



TEXILA
AMERICAN
UNIVERSITY



POLICY ON DIVERSITY AND EQUALITY



Texila American University - Zambia

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1. Purpose:

The purpose of this Diversity and Equity Policy is to frame the approach of Texila American University (TAU) to accommodate all individuals in the university community and others involved in it, regardless of their “Protected Characteristics” such as diversity, origin, religion, culture, belief, race, gender reassignment, marriage and civil partnership, pregnancy and maternity, socioeconomic status and impairment.

2. Scope:

This policy applies to staff, academic and administrative departments in the University. It extends to prospective staff as well as others who engage with the university.

3. Policy Statement:

- The University shall not discriminate against any staff on the basis of protected characteristics in their recruitment and selection, career development, promotion, staff development opportunities decisions, pay and remuneration, reward and recognition.
- The University officials carry out monitoring, where practicable, by protected characteristics to ensure that all job applicants and applicants for promotion are being fairly treated and to support and inform the Equality Impact Assessment process.
- TAU ensures that all employees are treated fairly, regardless of their characteristics are protected. The University will take immediate action in cases of discrimination, victimization, or harassment.
- The University provides training on equality and diversity issues for staff involved in recruitment, selection and promotion.
- External contractors directly or indirectly involved in the recruitment and training of TAU staff are aware of their responsibilities regarding equality and diversity and must comply with university policies and regulations.



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- Staff responsible for dealing with appeals, complaints, grievances and staff discipline matters should demonstrate sensitivity to equality and diversity issues.
- The University does not tolerate abusive literature (hard copy or electronic) that is against equality and diversity in the institution and that may lead to disciplinary action.
- TAU ensures that all staff and administrators are aware of this diversity and equality policy through the university website, handbook and orientation training.

4. Relevant Information:

Nil