

2024  
2025

# SUSTAINABILITY DEVELOPMENT GOALS





## Fakeeh College for Medical Sciences Commitment to Sustainable Development Goals

# Commitment to Sustainable Development Goals

At Fakeeh College for Medical Sciences (FCMS), our commitment to the Sustainable Development Goals is deeply embedded in our educational philosophy, community mission, and healthcare vision. Guided by the goals of Good Health and Well-being, we continuously work to enhance the health literacy, clinical competencies, and wellness of our students, staff, and the wider community through evidence-based education and impactful outreach programs. FCMS actively advances Quality Education by delivering modern, practice-oriented curricula across its diverse health disciplines, empowering a future-ready generation of healthcare professionals equipped to lead and innovate. Rooted in a culture of collaboration, FCMS strengthens SDG-focused efforts through strategic partnerships with national institutions, healthcare organizations, and academic entities, enabling the exchange of expertise, the development of joint initiatives, and the expansion of research opportunities. Together, these efforts reflect FCMS's unwavering dedication to shaping a healthier society and contributing meaningfully to national and global sustainable development targets.

## 5 GENDER EQUALITY



### Introduction:

SGD 5 aims to ensure that all females (women and girls) are properly empowered and that gender equality is guaranteed globally by the end of 2030 through many initiatives and targets, such as eradicating all sorts of discrimination against all females everywhere, ensuring women's complete, appropriate, and effective engagement and participation as well as equal opportunities for leadership at all levels and others.

FCMS considers equality a core value, which is expressed through its commitment to related principles such as equal opportunity, inclusivity, and diversity, particularly as part of its sustainability and human resources practices.

FCMS promotes gender equity across all levels, including students, faculty, and leadership. The college ensures equal access, participation, and progression opportunities for women. Policies on non-discrimination, harassment prevention, and maternity support safeguard a respectful work and study environment. Female leadership and mentorship initiatives empower women to excel in healthcare professions.

FCMS actively champions women's opportunities through comprehensive initiatives that align with both the UN SDGs (specifically SDG 5 Gender Equality) and Saudi Vision 2030.

FCMS integrates women's empowerment into its core mission, focusing on equal access, safety, and career progression in the healthcare and academic sectors.

**Equal Access and Progression:** The college ensures equal access to educational, participation, and progression opportunities for women across all levels, including students, faculty, and leadership roles. Leadership and Mentorship: Initiatives specifically support female leadership and mentorship, empowering women to excel in fields that were previously less accessible, in line with national vision for economic diversification.

**Supportive Environment:** FCMS maintains a respectful and safe work/study environment through strict policies on non-discrimination, harassment prevention, and maternity support.

**Specialized Programs:** The college offers targeted programs that cater to women's health needs, such as the Master of Women's Health Nursing program, and organizes awareness campaigns on maternal and family health that involve female students in community service.

**Scholarships and Recruitment:** Targeted social initiatives, like the «Daam» Nursing Scholarship Program, specifically recruit and support Saudi female high school graduates to enter essential healthcare disciplines, ensuring financial burden is reduced.

**Workforce Inclusion:** The broader Fakeeh Care group boasts a significant female workforce (around %60), with many holding senior leadership roles, demonstrating a commitment to women's inclusion in high-level positions.

**Dedicated Events:** The college hosts female-only recreational and awareness events, such as the «Safari Day – Female Edition» and various sports days, fostering a supportive community environment.

## 5.2 Proportion of graduates with teaching qualification

FCMS is a healthcare-focused institution and does not primarily offer general teacher training programs. Its programs are centered on medical and health sciences, such as Bachelor of Medicine and Bachelor of Surgery (MBBS), Doctor of Pharmacy (PharmD), BSc of Nursing (BSN), BSc of Medical Laboratory Sciences (MLS), in addition to Post-graduate Masters in various nursing specialties, as well as a MSc in Medical Education.

However, FCMS has tracking metrics related to its specific programs, such as the number of graduates from Medical Education master's program, which prepares individuals to teach within a healthcare context. Moreover, data related to women's participation in its health science programs as part of its contribution to women's empowerment goals within Saudi Vision 2030 and related SDG reporting.

## 5.2 Proportion of graduates with teaching qualification:

### 5.2.1

- Proportion of women first-generation
- Number of women starting a degree
- Number of first-generation women starting a degree

FCMS ensures equal access to educational, participation, and progression opportunities for women across all levels, including students, faculty, and leadership roles. This is achieved by maintaining a respectful and safe work/study environment through strict policies on non-discrimination, harassment prevention, and maternity support. Moreover, the college offers targeted programs that cater to women's health needs, such as the Master of Women's Health Nursing program, and organizes awareness campaigns on maternal and family health that involve female students in community service.

