

# SUSTAINABLE DEVELOPMENT GOALS

## 5 GENDER EQUALITY



**5.3.2 Does your university as a body have a policy (e.g., an Access and Participation plan) addressing women's applications, acceptance/entry, and participation at the university?**

**Yes**

## **UBT Equality , Justice , and Tolerance Policy**

**UBT has a policy that specifically addresses the application, acceptance, and participation of women in the university (Reference to Evidence No. 1 Policy: Equality, Tolerance and Justice). This policy ensures that all university policies, including admission and acceptance criteria, are applied equally to both male and female applicants. The aim is to provide equal opportunities to all individuals.**

## Equality, Justice, and Tolerance Policy

|                             |                     |
|-----------------------------|---------------------|
| <b>Policy Code:</b>         | HR.01.01 - SA.02.01 |
| <b>Policy Version No:</b>   | Ver. 1.0            |
| <b>Approval Date:</b>       | 20 June 2022        |
| <b>Implementation Date:</b> | 1 September 2022    |
| <b>Revision Date:</b>       | 1 September 2025    |
| <b>Policy Owner:</b>        | HR - SA             |

### Documentation Administration

- Any hard copy of this document without the signed first page or unprotected soft copy is regarded as an uncontrolled copy.
- This document is considered obsolete once printed
- No part of this publication should be used or reproduced in any form or by any means, or stored in a database or retrieval system without prior written permission of the Governance Department.

### 1. Purpose

To foster a healthy environment free from discrimination, and harassment where all can work together in harmony and equality, to learn and innovate.

### 2. Scope

Applied to all UBT members (Faculty (part time and full time), Staff, Students, visitors, adjunct professors, etc.) in terms of equality in accessibility, admission, pay-scale, gender equality and disabilities, anti-harassment, and anti-discrimination.

1

It is clearly stated on the university Equality, Tolerance, and Justice policy, ( Gender Equality, p.4 that:

- UBT is committed to eliminating any discrimination or prejudice against women based on Gender.
- UBT programs are open for both female and male students with equal opportunities.

- Male and female representation in UBT councils and committees is based on their merits, expertise and backgrounds.
- UBT provides equal facilities and services for each gender and respects the privacy of its students, staff and faculty members with full access to all resources.
- UBT offers equal opportunities to internships, coop and international study programs to its students.
- UBT encourages women to apply and participate in all activities (See Evidence No.3 Female students participation in University activities )
- For every college and department, Dean & Vice Dean / the head of department or the co-head of department is a female faculty ( See evidence No. 4 UBT female leaders).
- All UBT students (male and female) have the same opportunities to establish clubs, societies and conduct extracurricular activities and field trips.

**Sample of Students participation in University activities :**





## UBT Female Leaders' Participation

### UBT FEMALE LEADERS

|  |  |  |  |   |   |   |   |
|--|--|--|--|---|---|---|---|
| <br><b>DR. YUSSRA JAMALOOM</b><br>Vice President<br>- Coniache campus -      | <br><b>DR. GHADA NASREF</b><br>Vice President<br>for Development & Quality     | <br><b>DR. HAMEEN M. SHOHEB</b><br>Dean<br>College of Business Administration    | <br><b>DR. HAYOOH KADI</b><br>Dean<br>Jeddah College of Advertising    | <br><b>DR. RUQA BIS SADDIG</b><br>Dean<br>of Scientific Research                      | <br><b>DR. RAMZA ALBARRY</b><br>Vice Dean<br>College of Business Administration           | <br><b>DR. RANIA BAASHIRAH</b><br>Vice Dean<br>College of Engineering                         | <br><b>DR. DURA ABUSAIID</b><br>Vice Dean<br>of Student Affairs |
| <br><b>DR. AMIRA BAHAJELDIN</b><br>Assistant Dean<br>of Postgraduate Studies | <br><b>PROF. HANY AL YAZJI</b><br>Supervisor<br>of Intellectual Awareness Unit | <br><b>DR. BASMA ALZAIN</b><br>Director<br>of Technology                         | <br><b>DR. KHOLEUD BARUWAD</b><br>Director<br>of Training Center       | <br><b>DR. LEILA JAMALOOM</b><br>Director<br>of Community Responsibility Center       | <br><b>DR. GHURFRAN SAIT</b><br>Deputy General Director<br>of Financial Executive Affairs | <br><b>DR. WAFAR ALYAFI</b><br>Head of Department of General<br>Department in Coniache Campus | <br><b>DR. FARAH DURANI</b><br>Head of<br>Finance program       |
| <br><b>DR. SHARIFAH AHMED</b><br>Head of<br>Marketing program                | <br><b>DR. HAMADI HAKAMI</b><br>Head of Software<br>Engineering program        | <br><b>DR. REHWIDA TOHAR</b><br>Head of Insurance and Risk<br>Management program | <br><b>DR. MASHEAL BATAIFI</b><br>Head of Sports<br>Management program | <br><b>DR. AMRA TURKI</b><br>Head of<br>BMS program                                   | <br><b>DR. AMANI ELSAYED</b><br>Head of<br>Law program                                    | <br><b>MS. HALA SULMAN</b><br>Acting General Director of Services<br>and Operating Department | <br><b>MS. AFNAN ZAMAWI</b><br>Director of<br>Admission         |
| <br><b>MS. AREEJ NAITAH</b><br>General Accounting<br>Manager                 | <br><b>MS. NOUF GHOUTH</b><br>Section Manager<br>Technical Support             | <br><b>ENG. INHAM ABUZHADRA</b><br>Operation Manager<br>UBT Co.                  | <br><b>MS. SAMAH DARWESH</b><br>University Registrar                   | <br><b>MS. DIMA NAJEM</b><br>Deputy General Director of Human<br>Resources Department | <br><b>MS. SAFA MEHERIB</b><br>Director of<br>Marketing Center                            | <br><b>MS. RANIA YAMANI</b><br>Director of Education<br>Support Center                        |   |

UBT Faculty member Participation in conferences

