

Gender Equality and Diversity Policy

POLICY # EAI/2024/241031

Adopted by the Senate on December 2, 2024



Euro American Institute

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1. Introduction

The Euro American Institute (EAI) is committed to fostering an inclusive, diverse, and equitable environment where all individuals, regardless of gender, background, or identity, have equal opportunities to thrive. This policy outlines EAI's commitment to gender equality and diversity across all academic, professional, and operational aspects of the institution.

2. Scope

This policy applies to all students, faculty, staff, management, and stakeholders associated with EAI. It covers recruitment, admissions, promotions, academic programs, research activities, governance, and campus culture.

3. Principles

EAI adheres to the following principles:

- **Equal Opportunities:** Providing fair access to education, employment, and leadership positions regardless of gender, ethnicity, disability, sexual orientation, religion, or socio-economic background.
- **Non-Discrimination:** Zero tolerance for discrimination, harassment, or bias based on gender, race, age, disability, or any other identity factor.
- **Gender Balance:** Promoting gender balance in faculty, leadership roles, and student admissions to ensure diverse representation.
- **Inclusive Culture:** Encouraging a respectful and supportive atmosphere that values differences and promotes inclusive practices.
- **Work-Life Balance:** Supporting flexible work and study arrangements that enable individuals to balance professional, academic, and personal responsibilities.

4. Implementation Strategies

EAI will implement the following strategies to uphold gender equality and diversity:

- **Recruitment & Admissions:** Ensure unbiased selection processes and actively promote the participation of underrepresented groups.
- **Training & Awareness:** Conduct workshops, seminars, and sensitization programs on diversity, gender equality, and inclusive leadership.
- **Mentorship & Support:** Provide mentorship programs, scholarships, and career guidance to support individuals from marginalized backgrounds.
- **Policies Against Harassment:** Enforce strict anti-harassment and grievance redressal mechanisms to ensure a safe and respectful environment.
- **Monitoring & Reporting:** Regularly review and report on diversity and gender balance statistics to assess progress and implement improvements.

5. Responsibilities

- **Institutional Leadership:** The administration and management of EAI will champion diversity and equality initiatives.
- **Faculty & Staff:** Responsible for embedding inclusive practices in teaching, research, and workplace culture.
- **Students:** Expected to respect diversity and contribute to a positive and inclusive campus community.
- **Diversity Committee:** A dedicated body responsible for overseeing policy implementation, handling grievances, and recommending policy improvements.

6. Accountability and Compliance

EAI will ensure compliance with national and international equality and anti-discrimination laws. Any violation of this policy will be addressed through appropriate disciplinary measures and corrective actions.

7. Review and Continuous Improvement

This policy will be reviewed periodically to adapt to emerging challenges and best practices in gender equality and diversity. Feedback from stakeholders will be considered in policy updates.

8. Conclusion

EAI reaffirms its dedication to creating a diverse, inclusive, and equitable academic and professional environment. By fostering respect, fairness, and equal opportunities, the institution aims to empower individuals and contribute to a progressive society.