



Policy: AUM Diversity Policy

Policy	AUM DIVERSITY POLICY
Policy ID	2021_Diversity_Pol_V1
Date	19/05/2021
Responsible Office	President, VP, Provost
Executive office/s	Student Affairs

Art. 1: OVERVIEW

Diversity at **the American University of Malta** is expressed through management's commitment to equality and the treatment of all individuals with respect.

The American University of Malta is committed to developing a rich culture, a diverse student cohort and a healthy University environment in which every student is treated fairly, is respected, and can achieve their full potential as individuals.

Diversity at **the American University of Malta** refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnic origin, language, gender, sexual orientation, disability, age, or any other potential factor of difference.

The American University of Malta understands that the wide range of experiences and perspectives resulting from such diversity promotes innovation and business success. Diversity management makes us creative, productive, responsive, competitive and creates value for our University.

Art. 2: SCOPE

This policy applies to all current students at **the American University of Malta**.

1. COMMITMENT FROM THE AMERICAN UNIVERSITY OF MALTA

We are opposed to all forms of unlawful and unfair discrimination. All students, faculty staff and management, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When the **American University of Malta** selects candidates for employment, promotion, training, or any other benefit, it will be based on their aptitude and ability.

We are opposed to any form of illegal and unfair discrimination. All students, faculty, or staff, whether part-time, full-time, or temporary, will be treated fairly and with respect.

When **the American University of Malta** will select candidates for employment, promotion, training, or any other benefit, it will be based on their skills, abilities, and merit.

American University of Malta is committed to:

Student Affairs: AUM Diversity Policy

- Create an environment in which the individual differences and contributions of all team members are recognized and valued.
- Create a University environment that promotes dignity and respect for everyone.
- Attract and retain a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located and our employees reside.
- Ensure appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring new staff, including Board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination.
- Ensure that students applicants and employees of all backgrounds are encouraged to apply for and have fair opportunity to be considered for all available roles.
- Provide, to the greatest extent possible, universal access to safe, inclusive, and accessible premises that allow everyone to participate study and work to their full potential.
- Comply with equal opportunity and anti-discrimination legislation.
- Not tolerate any form of intimidation, bullying, victimization, vilification, or harassment and to take disciplinary action against those who violate this policy.
- Provide training, development and advancement opportunities for all staff based on merit.
- Encourage anyone who feels they have been discriminated, to express their concerns so that we can take corrective action.
- Encourage employees to treat everyone with dignity and respect.
- Regularly review all our practices and procedures so that fairness is always maintained.
- Ensure to the greatest extent possible that all panels at the **American University of Malta** organizes or participates on include representation of each gender.
- Set measurable objectives for gender diversity which will be monitored and reviewed against the effectiveness of this policy and associated procedures.
- Monitor and report annually on diversity and inclusion performance commitments.

The American University of Malta will inform all students that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the University.

The American University of Malta equality and diversity policy is fully supported by senior management and its Board of Directors. Our policy will be monitored and reviewed annually to ensure equality and diversity are continually promoted in the workplace.

Art. 3: STUDENT & EMPLOYEE RESPONSIBILITIES

- All students and employees and agents of the **American University of Malta** have a responsibility to always treat others with dignity and respect.
- All students' employees and agents of AUM are expected to exhibit conduct that reflects inclusion during class while at work, at work functions on or off the work site, and at all other AUM -sponsored and participative events and or interactions with other third parties.
- All students and employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Art. 4: MANAGEMENT RESPONSIBILITIES

- Senior Management, Faculty and Staff at AUM are responsible for understanding their role in promoting diversity, communicating, and implementing policies and procedures effectively and working with students and staff to integrate the values of diversity into the Universities practices.
- Build a student cohort and workforce that is provided with opportunities to develop skill and experience for career advancement, learning and development.
- Executive management will lead and approve policy review, revision as appropriate and monitoring of data collected.

Art. 5: COMPLIANCE, TRAINING, REVIEW & BREACH

- All students' directors, officers and employees are responsible for complying with the Universities diversity policy and for reporting violations or alleged violations in accordance with that policy.
- Students Managers and staff will receive the resources, training and support necessary to implement this policy.
- This policy will be reviewed on an ongoing basis to reflect changing legislation, demographics, and organizational priorities.
- Any breach of this diversity policy must be reported directly to the management team. Anyone who contravenes this diversity policy may be subject to disciplinary action, including dismissal.

Art. 6: STUDENT AGREEMENT ON DIVERSITY POLICY

I acknowledge that I have received a copy of the **American University of Malta** Diversity policy. I have read and understand the policy. I understand that, if I violate the policy, I may be subject to disciplinary action, including dismissal. I further understand that I will contact the Student Affairs Office if I have any questions about any aspect of the policy.

Dated: _____

STUDENT

STUDENT AFFAIRS

Authorized Signature

Authorized Signature

Print Name and Title

Print Name and Title