Additionally, FCMS offers targeted social initiatives, like the «Daam» Nursing Scholarship Program, specifically recruit and support Saudi female high school graduates to enter essential healthcare disciplines, ensuring financial burden is reduced.

Also, there is a prestigious academic scholarship offered by FCMS (Khadija Attar Scholarship Program) which is specifically designed to attract and empower high-achieving high school graduates (with equal chances for males and females) to pursue undergraduate degrees in vital healthcare fields (MBBS, Pharm-D, and Respiratory Care Programs).

*Daam Program Policy:*

[VISIT LINK](#)

*Khadija Attar Sponsorship Program Policy:*

[VISIT LINK](#)

### 5.3. Student access measures

FCMS implements several measures to ensure and enhance student access to education, aligning with its commitment to inclusivity, equity, and the UN Sustainable Development Goals, keeping equal chances for both males and females.

Key student access measures include scholarships & financial aid, inclusive admission policies with fair & transparent criteria, access to resources & technology, as well as physical and educational support.

#### 5.3.1

- Tracking access measures
- Systematically measure and track women's application rate, acceptance or entry

FCMS explicitly tracks women's application, acceptance, and entry rates as part of its commitment to SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities). It monitors and evaluates the participation of women throughout the entire admissions process to ensure fairness and identify any potential barriers to entry.

All annual reports related to students' performance, as well as committees' roles record and analyse different information for males and females to track this information to be used in systematic monitoring, ensuring parity, informing policies, and sustainability reports.

All these measures encourage women's participation in all academic fields, including those where they might be traditionally underrepresented, as well as ensuring gender equality and women's empowerment. This commitment to equal opportunity is a core value, with the broader Fakeeh Care group noting that women make up a substantial portion of their overall workforce, including senior roles.

*Daam Program Policy:*

[VISIT LINK](#)

*Khadija Attar Sponsorship Program Policy:*

[VISIT LINK](#)

### 5.3.2

- Policy for women applications and entry
- Have a policy (e.g. an Access and Participation plan) addressing women's applications, acceptance, entry, and participation at the university.

FCMS adheres to a gender-neutral admissions policy that ensures equal opportunities for all applicants based on merit. This approach is consistent with the college's commitment to equality and non-discrimination as a core value.

Key aspects of admission policy are:

**Gender-Neutral Criteria:** The same admission criteria apply to all prospective students, regardless of gender.

**Equal Opportunities:** The policy framework ensures that gender diversity and equality are integral to its institutional mission. This means women compete for seats based purely on their academic performance and potential, not a quota system that might limit or favour a specific gender.

**Active Encouragement of Women:** While the application process is gender-neutral, FCMS actively promotes female enrolment through targeted outreach, awareness campaigns, and specific support initiatives to encourage women to enter demanding healthcare fields. An example includes the «Daam» Nursing Scholarship Program, which targets Saudi female high school graduates.

**Tracking and Reporting:** The college collects and analyses data on women's enrolment annually to ensure equal access across all disciplines and inform future outreach initiatives.

So, FCMS admission policy guarantees that women have the same access to opportunities as men, with selection based solely on qualifications and merit.

#### Admission Policy:

[VISIT LINK](#)

#### Women's access and participation policy:

[VISIT LINK](#)



### 5.3.3

- Women's access schemes
- Provide women's access schemes, including mentoring, scholarships, or other provision
- Mentoring
- Scholarship
- Other targeted support

FCMS employs several schemes and initiatives to ensure and enhance access for women, which fall under the umbrella of its commitment to SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities). These measures aim to create an inclusive environment and support women throughout their educational journey and into their careers.

These schemes include Gender-Neutral Admissions Policy, Targeted Scholarship Programs (Daam Nursing Scholarship and Khadija Attar Scholarship Programs), Supportive and Safe Environment, Female Leadership and Mentorship Initiatives, Community Health and Awareness Programs (e.g., breast cancer awareness, maternal health awareness), Dedicated Female Events (e.g., Safari Day – Female Edition, Ladies Sport Day), Flexible Learning and Support (LMS and other digital tools).

Moreover, there are equal opportunities for females to participate in continuous professional development activities (CPD), guided by policies and procedures.

These combined efforts ensure that FCMS provides a robust support structure for women to access, participate in, and succeed in medical sciences education.

