

## RULES & REGULATIONS Office of Student Affairs

<b>Title: Policy for Student Diversity &amp; Inclusion</b>		
Written by:	Office of Diversity, Accessibility & Inclusion	Issue Date: 3 December 2024
Reviewed by:	Dean – Student Affairs	Supersedes:
Approved by:	Executive Director	Effective Date: 3 December 2024

### 1. SCOPE

All IBA students from different backgrounds, religions, gender, and disability are included in this policy.

### 2. INTRODUCTION

IBA is committed to fostering a diverse and inclusive community where all students, regardless of background, identity or ability feel welcomed, valued, and supported. This policy outlines our commitment to promoting diversity and inclusion as well as providing guidelines for creating a safe and respectful learning environment for all students. We believe that diversity enriches the educational experience, and that inclusion is essential for the success of all students.

### 3. POLICY

1. **Diversity** – IBA celebrates and values diversity including race, ethnicity, gender, socio-economic status, religion, and ability.
2. **Events** – ODAI arranges events and activities every year for students coming from different backgrounds to promote diversity.
3. **Inclusion** – we strive to create an inclusive environment where all students feel respected, heard and valued. Discrimination, harassment, or bullying of any kind will not be tolerated within IBA.
4. **Support Services** – IBA will provide support services and resources to assist students from underrepresented or marginalized groups, including but not limited to mentoring programs, counseling services and cultural affinity groups.
5. **Training & Education** – faculty, staff and students will receive training on diversity, equity and inclusion to raise awareness and promote understanding across the campus community.
6. **Accessibility** – IBA is committed to providing an accessible and inclusive campus environment for students with disabilities, including accommodations for learning and physical accessibility in the classroom and facilities and services outside the classroom.
7. **Reporting & Response** – Students who experience discrimination, harassment or bias incidents are encouraged to report such behaviour to appropriate campus authorities for necessary action.