



Educational Institute	American University of Malta (AUM)
Policy Title:	Diversity and Inclusion (DI) Policy
Policy Ref:	V3-DI
Effective Date:	16/07/2024
Responsible Office	DID Committee
Responsible Executive(s)	VP Administration, VP Finance, Provost, HRM, Director of Student Affairs

1. Purpose:

The purpose of this Policy is to support the American University of Malta (AUM) with its approach towards Diversity, Inclusion and Disability, as articulated by the Council of the European Union (2017, p3).

AUM values equity, diversity, and inclusion and has developed robust policies and procedures to support and enhance an inclusive learning environment for all. The University is committed to creating a fair environment within the AUM community, celebrating diversity, promoting inclusion, and protecting the rights of all individuals who study at AUM.

The American University of Malta (AUM) is committed to ensuring equal access and participation for students with disabilities. We are committed to treating people with disabilities in a way that allows them to keep their dignity and independence.

We believe in integration, and we are committed to meeting the needs of people with disabilities. We will do so by removing and preventing barriers to accessibility where possible and by meeting our accessibility requirements under Malta's accessibility laws, CRPD guidelines and the United Nations Convention on the Rights of Persons with Disabilities Act, Cap. 627 of the Laws of Malta.

This policy therefore demonstrates the commitment by the University to supporting a diverse cohort and to integrating equal opportunity for people with disabilities into the American University of Malta policies, procedures, decisions, and operations.

The American University of Malta is committed to supporting a culture that values the promotion of a diverse, inclusive and accessible environment for all its students and an environment that reflects the Universities values, in accordance with the principles of equal access for all.

2. Definitions

Equality:

Ensuring that individuals or groups are not treated less favourably than others based on protected characteristics, without direct or indirect discrimination, or conscious or unconscious bias.

Equity:

Concerned with access barriers to the inclusion of persons and groups with protected characteristics and promoting fairness to achieve equality of outcome.

Diversity:

Understanding, appreciating, and embracing differences, and practicing mutual respect for qualities and experiences that are different from the majority.

Disability:

AUM is committed to supporting all students where possible and recognizes that students with disabilities, or those who may be developing a disability, may require additional support to enable them to complete their learning journey at AUM with respect and dignity.

The university also recognizes the vital relationship and dependency which exists between a person with a disability and their assistive device and or service animal such as a guide dog. As a result, AUM wholeheartedly supports students who need to utilize an assistive aid and or need to have their service dog onsite.

Inclusion:

A sense of belonging, feeling respected and valued, and having the necessary support and commitment from others to achieve one's learning journey objectives.

Protected Characteristics:

Age, belief, creed or religion, colour, ethnic or national origin, race, disability, family responsibilities or pregnancy, family or civil status, gender expression or gender identity, genetic features, health status, language, nationality, political opinion, property, sex or sex characteristics, sexual orientation, and social class.

3. Policy Guidelines:

Principles and Values:

AUM is wholeheartedly committed towards facilitating the needs of all students equitably and fairly throughout their learning journey at AUM

AUM promotes inclusion at all levels, recognizing that the success of students is dependent on the institution being cognizant of their individual needs and wants and facilitating these needs where possible.

AUM acknowledges the negative impact of societal barriers on mental health and wellbeing and provides support for those affected through the Office of Student Affairs.

AUM upholds the right of all students to express themselves freely within legal limits and with respect for the rights and dignity of others.

4. Individual Responsibilities:

All AUM Community Members are responsible for:

- Familiarization with this Policy.
- Participating in DI training sessions.

- Treating others with dignity and respect, and respecting others' protected characteristics.
- Supporting AUM's commitment to prevent discrimination, bullying, victimization, and harassment.
- Supporting and assisting those who need additional help during their learning journey at AUM.

5.0 University Responsibilities:

The DI committee ensures best practice at AUM. The DI committee monitors the implementation of and related issues and ensures the implementation of AUM's DI targets.

All AUM Community Members are made aware of this policy through the AUM's webpage, social media induction and training, publications, and line management structures.

All publicity materials shall respect the diversity of the AUM community and be checked by the AUM Marketing, Communications Office.

Takes prompt action over alleged discrimination, victimization, or harassment, in line with established policies (see Section 7).

Makes reasonable accommodations for students, with disabilities, providing inclusive and accessible learning, and recreational spaces.

All persons involved in student recruitment, student admissions, selection, and promotion panels are fully onboard with DI principles.

Raises awareness of DI principles with the Office of the Provost.

Monitors DI actions through Equity reports and the Quality Assurance Unit.

6.0 Practices Related to Students:

AUM practices related to student recruitment, advice, choice, admission, support, retention, progress, completion, transition, international opportunities, and exchange shall reflect AUM's DI principles.

Students are admitted to AUM based on merit, per AUM General Regulations and Admission Regulations.

7.0 Unacceptable Behaviour:

AUM encourages behaviour that does not interfere with the rights of others.

Belittling, coercion, mobbing, harassment, bullying, or threatening students who have special needs will be condemned under applicable under the AUM Student Coded of Conduct.

5. Monitoring and Review:

5.1 The DI will check the observance and implementation of this Policy and propose revisions as and when needed to guide DI actions accordingly. This Policy will be reviewed yearly with any changes in relevant legislation, or developments implemented.

6. Concerns and Complaints:

When students perceive unfair treatment related to any protected characteristic:

- Students should first speak to the Office of Student Affairs who will assist the student with their concern and or complaint.

- The OSA will then approach the DI with the concern and or complaint.
- The DI will review and action a solution if needed within ten days.

References informing this Diversity and Inclusion Policy

[National Legislation in Malta - Equal Opportunities \(Persons with Disability\) \(Amendment\) Act, 2016 - G3ict: The Global Initiative for Inclusive ICTs](#)

[Commission for the Rights of Persons with Disability - CRPD](#)

[Parliament of Malta - Equal Opportunities \(Persons with Disability\) \(Amendment\) Act \(parlament.mt\)](#)

For employee wellbeing a Harassment & Bullying free workplace see here, [Public Service \(gov.mt\)](#)

For subsidiary legislation 460.15 see here [MALTA LEGISLATION](#)

For Gender Identity, Gender Expression and Sex Characteristics Act (Chapter 540, laws of Malta see here, [Gender Identity, Gender Expression and Sex Characteristics Act.pdf \(gov.mt\)](#)

For Chapter 540, laws of Malta see here, [MALTA LEGISLATION](#)

Last reviewed by the Director of Student Affairs AUM July 2024