Equal Opportunities for Women and Non-Discrimination Policy

Item	Details
Proposed Document Code	IMC-THE-POL-02A
Version	1.1
Policy Owner	Admissions and Registration, Student Affairs, and Human Resources
Approving Authority	College Board of Directors
Issue Date	December 2025 15
Review Cycle	Every three years or as needed, including when relevant legislation or regulations are amended or introduced
Indicator	THE 5.3.2 | 5.6.1 | 5.6.2

Revision History

Date and Status	Revision	Rationale
December 2024 16 Version 1.0	Approved the first version of the Equal Opportunities for Women and .Non-Discrimination Policy	Recorded the initial approval to support evidence that the policy existed in the .reference period for THE 5.3.2 and 5.6.1
December 2025 15 Version 1.1	Updated provisions on equal opportunities for women in applications, admission, enrolment and participation, and clarified protection from discrimination in .education and employment	Explained how equal opportunities apply in admission, study and employment decisions .under THE 5.3.2 and 5.6.1
	Clarified protection from gender identity discrimination and the complaints route, documented ,internal and public publication confirmed the College Council as approving authority and .standardised the review cycle	Defined the scope of protection under THE and supported public access to the 5.6.2 .evidence

Purpose and Scope .1

The College ensures equal opportunities for women to apply, gain admission, enrol, continue, participate and graduate. This policy applies to programmes, services, educational and research activities and .related employment decisions, on and off campus and on digital platforms

Legal and Institutional Framework .2

This policy is based on Law No. (10) of 2011 Establishing the College, its Internal Regulations and its admissions and programme regulations. Employment decisions are governed, where applicable, by Dubai Law No. (8) of 2018 Concerning Management of the Government of Dubai Human Resources, as amended. Applicable anti-discrimination legislation, including Federal Decree-Law No. (34) of 2023, is .observed within its scope

Read this policy with the Fair Admissions and Anti-Discrimination Policy (IMC-THE-POL-02B), the Maternity and Continued Participation Policy (IMC-THE-POL-03) and the Anti-Harassment and .Protection from Retaliation Policy (IMC-THE-POL-05)

Equal Opportunities for Women .3

Before applications open, the College publishes admission requirements, selection criteria and channels ,for enquiries and grievances. Women applicants have access to programme information, guidance registration and scholarships on the published terms. Their applications are assessed against the same .criteria as those of other eligible applicants

The College ensures that women students can access academic advising, support, activities and research opportunities on the published terms. Support needs during pregnancy and after childbirth are .considered under the maternity policy and programme regulations

,Direct and indirect discrimination against women in education, assessment, recruitment, training promotion and committee participation is prohibited. Pregnancy, maternity or use of a related .entitlement must not be used to deny an educational or employment opportunity

Protection from Gender Identity Discrimination .4

The College prohibits exclusion, bullying and unfair treatment on grounds of gender identity, including discrimination against transgender people. Eligibility requirements and conduct rules are applied consistently under applicable legislation, and any allegation of discrimination is referred to the .competent body

The prohibition covers harassment and unwanted sexual conduct in education, employment and College-related activities. Reports are handled under the Anti-Harassment and Protection from Retaliation .Policy

Complaints and Grievances .5

Complaints about admission or participation are referred to the authorised academic or administrative body. Employment complaints are handled under the Government of Dubai Disciplinary, Grievances and Complaints Code approved by Executive Council Resolution No. (4) of 2019 and Decree No. (12) of on the Central Grievance Committee, where applicable. Anyone involved in the contested decision 2021 .is excluded from its review

The competent unit informs the applicant of the outcome, reasons, grievance route and time limits under the regulations. The Anti-Harassment and Protection from Retaliation Policy (IMC-THE-POL-05) applies. Access to records is restricted in accordance with the approved information governance .framework and retention schedule

Monitoring and Publication .6

Admissions and Registration, in coordination with Student Affairs and academic units, monitors application, admission, enrolment, continuation, participation and graduation data by sex where approved data are available. Gaps are analysed annually, with causes, corrective actions, owners and .follow-up dates identified. Findings are presented in aggregate to protect individual identities

The approved version is published in the Knowledge Management System (KMS) archive accessible to all employees and on the College website through a direct public link. The approval decision, revision history, publication link and aggregated or de-identified implementation evidence are retained. The policy is reviewed every three years or earlier as needed, including when relevant laws, legislation or .regulations are amended or introduced

Responsibilities .7

Responsible Unit	Responsibility
Admissions and Registration	Publish admission requirements and selection criteria, and document .decisions and application and enrolment data
Student Affairs and Academic Units	Coordinate advising, support and accommodations, monitor .participation and continuation opportunities, and refer complaints
Human Resources Department	Apply equal opportunity provisions in employment and follow up on .employment complaints under the applicable rules
Competent Review and Publishing Authority	Review decisions within delegated authority and publish the .document through the competent unit after approval
Office of Institutional Effectiveness and Strategic Planning	Monitor indicators, aggregate results, evidence, corrective action and .the review cycle