



اونيورسيتي مليسيا قهغ السلطان عبد الله  
UNIVERSITI MALAYSIA PAHANG  
AL-SULTAN ABDULLAH

# EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

## UMPSA

### 1.0 INTRODUCTION

#### 1.1 POLICY STATEMENT

Universiti Malaysia Pahang Al-Sultan Abdullah is committed to promoting and maintaining equality, diversity, and inclusion (EDI) across all aspects of our work. We recognize the richness and value of a diverse community, and we believe that creating an inclusive environment is essential to our success. This policy outlines our commitment to equality and diversity, ensuring that all individuals are treated fairly, with respect, and with dignity.

### 2.0 DEFINITION OF EQUALITY, DIVERSITY AND INCLUSION (EDI)

#### Equality

We are dedicated to ensuring that every individual, regardless of their background or personal characteristics, has equal access to opportunities and resources within our organization. We will take proactive steps to eliminate all forms of discrimination, whether direct or indirect, and to address any barriers to equality in our systems, practices, and culture.

#### Diversity

We recognize and embrace the diversity of individuals within our organization, including but not limited to differences in age, disability, gender, gender identity, race, religion, sexual orientation, marital status, socio-economic background, and cultural heritage. We believe that diversity enhances creativity, innovation, and learning and brings valuable perspectives that strengthen our community.

#### Inclusion

Our goal is to ensure that every individual feels respected, valued, and included in every aspect of our organization. We strive to create an environment where all individuals can participate fully, contribute to the success of the organization, and feel a sense of belonging. We will take steps to ensure that all members of our community have the support and resources they need to thrive.

*This policy approved by: Sustainable Campus Committee Meeting No. 15, 2/2025*

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### 3.0 KEY AREAS OF FOCUS

#### 3.1 Age

We value individuals of all ages and will ensure that age is not a barrier to access, advancement, or inclusion.

#### 3.2 Disability

We are committed to providing reasonable facilities and ensuring full accessibility for individuals with disabilities. We will support employees and students in making adjustments to their work or learning environments to enable full participation.

#### 3.3 Race

We are dedicated to creating an environment free from racial discrimination and promoting racial equality. We will actively work to eliminate systemic racism and create a culturally inclusive environment for all.

#### 3.4 Religion or Belief

We respect and value the right of individuals to hold and express their religious beliefs. We will provide reasonable accommodations for religious practices and ensure that no one is discriminated against because of their religion or belief.

#### 3.5 Pregnancy and Maternity

We will ensure that individuals who are pregnant or on maternity leave are treated fairly and have equal access to opportunities, including career progression and training. We will support them in balancing their work or academic commitments with their responsibilities as parents.

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## RESPONSIBILITIES AND ACCOUNTABILITY

### 4.1 Leadership

Senior leadership is responsible for ensuring that this policy is implemented across the organization. They will lead by example and promote an inclusive organizational culture.

### 4.2 Managers and Supervisors

Managers at all levels are responsible for ensuring that their teams adhere to the principles of this policy. They must foster an environment of respect and inclusion, taking action to address any issues of discrimination, harassment, or exclusion.

### 4.3 Employees/Students

All members of the organization are expected to adhere to the principles of equality, diversity, and inclusion in their daily activities. They should respect the rights of others and contribute to a positive, inclusive culture.

## 5.0 IMPLEMENTATION AND MONITORING

### 5.1 Training

We will provide regular training and development on EDI-related topics to all employees, students, and relevant stakeholders. This will ensure that everyone understands the importance of EDI and how to implement it in their daily work or study.

### 5.2 Complaint and Grievance Procedures

We will provide clear processes for individuals to report incidents of discrimination, harassment, or exclusion. These will be dealt with promptly and fairly, ensuring that appropriate action is taken.

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### 5.3 Monitoring and Evaluation

We will regularly monitor the effectiveness of this policy and review our practices to ensure we are meeting our equality, diversity, and inclusion objectives. We will collect data to assess our progress and identify areas for improvement.

### 6.0 COMMITMENT TO CONTINUOUS IMPROVEMENT

Universiti Malaysia Pahang Al-Sultan Abdullah is committed to continuously improving its approach to equality, diversity, and inclusion. We will seek feedback from employees, students, and other stakeholders to inform our practices and ensure that we remain responsive to changing needs and emerging issues.

### 7.0 CONCLUSION

This Equality, Diversity, and Inclusion (EDI) Policy reflects our commitment to fostering a culture of equality, respect, and inclusion. We believe that by embracing diversity and creating an inclusive environment, we can achieve greater success and make a positive impact on all those who are part of our organization.

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