

EQUALITY AND DIVERSITY POLICY

1. Introduction

Novena University is committed to promoting equality and providing an environment where all members of its community are treated with respect and dignity. The Constitution of the Federal Republic of Nigeria 1999 (as amended) helps provide a legal framework to protect individuals from discrimination by reason of sex, disability, ethnic or national origin, religious or political belief.

Novena University is committed to ensuring that no-one is disadvantaged as a result of their age, disability, ethnic or national origin, gender reassignment, family responsibilities, marital status, pregnancy, religion or political belief, sex and sexual orientation or offending background.

Novena University has zero tolerance for discriminatory practices towards staff, students, and is committed to eliminating unlawful discrimination, advancing equality of opportunity as well as fostering good relations. This commitment is reflected in the University's values which include equality and diversity.

2. Policy Statement

This Equality and Diversity Policy covers all members of Novena University Community and reinforces its commitment to creating an inclusive university, where people are treated with dignity and respect whilst responding positively to different needs and circumstances of its Staff and Students.

In Novena University, we recruit staff and students from all backgrounds and value and actively celebrate the benefits that diversity and difference bring to a community and society. Thus, the university continually raises awareness of equality and human rights, promotes diversity and combats all forms of inequality, disadvantage, prejudice, unfair discrimination, harassment and mistreatment within our communities. The University believes that all forms of prejudice and unfair discrimination are unacceptable and is committed to creating a safer environment for all students and staff.

3. The Policy Aims

- i To prevent discrimination

- ii To promote equality of opportunity
- iii To promote good relationship between people.
- iv To promote equality, diversity and inclusion

This particular policy is relevant to all other Novena University policies. This is because we believe that delivering Equality and Diversity is one of the critical strands of our university's approach to overall quality (academic learning and others) improvement and we place it at the very heart of our mission, vision, and everything we do in the university.

This policy is applicable to all staff (including but not limited to consultants, contractors, volunteers, casual workers, and any other third party the University may collaborate with from time to time) and students who work or study at the University. The policy applies to all sites and premises belonging to the university or used by the university for carrying out its operations. The VC and the university Management Staff have a responsibility to take the lead in ensuring that this policy is implemented

4. Governing Body Responsibilities

The Pro-Chancellor (Governing Council) has a significant role in creating and maintaining an inclusive University system where all can work, learn and reach their full potential.

This Equality and Diversity policy in Novena University is usually reviewed by the Equality and Diversity Committee and approved by the Pro-Chancellor/Chairman of the Governing Council on an annual basis, or as the need arises.

The commitment of all members of staff, students, and the entire university community is required to make the Equality and Diversity policy a success.

Failure to comply with this policy by staff or students may be considered a disciplinary offence and will be investigated under the university's staff and students Disciplinary Committee.

5. Some Specific Duties of the University

- The University commits to publishing equality objectives every four years.
- The University will seek to ensure that all staff and students have equal access to the full range of institutional facilities that accommodate a diverse community. The University will publish information relating to our employees (including those of our subsidiary companies) and others affected by our policies and operations. The information will be published in the areas of recruitment and promotion, pay and remuneration, training, appraisals, disciplinary actions, dismissals and other reasons for leaving.

6. Quality of Provision of the Policy

- All teaching, training materials and curriculum will be designed to ensure that they reflect and promote Equality and Diversity where appropriate.
- Departments will take systematic steps to ensure that students have access to all opportunities.
- All providers of work-based learning under contract to the university and those contracting with the university will be made aware of the Equality and Diversity and related policies and will be expected to comply with them.

- Work based learners will be empowered and supported to challenge practices and behaviours in the workplace which they feel contravene the university's policy in relation to Equality and Diversity.

7. Complaints

The University has a number of ways in which staff and students can raise concerns anonymously in relation to this policy, e.g., bullying and harassment through Provost, Heads of Departments and academic staff and through its website forums and surveys.

8. Monitoring of this Policy

The effectiveness of this policy will be monitored through the Ethics and Diversity Committee and the data retrieved will be culminated in the Equality and Diversity Annual report. The diversity of job applicants, shortlisted candidates, academic promotions, new appointments, student admissions and enrolment will be monitored as part of the annual reporting.

9. Review

This policy will be reviewed annually or from time to time as the need arises.