



الجامعة التكنولوجية - العراق

University of Technology - Iraq

Policy Name

Equal Opportunity and Non-Discrimination Policy

Policy Information

Issue Date	2018
Revision Date	May, 2024
Evaluation Frequency	Yearly
Level of Confidentiality	Public
Policy Approval Date	December 30, 2024

Responsibilities and Implementation

Follow-up, review and development	Human Resources and Institutional Development Unit
Accreditation	Strategies and Policies Committee, Sustainability and Ranking Office
Application (scope)	All members of the university community, including deanships, academic colleges, scientific and administrative centers, administrative units, and departments.

Policy Statement

The Technological University is committed to promoting gender diversity, equity, and inclusion. This policy aims to ensure respect for diversity across all university activities, prevent gender-based discrimination, and create a safe and inclusive environment that values individual contributions

Policy objectives (desired outcomes)

1	Promote gender diversity, equity, and inclusion throughout the university community.
2	Establish an inclusive environment that respects and values the contributions of all individuals.
3	Prevent and address gender-based discrimination, harassment, and violence.
4	Ensure access to support services and facilities that accommodate all genders.



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Related procedures

Procedures for Monitoring and Evaluating Inclusivity and Non-Discrimination

Key Performance Indicators (KPIs)

Number of gender-related discrimination complaints received.

Frequency of gender diversity training programs conducted.

Recommendations of the last review

1	Strengthen training and awareness mechanisms regarding gender diversity and inclusion.
2	Ensure the existence of a transparent and accessible process for reporting gender-based discrimination confidentially and effectively.
3	Regularly review university policies and procedures to align with inclusivity and anti-discrimination standards