITY OF SCIENCE & INFORMATION TECHNOLOGY, PESHAWAR

POLICY ON EQUALITY, DIVERSITY AND INCLUSION (EDI)

Persistence

Sarhad University of Science and Information Technology (SUIT) is committed to creating and maintaining an inclusive environment where equality, diversity, and respect for all are at the core of our values. This policy aims to ensure that all students, faculty, staff, and visitors are treated fairly, with dignity, and without discrimination, irrespective of their background or personal characteristics.

Scope

This policy applies to all members of the University community, including:

- Faculty and administrative staff
- Students (current and prospective)
- Visiting scholars, researchers, and contractors
- All individuals engaged in University activities or representing SUIT in any capacity.

Policy Statement

SUIT affirms its commitment to:

- Promoting equality of opportunity in all aspects of education, employment, and institutional operations.
- Creating an environment where diversity is valued and individuals are treated with fairness and respect.
- Eliminating discrimination, harassment, victimization, or any form of unfair treatment on the basis of:
 - Gender, gender identity, or marital status
 - Race, color, ethnicity, or nationality
 - Religion, belief, or sect
 - Disability or medical condition
 - Age
 - Socioeconomic background
 - Political opinion (within legal limits)
 - Any other protected characteristic under applicable laws and university values.



Objectives

To achieve its commitment, SUIT will:

- a. Ensure that admission, recruitment, and promotion processes are free from discrimination and bias.
- b. Encourage and support participation of under-represented groups in academic and administrative roles.
- c. Provide equal access to learning, teaching, research, and employment opportunities.
- d. Promote awareness and training on equality, diversity, and inclusion principles across the University community.
- e. Take proactive steps to prevent and address harassment, bullying, or discriminatory behavior.

Responsibilities

- **University Management:** Ensure this policy is implemented, reviewed, and monitored effectively.
- **Deans, HoDs, and Directors:** Promote EDI principles within their departments/institutions and act promptly on any reported incidents.
- **Faculty and Staff:** Demonstrate inclusive behavior and uphold the principles of fairness and respect.
- **Students:** Respect diversity and contribute to a positive, inclusive learning environment.

Implementation and Monitoring

- SUIT will regularly review policies, procedures, and practices to ensure alignment with EDI principles.
- The University will collect and analyze data (where applicable) to monitor progress towards equality objectives.
- Complaints or concerns regarding discrimination or harassment will be handled under the University's grievance procedures and Anti-Harassment Act in a fair, confidential, and timely manner.

Awareness and Training

The University will provide training and awareness sessions for all staff and students to ensure understanding of this policy and to promote inclusive behavior across the institution.