AJMAN UNIVERSITY
جامعــة عجمـــان

4 QUALITY EDUCATION

4.3.5

Lifelong learning access policy

Year 2023

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4.3.5 Lifelong learning access policy

In 2023, Ajman University (AU) established a Lifelong Learning Access Policy to ensure that educational opportunities are accessible to all, without discrimination based on ethnicity, religion, disability, immigration status, gender, or similar characteristics. This policy applies to AU students, alumni, employees, and the broader community. In line with this, AU upholds its commitment to diversity, equity, and inclusion through its Diversity, Equity, and Inclusion Policy and Non-Discrimination Policy. These policies support AU's goal of providing equitable access to lifelong learning, fostering an inclusive environment where individuals from all backgrounds can pursue educational and professional development opportunities.

Outlined below are AU's policies and initiatives supporting lifelong learning for all communities, regardless of ethnicity, religion, disability, immigration status, or gender.

1. Lifelong Learning Policy

Ajman University (AU) promotes lifelong learning through its Lifelong Learning Access Policy. This policy supports a wide range of activities through the Center for Continuing Education and Enterprises (CCEE), Office of Career Services, Office of Community Engagement, Teaching and Learning Center, and Office of Human Resources. It ensures that lifelong learning opportunities are available to all students, alumni, employees, and external community members, without discrimination based on ethnicity, religion, disability, immigration status, gender, or other factors.
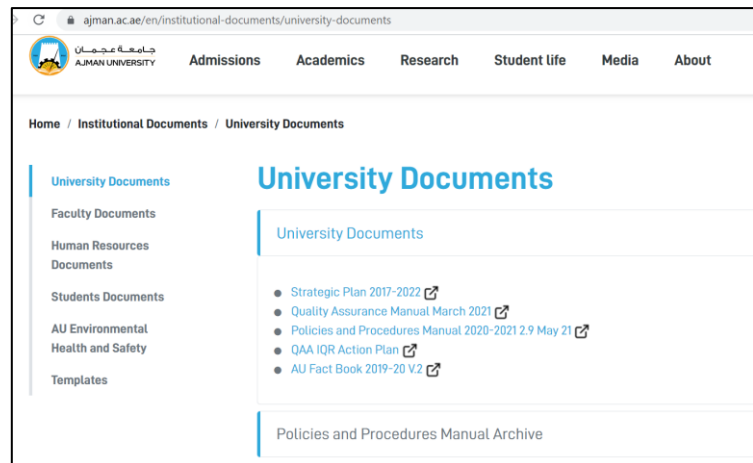
The Lifelong Learning Access Policy is available on the public CCEE webpage and in the Policies and Procedures Manual (PPM), accessible to AU community members through their AU credentials.

Please refer to the links below:

➢ **Lifelong Learning Policy:**

https://cec.ajman.ac.ae/en/lifelong-learning-access-policy

➢ **Policy and Procedure manual on AU website: Login credentials required for access:**

https://www.ajman.ac.ae/en/institutional-documents/university-documents

2. Diversity, Equity, and Inclusion Policy

Ajman University (AU) adopts an environment that fosters diversity, equity, and inclusion, following its principles, mission, and core values. The university is fully aware of its responsibility towards increasing diversity in society through its programs and practices and contributing to the public good. One of its core values, in particular, confirms the commitment of AU to diversity, equity, and inclusion. The laws of the United Arab Emirates also ban discrimination and hostility based on caste, religion, or ethnic background. In addition, there are rules protecting the rights of self-reliant individuals (those

with special needs) and legislation requiring equal rights for women. Moreover, tolerance is celebrated in the UAE, where there is a Ministry of Tolerance and Coexistence. As such, AU recognizes and acknowledges its responsibility to ensure the provision of equal opportunity under UAE legislation.

Please refer to the link below:

https://www.ajman.ac.ae/upload/files/oipe/Diversity_Equity_and_Inclusion_Policy.pdf

To ensure the implementation of the Lifelong learning policy to be from any influence or bias, AU established the Diversity, Equity, and Inclusion Committee that includes, but not limited to, the following:

1. Explicitly define AU goals for diversity, equity, and inclusion and present them to the Chancellor for approval.

2. Develop policies and procedures to promote diversity, equity, and inclusion at AU in coordination with OIPE.

3. Identify the role of different units at AU to implement these policies and procedures and define their specific KPIs for assessment and continuous improvement.

4. Periodically monitor the implementation of these policies and procedures to ensure that the specified AU goals are met.

5. Submit an annual report on the DEI Committee's achievements, which should also include recommendations for further improvement.

6. Perform any other tasks that would enhance the effectiveness of the DEI Committee in achieving the specified goals.

Please refer to the link below:

https://www.ajman.ac.ae/upload/files/about/DEI_Strategic_Plan_2022-2027_ST_KS-Approved_and_Published.pdf

3. Non-Discrimination Policy

Ajman University is committed to fostering a safe, educational environment free from discrimination and harassment for all members of its community, in line with its values and UAE Law No. 2 of 2015 Against Discrimination. This policy applies to all AU community members, including administrators, faculty, students, and staff.

Please refer to the link below:

https://www.ajman.ac.ae/upload/files/ehs/Non-Discrimination_Policy.pdf

4. Student Awareness of Inclusion

Ajman University (AU) continued its Student Awareness of Inclusion in the year 2023. Education is recognized as the cornerstone for achieving the most sustainable development goals, as per the Sustainable Development Agenda 2030 adopted by the international community in September 2015. Sustainable Development Goal 4 of the agenda aims to "ensure inclusive and equitable quality education and promote lifelong learning opportunities for all" by 2030.

On International Education Day, Ajman University reiterated its pledge to provide opportunities for inclusive, equitable, and quality education to all and urged everyone to contribute to this noble goal.

Please refer to the link below:

https://www.ajman.ac.ae/en/news/2021/reaffirming-our-pledge-of-inclusive-education-on-international-education-day