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**POLICY ON DIVERSITY, EQUITY,
AND INCLUSION
(UCSI GROUP)**

Document Control

Version:	Date:	Approved By:	Remark:
00	8 August 2023	Tan Sri Zakri Abdul Hamid	New document
01	25 April 2024	Tan Sri Zakri Abdul Hamid	Change Equality, Diversity & Inclusion (EDI) to Diversity, Equity & Inclusion (DEI)
02	4 February 2025	Tan Sri Zakri Abdul Hamid	Update on the 'Purpose' item a). Include age, marriage and civil partnership, refugee or asylum status, pregnancy and maternity status.

Responsibility

Policy Owner:	UCSI GROUP – GROUP SUSTAINABILITY OFFICE
Managed by:	INTERNAL AUDIT OFFICE

INTRODUCTION

UCSI University is committed to fostering a diverse, inclusive, and equitable environment where all individuals are treated with respect, fairness, and dignity. We believe that embracing diversity, equity, and inclusion (DEI) is essential for academic excellence, personal growth, and the development of a thriving and sustainable community. This policy sets out UCSI's commitment to promoting DEI across all aspects of university life.

Purpose

The purpose of this policy is to:

- a) Create an inclusive and welcoming environment for all members of the UCSI community and partners, regardless of their age, race, ethnicity, national origin, religion, gender identity, sexual orientation, age, disability, marriage and civil partnership, refugee or asylum status, pregnancy and maternity status, socio-economic status, or any other characteristic protected by law.
- b) Ensure equal opportunities for all individuals to participate and excel in academic pursuits, employment, and other university activities.
- c) Foster a culture that values and celebrates diversity, promoting understanding, mutual respect, and collaboration among individuals from different backgrounds.

POLICY

1.0 Commitments

- a. **Diversity:** UCSI University recognises the value of diversity and the unique perspectives it brings. We will actively strive to increase the representation and participation of individuals from underrepresented groups across all levels of the university, including students, faculty, staff, and leadership positions.
- b. **Equity:** UCSI University is committed to treating all individuals fairly and without discrimination. We will ensure that university policies, practices, and procedures do not discriminate against any individual or group based on their protected characteristics. It ensures everyone has access to the same opportunities, and when necessary, provides additional support to those who need it to achieve equal outcomes.
- c. **Inclusion:** UCSI University is committed to creating an inclusive and accessible environment where everyone feels valued, respected, and supported. We will actively challenge barriers to inclusion and promote practices that foster a sense of belonging and equal opportunities for all.
- d. **Education and Awareness:** UCSI University will provide educational and awareness programmes to promote understanding and respect for diversity and inclusion. These programmes will be available to students, faculty, staff, and the wider community to enhance cultural competency and create an inclusive learning and working environment.
- e. **Support and Accommodation:** UCSI University will provide support and reasonable accommodations to individuals with disabilities or specific needs to ensure equal access and opportunities for success in all aspects of university life.
- f. **Accountability:** UCSI University will regularly review its policies, procedures, and practices to ensure compliance with this DEI policy. We will hold individuals accountable for their actions that contravene this policy and take appropriate corrective measures.

2.0 Implementation

- a. UCSI University will establish a DEI committee or designate responsible individuals to oversee the implementation and monitoring of this policy.
- b. The DEI committee or designated individuals will collaborate with relevant stakeholders to develop and implement strategies, initiatives, and programmes that promote DEI.
- c. UCSI University will provide resources, training, and support to faculty, staff, and students to foster an inclusive and diverse community.
- d. The university will regularly assess and report on progress made towards achieving the goals outlined in this policy.

3.0 Communication

- a. UCSI University will ensure that this policy is communicated widely to all members of the university community, including students, faculty, staff, and external stakeholders.
- b. Information about DEI initiatives, resources, and support services will be readily available and accessible to all individuals.
- c. UCSI University will encourage open dialogue and engagement on DEI matters through various communication channels.

4.0 Review

This policy will be periodically reviewed to ensure its effectiveness and relevance. Changes may be made to reflect emerging best practices and evolving needs in promoting diversity, equity, and inclusion.

By embracing diversity, equity, and inclusion, UCSI University aims to create a vibrant, enriching, and transformative educational environment that prepares our graduates to become responsible global citizens who contribute positively to society.