**Women's access and participation policy:**

[VISIT LINK](#)

**Anti-discrimination and anti-harassment policy:**

[VISIT LINK](#)

**Daam Program Policy:**

[VISIT LINK](#)

**Khadija Attar Sponsorship Program Policy:**

[VISIT LINK](#)

Example of Mentor-Mentee list:

[VISIT LINK](#)

The health of pregnant women awareness (May 2025):

[VISIT LINK](#)

Afterbirth Your Journey to Recovery and Wellness (May 2025):

[VISIT LINK](#)

Breast Cancer Awareness (October 2024):

[VISIT LINK](#)

[VISIT LINK](#)

Safari Day-Female Edition (May 2025):

[VISIT LINK](#)

Ladies Sport Day (October 2024):

[VISIT LINK](#)

## 5.4 Proportion of senior female academics

FCMS actively monitors gender representation among its staff and reports commitment to gender equality in senior roles. The college's strategy is to actively work towards increasing female representation in all roles through non-discriminatory policies and mentorship initiatives.

### 5.4.1

- Proportion of senior female academics
- Number of senior academic staff
- Number of female senior academic staff

FCMS explicitly states its commitment to «promoting gender equity across all levels, including students, faculty, and leadership». The college's internal policies and data tracking are designed to ensure women are not discriminated against in promotions and that the «leaky pipeline» effect (where women leave academia before reaching senior roles) is addressed through supportive policies and mentorship programs.

Moreover, annual reports are submitted to the Saudi Council of University Affairs related to all program profiles including representation of different academic positions and rankings with male and female proportions and Saudi nationality versus other nationalities

Anti-discrimination and anti-harassment policy:

[VISIT LINK](#)

## 5.5 Proportion of women receiving degrees:

FCMS tracks this proportion internally to ensure parity and to demonstrate its commitment to empowering women in the medical sciences. Tracking this data helps FCMS confirm that its policies are effectively leading to equal graduation rates for female students, thus contributing to a more gender-balanced professional workforce in the healthcare sector.

### 5.5.1

- Proportion of female degrees awarded
- Number of graduates: Total
- Number of graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total
- Number of graduates: STEM
- Number of graduates: Medicine
- Number of graduates: Arts & Humanities / Social Sciences
- Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total
- Number of female graduates: STEM
- Number of female graduates: Medicine
- Number of female graduates: Arts & Humanities / Social Sciences

FCMS programs are centered on medical and health sciences, such as Bachelor of Medicine and Bachelor of Surgery (MBBS), Doctor of Pharmacy (PharmD), BSc of Nursing (BSN), BSc of Medical Laboratory Sciences (MLS), in addition to Post-graduate Masters in various nursing specialties, as well as a MSc in Medical Education.

## 5.6 Women's progress measures

FCMS measures women's progress through a combination of data tracking, policy implementation, and dedicated initiatives that align with SDG 5 (Gender Equality). These measures span academic, professional, and social aspects of college life.

Key women's progress measures at FCMS include Application and Entry Rate Tracking, Graduation and Degree Attainment Rates, Representation in Senior Academic Positions, Supportive Environment Metrics, as well as Community Engagement and Skill Development.

These measures help monitor progress towards ensuring that females are not only entering the field of medical sciences but are also completing their education successfully and moving into influential careers

### 5.6.1

- Policy of non-discrimination against women
- Have a policy of non-discrimination against women

FCMS operates under a formal Policy of Non-Discrimination and Anti-Harassment that explicitly protects women and all individuals based on gender and other protected characteristics. This commitment is a core part of its mission to foster an inclusive and equitable educational and work environment.

*Anti-discrimination and anti-harassment policy:*

[VISIT LINK](#)

### 5.6.2

- Non-discrimination policies for transgender
- Have a policy of non-discrimination for transgender people

As mentioned before, FCMS operates under a formal Policy of Non-Discrimination and Anti-Harassment that explicitly protects women and all individuals based on gender and other protected characteristics. Moreover, there is a policy to ensure a mechanism is in place which supports a confidential process for raising concerns about serious malpractice (Whistle Blowing Policy).

*Anti-discrimination and anti-harassment policy:*

[VISIT LINK](#)

*Whistle Blowing Policy:*

[VISIT LINK](#)

### 5.6.3

- Maternity and paternity policies
- Have maternity and paternity policies that support women's participation

FCMS adheres strictly to Saudi Labor Law regarding maternity and paternity leave, which are part of its official policies aimed at supporting women's participation and ensuring work-life balance.

The FCMS leave policy defines FCMS staff rights and responsibilities related to their leave, ensures that FCMS leave system complies with Saudi labor law and MOE legal requirements, and regulates the procedures associated with leave application.

All types of leave are described in this policy, including both maternity and paternity leave.

#### Leave Policy:

[VISIT LINK](#)

### 5.6.4

- Childcare facilities for students
- Have accessible childcare facilities for students which allow recent mothers to attend university courses
- Free
- Paid

### 5.6.5

- Childcare facilities for staff and faculty
- Have childcare facilities for staff and faculty
- Free
- Paid

FCMS does not have onsite childcare facilities for general students and staff. However, as a family-friendly institution, it provides support to employees with young children through its policies and through the specialized services of the Khadija Attar Center.

