CYPRUS INTERNATIONAL UNIVERSITY

EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

The International Board of Trustees of the Cyprus International University makes the following Regulations, based on the authorization granted to them by the Cyprus International University Master Directive.

FIRST PART: GENERAL PROVISIONS

Article 1. Short Name

This Regulation shall be referred to as the Equality, Diversity and Inclusion (EDI) Policy of Cyprus International University.

Article 2. Purpose

The University ensures equality, values diversity, and maintains an inclusive environment across all its operations. The purpose of this Regulation is to institutionalize practices that promote a culture of mutual respect and equal opportunity.

Article 3. Scope

This Policy applies to all members of the University, including academic staff, administrative staff, students, and external stakeholders such as contractors and guest lecturers.

Article 4. Definitions

Equality, diversity, inclusion, discrimination, and harassment are defined in accordance with international educational standards and are applied consistently across all University units.

SECOND PART: PRINCIPLES AND IMPLEMENTATION

Article 5. Institutional Commitment

The University actively implements equal opportunity practices and promotes diversity as a core institutional value. All University processes are designed to eliminate barriers to participation.

Article 6. Non-Discrimination

Discrimination on any grounds, including but not limited to gender, race, disability, religion, or age, is strictly prohibited in all University processes and environments.

Article 7. Inclusive Environment

All academic, administrative, and social environments are structured to ensure inclusivity and physical/digital accessibility for all members of the community.

Article 8. Recruitment and Employment

All recruitment, hiring, and promotion processes are conducted transparently and based on merit, ensuring equal opportunity for all qualified candidates.

Article 9. Education and Student Experience

Inclusive teaching practices, diverse curricula, and equal access to learning resources are ensured for all students to support their academic success.

THIRD PART: GOVERNANCE AND MONITORING

Article 10. Responsibilities

All members of the University are responsible for upholding equality and inclusion principles. Leadership at all levels is accountable for fostering an inclusive culture within their respective units.

Article 11. Equality Committee

The University maintains an Equality, Diversity and Inclusion Committee responsible for monitoring the implementation of this policy and recommending improvements to the Rectorate.

Article 12. Monitoring and Reporting

The University regularly evaluates its performance through data collection, reporting mechanisms, and stakeholder feedback to identify and address any inequalities.

Article 13. Complaints and Procedures

Clear and confidential procedures are in place for reporting and addressing incidents of discrimination or harassment. All complaints will be investigated thoroughly and impartially.

FINAL PROVISIONS

Article 14. Executive Power

This Regulation is executed by the Cyprus International University Rector.

Article 15. Entry into Force

This Policy comes into force on the date of its approval by the Cyprus International University Board of Trustees.