Fair Admissions and Anti-Discrimination Policy

Item	Details
Proposed Document Code	IMC-THE-POL-02B
Version	1.1
Policy Owner	Admissions and Registration, in coordination with Student Affairs and Human Resources
Approving Authority	College Board of Directors
Approval Decision Number and Effective Date	December 2025 15
Review Cycle	Every three years or as needed, including when relevant legislation or regulations are amended or introduced
Indicator	THE 10.6.1 | 10.6.4

Revision History

Date and Status	Revision	Rationale
December 2024 16 Version 1.0	Approved the first version of the Fair Admissions and Anti-Discrimination .Policy	Recorded initial approval to support evidence that the policy existed in the reference period .for THE 10.6.1 and 10.6.4
December 2025 15 Version 1.1	Clarified admission and selection criteria, procedures for requesting accommodations and reviewing admission decisions, and rules for .positive measures when approved	Ensured consistency with published admission criteria, reduced discriminatory barriers and explained the rationale for approved positive .measures under THE 10.6.1
	Clarified the scope of the prohibition on discrimination across College ,operations 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 supported public access to the ,10.6.4 .evidence and documented the review

Purpose and Scope .1

.The College is committed to fair admissions and prohibits discrimination in its operations and decisions This policy covers applicants, students, employees, faculty, researchers, visitors and contractors and applies to admission, education, employment, services and activities 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

Due regard is given to Dubai Law No. (3) of 2022 Concerning the Rights of Persons with Disabilities in the Emirate of Dubai and its implementing bylaw issued by Executive Council Resolution No. (1) of as amended. Read this policy with the Equal Opportunities for Women and Non-Discrimination ,2022 Policy (IMC-THE-POL-02A), the Anti-Harassment and Protection from Retaliation Policy (IMC-THE-.POL-05) and the Reasonable Accommodations Policy (IMC-THE-POL-07) once effective

Non-Discrimination and Admission Criteria .3

,The College prohibits direct and indirect discrimination based on ethnicity, colour, origin, nationality language, religion, age, disability, health, social or economic status, immigration status, sex or any characteristic unrelated to a legitimate requirement. Statutory and objective eligibility requirements are .applied proportionately to the decision

,Admissions and Registration publishes each programme's requirements, deadlines, required documents selection criteria and available capacity under approved procedures, together with the channels for requesting accommodations and filing grievances. It documents decision reasons and statutory .exceptions and informs applicants of their outcome and review options

Reviewers disclose conflicts of interest, and affected applications are referred to another reviewer. The College provides reasonable accommodations in applications, interviews and tests at no additional .charge under applicable legislation, with due regard for the programme's essential requirements

Positive Measures and Review of Barriers .4

,If the College approves a positive measure to address a documented barrier, it publishes the rationale target group, criteria and duration before applications open and reviews its impact regularly. Before each admission cycle, the competent unit reviews admission requirements for any unjustified .exclusionary effect and addresses it within its authority

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

The relevant units document admission criteria, selection decisions, accommodations, objections and corrective actions. The College annually reviews the impact of the criteria, reasons for objections and .outcomes of approved measures, and presents aggregated results that 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