The Khadija Attar Center (KAC) is an initiative of the Fakeeh Care Group that provides specialized care for children with special needs aged birth to 12. It offers medical, educational, and rehabilitation services for children with special needs. The KAC trains students majoring in related fields, which helps provide practical experience and prepares them for their careers.

Moreover, there is Watch-Me-Grow facility, a specific outreach healthcare service and initiative provided by the Fakeeh Care Group.

Also, FCMS provides alternatives in this regard such as maternity and paternity leave, as well as breastfeeding breaks in compliance with Saudi Law.

#### Khadija Attar Center:

[VISIT LINK](#)

#### Watch me grow facility:

[VISIT LINK](#)

#### Leave Policy:

[VISIT LINK](#)

### 5.6.6

- Women's mentoring schemes
- Have women's mentoring schemes, in which at least %10 of female students participate

FCMS actively supports mentorship and career development for women, integrating these opportunities into general professional development programs and initiatives rather than a single, formal «women's only» scheme.

#### Mentorship and professional development at FCMS include:

- Integrated Mentorship Culture and principles in the curriculum and clinical training environments.
- FCMS offers a dedicated course on «Coaching and Mentoring» as an elective within its MSc in Medical Education program. This course focuses on the theory and practice of mentorship, including tools, techniques, and the roles of mentors and mentees in health professions education. This helps develop future female academic leaders who can, in turn, mentor others.
- **Career Guidance and Alumni Workshops:** The Student Career and Alumni Unit organize regular workshops and events (e.g., Career Days, Scientific Research Workshops, Career Counseling Workshops) where students and alumni engage with established healthcare leaders. These sessions offer informal mentorship opportunities and networking to enhance professional development.
- **Role Models and Networking:** FCMS ensures women have access to female role models. The high proportion of women within the broader Fakeeh Care Group's workforce (%60), including leadership positions, provides aspiring female students with visible examples of success in the medical field.
- **Community and Academic Support:** The college fosters a supportive environment through various clubs (e.g., Social Club) and community service opportunities, allowing women to build strong networks with peers and faculty, gaining guidance and support for navigating academic and professional challenges.

#### MSc Medical Education Program, FCMS:

[VISIT LINK](#)

#### FCMS Career Day (January 2025):

[VISIT LINK](#)

#### FCMS Social Club:

[VISIT LINK](#)

- 5.6.7**
- Track women's graduation rate
  - Have measurement or tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap

As mentioned before, FCMS actively tracks and monitors graduation rates (including women's graduation rates) as a key performance indicator of its commitment to gender equality and educational success, which aligns with SDG 5 (Gender Equality) performance metrics.

FCMS utilizes different steps in this regard, such as systemic data collection through utilizing its information systems, monitoring progress, benchmarking and analysis.

The data ensures that FCMS maintains an equitable environment where women are not only enrolling in high numbers (which is the trend in many Saudi universities), but are also completing their degrees successfully and within the expected timeframe.

#### FCMS Annual Report:

[VISIT LINK](#)

### 5.6.8

- Policies protecting those reporting discrimination
- Have a policy that protects those reporting discrimination from educational or employment disadvantages.

FCMS follows the code of conduct policy that ensures that the legal and ethical standards of conduct are followed at FCMS, helps concerned people focus on areas of ethical risk, provide guidance to help them recognize and deal with ethical issues. Moreover, it provides mechanisms to report unethical conduct, and to help foster a culture of honesty and accountability.

As previously mentioned, FCMS has a clear policy that protects individuals who report discrimination from educational or employment disadvantages (retaliation). This is a standard and essential component of its broader Anti-discrimination and anti-harassment policy. Also, the availability of whistle blowing policy to ensure a mechanism is in place which supports a confidential process for raising concerns about serious malpractice.

Moreover, FCMS strives to respect the confidentiality of the reporter and witnesses to the extent possible, consistent with its legal obligations to investigate the complaint and maintain due process.

Retaliation is prohibited against any individual who, in good faith, reports a concern about discrimination or harassment, participates in an investigation as a witness, or exercises their rights under the non-discrimination policy. Any individual found to have engaged in retaliation is subject to disciplinary action, which can have serious consequences in the light of Disciplinary Policy which ensures standards are in place that reach organizational expectations for staff conduct.

**Link to Code of Conduct Policy:**

[VISIT LINK](#)

**Link to Whistle Blowing Policy:**

[VISIT LINK](#)

**Anti-discrimination and anti-harassment policy:**

[VISIT LINK](#)

**Link to Disciplinary Policy:**

[VISIT LINK](#)