

Equality, Diversity and Inclusion Policy

KFUPM is committed to encouraging equality, diversity, and inclusion amongst the whole workforce.

It is within KFUPM's best interest to eliminate unlawful discrimination and the institution is therefore dedicated to creating an inclusive and supportive environment where everyone can thrive and contribute to their fullest potential.

Our aim is to ensure that all employees, job applicants, contractors, volunteers, and stakeholders of our institution will be respected, valued, and given equal opportunity which will attract and retain a diverse workforce that reflects the communities KFUPM serves.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of gender, ethnicity, race, age and creed or any other type of discrimination as stated in [the Saudi Labor Law article 03](#).

When KFUPM selects candidates for hiring, evaluation, promotion, training, discipline, development, compensation, or termination of employment, KFUPM will never make decisions based on any criteria other than merit and education or business considerations.

KFUPM will provide training and support to all employees to enable them to work effectively in a diverse and inclusive environment.

KFUPM commitments:

- To create an environment in which individual differences and the contributions of all employees and team members are recognized and valued.
- To create a working environment that both promotes dignity and respect for every employee and encourages employees to treat everyone with dignity and respect.
- To maintain a zero-tolerance policy on harassment, victimization and unlawful discrimination by fellow employees, students, suppliers, visitors, and any others during the organization's work activities and to discipline those that breach this policy.
- To make training on unconscious bias, cultural awareness and effective communication as well as development and progression opportunities available to all staff.
- To create an academic work environment in which affiliates should not take advantage of subordinates. This may include, for example, any pressure to assist in publications or other academic endeavors to further one's career, especially without fair credit and/or compensation. This code acknowledges that instances must be reviewed case by case but encourages anyone who feels they have been subject to discrimination to raise their concerns so corrective measures can be applied.

This policy will form an integral part of KFUPM's code of conduct/Is Fair Document which is given to each employee and student upon admittance. By implementing these commitments, KFUPM will create a workplace that is welcoming, respectful, and supportive.

This policy will be monitored and reviewed annually to ensure that equality, diversity and inclusion is continually promoted in the workplace and that it remains relevant, effective, and up to date.