 msu <small>management & science university</small>	MANAGEMENT & SCIENCE UNIVERSITY (MSU)	
CREATED ON: 2019	REVIEW ON: 2023	
EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY		


1. PURPOSE & SCOPE

- 1.1.** This document outlines the Management and Science University's (MSU) approaches to celebrate multi-diversity and promote equality among all stakeholders throughout all aspects for instance the education, research, recruitment, governance and student support services.
- 1.2.** To provide clear understanding of Equal Employment Opportunity (EEO) and its principles.
- 1.3.** To outline the responsibilities of all parties in the implementation and practice of EEO.
- 1.4.** To provide guidelines on the implementation of EEO.
- 1.5.** This policy applicable to MSU staff, the students, and its associates.

2. POLICY STATEMENT

2.1. Introduction

- 2.1.1 Incorporating with the Equality, Diversity and Inclusion into social impact is vital for producing a sustainable change that can be favorable to all stakeholders and society. This can ensure to contribute in building a further equitable and inclusive environment.
- 2.1.2 MSU is committed to a work environment free from discrimination on the grounds of race, gender, religion, disability, refugee, age, or political or sexual preference, and where decisions on employment and promotion are made on the basis of merit and assessment.
- 2.1.3 Behaviors which constitutes sexual harassment, or physical or any form of intimidation, is unacceptable.
- 2.1.4 Ensure that all employees and prospective employees are afforded equal access to opportunities and benefits relating to employment, promotion and training.
- 2.1.5 MSU is also committed in providing a pleasant working environment for all employees and encouraging good working relationships between employees.

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3.1. Principles

- 3.1.1 MSU to provide equal opportunities and nondiscrimination practices for all individual regardless of their gender, religion, race and ethnicity, financial background, marriage, pregnancy, maternity and disability.
- 3.1.2 MSU to promote a comprehensive recruitment practices among the university's staff across all departments and faculty, also provide a proper development plan and opportunities with utmost fairness.
- 3.1.3 Accommodating an accessible and supportive campus environment in combination to support staff and students with special care or needs to restrained disabilities fairness.
- 3.1.4 The relevant departments in MSU to educate and raise awareness in engaging the university community in promoting equality, diversity and inclusion by organizing an events, workshops, research and others.
- 3.1.5 MSU ensure in creating and maintaining a healthy and safe working environment for all.
- 3.1.6 All stakeholders to take care of each other and intervene or stop activities deemed unsafe.

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