



Equality, Diversity and Inclusivity Policy

Approved by University Council, October 2024
(To be reviewed no later than November 2026)

Equality, Diversity and Inclusivity Policy

Scope

This policy applies to all of the Egyptian Chinese University staff, students, affiliates and visitors.

Principles

- 1- The university will ensure equal opportunity by removing barriers to participation and advancement in employment and education, allowing all staff members and students to fully participate in University life, and the university will assess the effectiveness of actions taken.
- 2- The university will assist staff members and students in practicing their rights and responsibilities as members of the ECU community regarding equality, diversity, and inclusion at ECU.
- 3- Respect must be demonstrated by all staff members and students by understanding each other's perspectives by inviting and exploring evidence supporting alternative points of view.
- 4- The university will promote clear and accountable policies and practices that support our values of partnership, integrity, transparency, and ethical decision making, as well as respect.
- 5- The university expects all staff and students to promote equity, diversity, and inclusion principles in their daily behavior, language, and decision-making.

Guidelines

- 1- Equal Treatment and Opportunities: ECU will ensure that all individuals are treated fairly and without discrimination in all aspects of university life, including recruitment, admissions, employment, and academic program access.
- 2- No Tolerance for Discrimination and Harassment: ECU will not tolerate any form of discrimination, harassment, or bullying. Such incidents will be reported and addressed through the university regulations.

- 3- Reasonable Accommodations: ECU will make reasonable accommodations to ensure that students with disabilities have full access to all aspects of university life, including academics and campus activities.
- 4- Diverse Representation: ECU will work to ensure that diverse individuals are represented on decision-making bodies, committees, and in leadership positions.
- 5- Equality, Diversity and Inclusivity Training and Awareness: Students, staff and faculty members will receive regular training and awareness initiatives on equality, diversity, and inclusion to promote a better understanding of EDI principles and practices.
- 6- Community Engagement: ECU will actively engage with various communities and organizations to form partnerships and foster a sense of belonging and respect.

Commitment

Egyptian Chinese University prohibits discrimination, harassment, and victimization based on any characteristics, including age, gender, disability, marriage, pregnancy, race, religion, and refugee status.