



Mohammad Ali Jinnah University

Live, Learn and Be Inspired

Equality, Diversity and Inclusion (EDI) Policy

Version 1.0

Owner:	Mohammad Ali Jinnah University
Approved from:	Board of Governors
Date of Approval:	8th Dec 2025
Effective Date:	Spring 2026
Review Due Date:	N.A
Current Version:	1.0
Classification:	Internal Only/Confidential



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Table of Content

1. Purpose.....	2
2. Scope	2
3. Policy Statement.....	2
4. Principles	2
5. Prohibited Conduct.....	2
6 Responsibilities	3
6.1 University Management	3
6.2 Staff.....	3
6.3 Student	3
7. Recruitment.....	3
8. Training and Awareness	3
9. Reporting and Complaints	3
10. Monitoring and Review.....	4
11. Compliance.....	4



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1. Purpose

The purpose of this policy is to promote a culture of equality, diversity, and inclusion (EDI) within the University. The University is committed to providing an environment where all individuals are treated with dignity, fairness, and respect, and where diversity is valued as a strength.

2. Scope

This policy applies to:

- All students
- Academic and administrative staff
- Contractors, visitors, and stakeholders

3. Policy Statement

The University is committed to:

- Ensuring equal opportunities in admission, employment, and academic progression
- Eliminating unlawful discrimination, harassment, and victimization
- Promoting inclusivity regardless of gender, religion, ethnicity, disability, age, or socioeconomic background
- Creating a safe, respectful, and supportive learning and working environment

4. Principles

The University upholds the following principles:

- Equality: Fair treatment and equal access to opportunities
- Diversity: Recognition and celebration of individual differences
- Inclusion: Creating an environment where everyone feels valued and included.

5. Prohibited Conduct

The following are strictly prohibited:

- Discrimination (direct or indirect)
- Harassment (verbal, physical, or psychological)
- Bullying and victimization
- Any form of exclusion based on personal characteristics

Procurement decisions will consider lifecycle cost, durability, and long-term value rather than only initial price.



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6. Responsibilities

Suppliers are expected to comply with environmental laws, minimize waste, and provide sustainable product options while maintaining ethical practices.

6.1 University Management

- Ensure implementation of the EDI policy
- Provide resources and training
- Monitor compliance and progress

6.2 Staff

- Promote inclusive practices in teaching and workplace behavior
- Treat all individuals with respect and fairness

6.3 Student

- Respect diversity and uphold inclusive values
- Report any incidents of discrimination or harassment

7. Recruitment

The University ensures:

- Transparent and merit-based recruitment and admissions
- Equal opportunity regardless of background
- Non-discriminatory selection processes

8. Training and Awareness

The University will:

- Conduct regular EDI awareness sessions
- Provide training on unconscious bias and inclusive practices

9. Reporting and Complaints

- All complaints related to discrimination or harassment will be taken seriously
- A confidential reporting mechanism will be maintained
- Complaints will be investigated fairly and promptly



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10. Monitoring and Review

- The policy will be reviewed annually
- Data on diversity and inclusion will be monitored to ensure continuous improvement

11. Compliance

Failure to comply with this policy may result in disciplinary action in accordance with university rules.