



Diversity and Inclusion Policy for Maryam Abacha American University of Nigeria (MAAUN)

I. PURPOSE

The purpose of this Diversity and Inclusion Policy is to affirm the Maryam Abacha American University of Nigeria's (MAAUN) commitment to fostering an inclusive, diverse, and welcoming environment for all students, faculty, staff, and visitors. The policy outlines the principles and guidelines that promote diversity, equity, and inclusion within the MAAUN community and aims to create a campus culture that values and respects individual differences.

II. SCOPE

This policy applies to all members of the MAAUN community, including students, faculty, staff, administrators, and visitors, and covers all aspects of university life, including admissions, recruitment, hiring, retention, promotion, and community engagement.

III. POLICY STATEMENTS

1. MAAUN is committed to creating and maintaining a diverse and inclusive learning and working environment, where all individuals are treated with respect, dignity, and fairness, free from discrimination, prejudice, and harassment.
2. MAAUN values and celebrates the diverse backgrounds, perspectives, and experiences of its community members and recognizes that diversity enriches the educational experience, fosters creativity and innovation, and contributes to the overall success of the institution.
3. MAAUN is dedicated to promoting equal opportunity for all members of the community, regardless of race, religion, gender, age, disability or any other protected characteristic under applicable law of Nigeria.
4. MAAUN seeks to provide a supportive and inclusive environment for all students, faculty, and staff, ensuring equal access to resources, opportunities, and services, and promoting an atmosphere that encourages the expression of diverse perspectives and ideas.

IV. IMPLEMENTATION AND RESPONSIBILITIES

1. University leadership is responsible for implementing and upholding this Diversity and Inclusion Policy and for providing the necessary resources and support to promote diversity and inclusion initiatives across the institution.



2. All members of the MAAUN community are expected to contribute to a diverse and inclusive environment by treating one another with respect, engaging in open and constructive dialogue, and embracing the unique contributions that each individual brings to the community.
3. Faculty and staff are responsible for fostering an inclusive learning and working environment, by incorporating diverse perspectives into their teaching and research, engaging in ongoing professional development related to diversity and inclusion, and actively participating in university initiatives aimed at promoting diversity and inclusion.
4. The university will provide training and educational programs to raise awareness of diversity and inclusion issues, develop cultural competency, and enhance understanding and appreciation of the diverse backgrounds and experiences of the MAAUN community.
5. MAAUN will regularly assess its progress in achieving its diversity and inclusion goals, by gathering data on student, faculty, and staff demographics, tracking participation in diversity and inclusion initiatives, and evaluating the effectiveness of these initiatives.

V. REPORTING AND RESOLUTION

1. Any member of the MAAUN community who believes they have experienced or witnessed discrimination, harassment, or any other violation of this policy is encouraged to report the incident to the appropriate university official, such as a supervisor, department head, or the university's Office of Diversity and Inclusion.
2. The university will investigate all reports of policy violations promptly, fairly, and thoroughly, taking appropriate steps to address any substantiated violations and prevent further occurrences.
3. MAAUN prohibits retaliation against anyone who reports a violation of this policy or participates in an investigation. Anyone who engages in retaliation will be subject to disciplinary action.

By embracing this Diversity and Inclusion Policy, the Maryam Abacha American University of Nigeria demonstrates its commitment to creating a vibrant, diverse, and inclusive community that fosters academic excellence, personal growth, and mutual understanding and respect.