

## Diversity, Equity & Inclusion Policy



Policy Code: GOV-POL-008

Owner: Office of the Vice President for  
Administration, Finance and Community  
Engagement

### POLICY & PROCEDURES:

Diversity, Equity & Inclusion Policy

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## Version Control & Sign-Off Sheet

Version Control			
Version	Change reference	Approval	Dates
1	Initial version	University Council	1 September 2024
		Next Review	31 August 2025

## 1. Purpose

Applied Science University embraces diversity as a source of strength and is committed to creating an inclusive environment where all individuals — regardless of gender, nationality, ethnicity, religion, disability, age, or socioeconomic background — can thrive, contribute, and achieve their full potential.

## 2. Scope and Principles

This policy applies to all students, faculty, staff, and stakeholders of ASU. It covers admissions, recruitment, teaching and learning, research, student services, governance, and community engagement.

## 3. Risk Identification

The EDI Committee conducts annual assessments to identify risks to diversity and inclusion, including:

- Unconscious bias in recruitment and promotion processes
- Gender imbalance in senior leadership positions
- Accessibility barriers for students and staff with disabilities
- Cultural exclusion or marginalisation of minority groups
- Socioeconomic barriers to educational access
- Language barriers for non-Arabic and non-English speakers

## 4. Commitments

ASU commits to:

- Maintaining a student body and workforce that reflects the diversity of Bahrain's multicultural society (currently 28+ nationalities).
- Ensuring gender balance in student admissions (currently approximately 55% female, 45% male).
- Providing accessible facilities and reasonable accommodations for students and staff with disabilities.
- Offering needs-based scholarships and financial support to students from low-income backgrounds.
- Publishing annual diversity data and tracking progress against benchmarks.

## 5. Mitigation Framework

### 5.1 Recruitment and Admissions

Mandatory unconscious bias training for all hiring committees and admissions panels. Gender-balanced shortlists for senior academic and administrative appointments.

### 5.2 Accessibility

Annual accessibility audits of all campus facilities. Assistive technology and learning support for students with disabilities. Sign language interpretation available upon request.

### 5.3 Curriculum

Integration of diverse perspectives into curricula across all colleges. Inclusive teaching practices promoted through the Centre for Learning and Teaching.

### 5.4 Support Services

Dedicated support for international students through the International Support Centre. Counselling services culturally sensitive to diverse backgrounds. Student organisations for underrepresented groups supported and funded..

## 6. Reporting Chain

The EDI Committee reports to the Vice President for Academic Affairs & Development, who reports to the University Council. The EDI Committee shall submit quarterly progress reports and an annual diversity report to the University Council.

## 7. Complaints

Any member of the ASU community who experiences or witnesses discrimination, harassment, or exclusion may submit a complaint through the Students Online Service (SOS), via email to [diversity@asu.edu.bh](mailto:diversity@asu.edu.bh), or directly to the EDI Committee. All complaints shall be investigated within 15 working days.

## 8. Monitoring and Accountability

ASU shall publish an annual Equality, Diversity and Inclusion Report containing key metrics: student and staff demographic profiles, gender pay gap analysis, disability support usage, scholarship distribution, and complaint resolution statistics. Progress against targets shall be reviewed by the University Council.