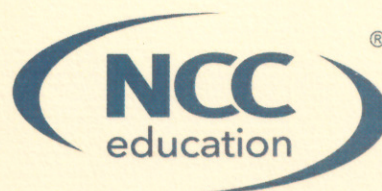




**SOUTH MEDITERRANEAN
UNIVERSITY**



**Awarding
Great British
Qualifications**

EQUALITY, DIVERSITY AND NON- DISCRIMINATION POLICY



1. Policy Statement

South Mediterranean University is committed to promoting equality of opportunity, diversity, inclusion, dignity, and respect in all aspects of its operations, activities, and services.

The University is committed to ensuring that all individuals who study, work at, apply to, or otherwise engage with the University are treated fairly, respectfully, and without unlawful or unjustified discrimination.

The University will conduct its activities in accordance with applicable Libyan legislation and regulatory requirements, as well as relevant principles of equality, diversity, inclusion, and non-discrimination applicable to its academic and professional partnerships and accreditation arrangements.

All University staff are required to comply with and actively support this Policy and to contribute to maintaining an environment in which individuals are treated fairly and with dignity and respect.

2. Scope

This Policy applies to all members of the University community, including:

- students and learners;
- academic and teaching staff;
- administrative and professional staff;
- applicants and prospective students;
- contractors and consultants;
- visitors; and
- other individuals engaged with the University's activities or services.

The Policy applies to recruitment, admission, teaching and learning, assessment, progression, certification, employment, professional development, student support, access to facilities and services, and other University activities.

3. Commitment to Equality and Diversity

The University is committed to preventing and addressing discrimination and to promoting equality of opportunity in access to its programs, qualifications, services, facilities, and employment opportunities.



The University will seek to ensure that individuals are not subjected to discrimination based on characteristics protected by applicable law or otherwise recognized by the University, including where applicable: age; disability; nationality; race or ethnic origin; marital or family status; another legally protected characteristic.

The University will also seek to prevent discrimination arising from sexual orientation or gender identity or reassignment, insofar as applicable under the University's legal and regulatory framework.

4. Forms of Discrimination and Unacceptable Conduct

Discrimination or conduct inconsistent with this Policy may take various forms and may include, but is not limited to:

4.1 Direct Discrimination

Treating an individual less favorably because of a protected characteristic or other characteristic covered by this Policy.

4.2 Indirect Discrimination

Applying a provision, criterion, practice, or requirement that appears neutral but places individuals sharing a particular characteristic at a particular disadvantage, unless the measure can be objectively justified where such justification is legally applicable.

4.3 Harassment

Unwanted conduct that violates an individual's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

4.4 Victimization or Retaliation

Subjecting an individual to detrimental treatment because they have made a complaint, raised a concern, supported another person's complaint, or otherwise participated in a process relating to discrimination or equality.

4.5 Other Unacceptable Conduct

Examples may include:

- offensive, hostile, intimidating, or degrading treatment;
- verbal, written, or physical abuse;
- displaying or distributing offensive or discriminatory material;
- inappropriate conduct that disregards the dignity, rights, or legitimate needs of others;
- derogatory or demeaning comments concerning an individual's protected or personal characteristics;
- discriminatory or stereotypical language or imagery; and
- any other conduct that is inconsistent with the principles of equality, dignity, respect, and inclusion.

5. Equality of Access to Education and Services



The University will seek to ensure that its teaching, learning, assessment, and learner-support services:

- are available to individuals who meet the relevant academic and admission requirements;
- do not contain unnecessary or unjustified barriers to access, participation, or progression;
- are delivered without direct or indirect discrimination;
- provide reasonable adjustments or appropriate arrangements, where reasonably practicable and legally applicable, to accommodate individual needs;
- take appropriate account of the needs of learners who require special consideration in relation to assessment;
- are supported by clear, accessible, and inclusive documentation and promotional materials;
- avoid unnecessary stereotyping, discriminatory language, or discriminatory imagery;
- reflect the diversity of the University's learners and wider community; and
- are subject to fair, transparent, and appropriately quality-assured procedures.

