

Fakeeh College for Medical Sciences	Policy Number: GLM-33	
Policy Title: Diversity and Inclusion Policy	<input checked="" type="checkbox"/> New	<input type="checkbox"/> Revised
	Version-1 is Prepared on: 9-2-2026	
Applicable to: FCMS	Version-1 is Approved on: 10-2-2026	
	To be Reviewed on: 10-2-2031	

1. Statement of the Purpose:

1.1 To foster a diverse, equitable, and inclusive academic and professional environment that respects human dignity and promotes equal opportunity. This policy establishes the principles and framework for ensuring fair treatment, inclusive participation, and non-discrimination across all institutional activities.

2. Definition:

2.1 Diversity: The presence of individual differences, including nationality, culture, gender, age, disability, socioeconomic background, academic discipline, language, beliefs, and professional experience.

2.2 Inclusion: Active and intentional efforts to ensure equal access, participation, representation, and voice for all members of the FCMS community.

2.3 Equity: Fair treatment and access to opportunities through the removal of barriers and provision of appropriate support where needed.

2.4 Non-Discrimination: The absence of unfair treatment based on personal or protected characteristics in institutional decisions and practices.

2.5 Reasonable Accommodation: Necessary and appropriate adjustments that enable individuals with specific needs to participate fully without imposing undue hardship.

3. Policy:

3.1 FCMS affirms that diversity and inclusion are core institutional values and essential to academic excellence, innovation, and social responsibility.

- 3.2 FCMS maintains a respectful, discrimination-free, and harassment-free environment.
- 3.3 FCMS ensures fairness and transparency in institutional decisions.
- 3.4 FCMS promotes inclusive teaching, learning, and research practices.
- 3.5 FCMS supports participation of underrepresented and special-needs groups.
- 3.6 FCMS encourages cultural awareness and mutual respect.
- 3.7 FCMS integrates diversity and inclusion considerations into planning, governance, and quality processes.

4. Procedure:

Procedure steps	Responsibility
4.1 Recruitment and Admission:	
<p>4.1.1 Faculty and staff Selection criteria shall be objective and documented.</p> <p>4.1.2 Students' admission criteria are approved, publicized, and fairly implemented.</p> <p>4.1.3 Selection panels include diverse representation where feasible.</p> <p>4.1.4 Approval of student admission and faculty and staff recruitment is done at multiple levels.</p>	<p>Vice Dean for Academic Affairs</p> <p>Director of Administration and Finance</p>
4.2 Teaching and Learning:	
<p>4.2.1 All programs offered at FCMS incorporate inclusive teaching approaches.</p> <p>4.2.2 Faculty are encouraged to support varied learning needs.</p> <p>4.2.3 Academic support services are available to all students, and additional services are offered to eligible students.</p>	<p>All Faculty Members Medical Education Department Student Academic Advising and Support Unit</p>
4.3 Workplace Practices	

<p>4.3.1 All faculty members and staff have equal access to professional development and promotion opportunities.</p> <p>4.3.2 Fair workload distribution applied according to approved, publicized policies and procedures.</p> <p>4.3.3 Flexible working arrangements are considered where operationally feasible.</p>	<p>VDAА</p>
<p>4.4 Accessibility and Accommodation</p>	
<p>4.4.1 Students can submit requests for accommodation, which will be treated with confidentiality</p> <p>4.4.2 Designated units and the Academic Affairs Committee will review and approve adjustments.</p> <p>4.4.3 Implementation of accommodation is done with respect to privacy and dignity.</p>	<p>Student Academic Advising and Support Unit</p> <p>Academic Affairs Committee</p>
<p>4.5 Respectful Environment:</p>	
<p>4.5.1 All members of the college must follow the Code of Conduct.</p> <p>4.5.2 We ensure that any harassment, discrimination, or exclusion incidents are reported, investigated, and resolved according to policies and procedures.</p> <p>4.5.3 FCMS management ensures that no retaliation occurs against good-faith reporting.</p> <p>4.5.4 Faculty, staff, and students' complaints, reporting, and Grievances:</p> <ul style="list-style-type: none"> • Complaints can be filed through HRU or the Student Activity Affairs Unit. • Cases are reviewed confidentially. 	<p>College Dean</p> <p>Disciplinary Committee</p> <p>Academic Integrity and Appeal Committee</p>




<ul style="list-style-type: none"> Investigations follow institutional disciplinary procedures. Corrective actions are documented, implemented and monitored. 	
4.6 Awareness and Capacity Building:	
<p>4.6.1 FCMS ensures that the faculty, staff, and students' orientation programs include inclusion principles.</p> <p>4.6.2 Conducts periodic workshops and campaigns.</p>	<p>Staff Development Unit Student Activity Affairs Unit</p>

5. Forms/Attachments:

6. References:

- 6.1** European Higher Education Area (EHEA). Social Dimension in Higher Education (Bologna Process) <https://www.ehea.info/page-social-dimension>
- 6.2** Advance HE. *Equality, Diversity and Inclusion (EDI) in Higher Education*. <https://www.advance-he.ac.uk/equality-diversity-and-inclusion>

7. Approval:

	Name	Job title	Signature	Date
Revised by	Dr. Dania Waggas	Vice Dean-Academic Affairs		9-2-2026
Reviewed by	Dr. Enas Gouda	Director-Quality and Accreditation Unit		9-2-2026
Approved by	Prof. MSM Ardawi	FCMS Dean		10-2-2026