

## Equality, Diversity and Inclusion (EDI) Policy

### Introduction:

University of Biskra is committed to fostering an inclusive, diverse, and equitable academic environment. This policy aims to ensure that all students, staff, and stakeholders are treated fairly and have equal opportunities to succeed, regardless of their background. This policy applies to:

- All students (undergraduate and postgraduate)
- Academic and administrative staff
- External partners and visitors

### Principles:

#### 1 Equality

The University ensures equal access to education, employment, and services without discrimination based on gender, age, disability, race, ethnicity, religion, nationality, marriage, pregnancy, maternity, refugee and asylum seekers or socio-economic background.

#### 2 Diversity

The University values diversity as a source of strength and innovation, encouraging representation from different backgrounds, cultures, and perspectives.

#### 3 Inclusion

The University promotes an inclusive environment where all individuals feel respected, supported, and able to participate fully in academic and social life.



## Commitments

The University commits to:

- Preventing all forms of discrimination, harassment, and exclusion
- Promoting gender equality and equal opportunities
- Supporting students and staff with disabilities through appropriate accommodations
- Encouraging participation from underrepresented groups
- Providing awareness and training on EDI principles

## Implementation, Monitoring and Review

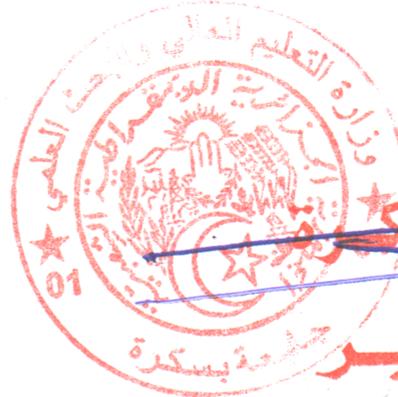
To implement this policy, the University will:

- Integrate EDI principles into institutional strategies and decision-making
- Establish support services for students and staff
- Monitor equality indicators (e.g., gender balance, access, participation)
- Ensure fair recruitment, promotion, and evaluation processes

The University will regularly review this policy to ensure its effectiveness and alignment with national and international standards.

Date:

The rector



مدير جامعة بسكرة  
أ.د. ديبى زهير