6. Reasonable Adjustments and Special Considerations

Where an individual has a disability, medical condition, religious requirement, or other circumstance that may materially affect their ability to access education, assessment, or University services, the University will consider appropriate reasonable adjustments or special considerations, subject to applicable requirements, academic standards, operational feasibility, and the integrity of the relevant assessment or qualification.

Any adjustment or special consideration must not compromise the validity, reliability, or academic integrity of an assessment or qualification.

Further requirements relating to assessment adjustments and special considerations may be addressed through the University's Special Considerations Policy and other relevant procedures.

7. Responsibilities of Staff and Learners

All staff have a responsibility to:

- comply with this Policy;
- treat students, colleagues, applicants, and other stakeholders with dignity and respect;
- avoid discriminatory or inappropriate conduct;
- challenge or report conduct that may constitute discrimination or harassment, where appropriate;
- support equality of opportunity and inclusive practices; and
- participate in relevant equality, diversity, safeguarding, or awareness training where required.



Learners are likewise expected to treat staff, fellow learners, and other members of the University community with dignity and respect and to comply with the University's applicable policies and regulations.

8. Implementation and Awareness

To ensure that this Policy is understood and effectively implemented, the University will:

- make the Policy available to staff and learners;
- publish the Policy, or an appropriate summary of it, on the University's official website;
- provide relevant guidance, training, and awareness activities to staff where appropriate;
- incorporate the principles of equality, diversity, inclusion, and non-discrimination into relevant policies, procedures, and learner-support services;
- monitor the effectiveness of the Policy; and
- review and amend the Policy where necessary to reflect changes in legislation, regulatory requirements, accreditation standards, institutional practice, or identified areas for improvement.

9. Complaints and Reporting Concerns

The University encourages any individual who believes that they have experienced or witnessed discrimination, harassment, victimization, or other conduct contrary to this Policy to raise the matter promptly through the appropriate University reporting or complaints procedure. Reports and complaints will be handled fairly, objectively, confidentially, and without retaliation, subject to applicable legal and regulatory requirements.

The University will endeavor to respond to reports and suspected breaches promptly and proportionately and will take appropriate action where a breach of this Policy is established.

Questions, concerns, or suspected breaches of this Policy should be referred to:

Email: k.jleta@smuni.ly

Telephone: 0920929870

Where appropriate, matters may also be submitted through the University's official

Complaints and Feedback Portal.

10. Investigation and Action

Alleged breaches of this Policy will be assessed and, where appropriate, investigated in accordance with the University's relevant procedures.



Where a breach is substantiated, the University may take appropriate corrective, remedial, disciplinary, or other action in accordance with applicable University regulations and procedures.

Any disciplinary action will be proportionate to the nature and seriousness of the conduct and will be subject to the University's applicable disciplinary procedures.

11. Relationship with NCC Education Requirements

As an NCC Education Accredited Centre, South Mediterranean University recognizes its responsibility to maintain policies and procedures that support equality of opportunity, fair treatment, and non-discriminatory access to NCC Education qualifications and related services. This Policy forms part of the University's governance and quality-assurance framework and will be implemented in a manner consistent with the University's obligations to NCC Education, applicable regulatory requirements, and the terms governing the University's status as an NCC Education Centre.

Where an NCC Education requirement imposes a specific obligation concerning equality, diversity, access, assessment, or learner support, the University will take that requirement into account in the implementation and review of this Policy.

12. Monitoring and Review

The University will periodically review the implementation and effectiveness of this Policy.

Where appropriate, monitoring may include consideration of complaints, reported incidents, learner feedback, staff feedback, assessment arrangements, access to programs and services, and other relevant quality-assurance information.

The Policy will be reviewed periodically and amended where necessary to ensure continued compliance with applicable legal, regulatory, institutional, and accreditation requirements.

