

UNIVERSITY OF TECHNOLOGY, JAMAICA

POLICY REFERENCE NUMBER	
POLICY	Non-Discrimination Policy
DIVISION/DEPARTMENT/CENTRE	Division of Student Services & Registry/Division of Human Resource Management and Administration
OFFICE RESPONSIBLE	Registrar
APPROVAL AUTHORITY	University Council
APPROVAL DATE	December 15, 2014
IMPLEMENTATION DATE	May 2015
REVIEW DATE	Two Years

1.0 Introduction

1.1 The University of Technology, Jamaica is committed to attracting a broad group of students, staff and other stakeholders, and to provide them with a non-discriminatory and respectful learning, working and service environment. As the university seeks to strengthen its image as ‘The People’s University’, and as a vibrant player in the global education market, it is committed to fostering an environment which promotes and inspires students, staff and its other stakeholders to learn, lead and serve in ways that are non-discriminatory and that recognise, and respect differences.

1.2 Non-discrimination and respect for differences are imperatives for growth and development. The university has a policy of equal opportunity and treatment, without discrimination, irrespective of background and other differences.

Creating a learning and work environment that is enriched by respect also allows students and staff opportunities to effectively prepare for personal and professional endeavours in any context, and for successful and productive participation in democratic processes. This policy serves as the framework for promoting and stimulating an academic and service culture at UTech that is accessible and inclusive to all, and that is built on the pillars of fairness, equity and non-discrimination. The policy acknowledges the need and reflects the intent to consciously cultivate and nurture this access.

DEFINITIONS

Discrimination – Any act or behaviour that unfairly places an individual or group at an advantage or disadvantage, or at risk of being harmed, injured or gaining favours based on actual or perceived difference or any characteristic not related to or affecting applicable merit.

Non-Discrimination – Refraining from action or behaviour that singles out an individual or group for unequal or unfair treatment based on actual or perceived difference, or any characteristic not related to or affecting applicable merit.

Respect – Treating people with a basic level of civility in due consideration of their inherent value as human beings and as deserving of interpersonal regard that is no less than that accorded to others regardless of actual or perceived difference.

Disrespect - Any hostile or uncivil conduct towards an individual or group on the basis of actual or perceived difference.

Difference - A point or way in which people or things vary or may be distinguished from others.

2.0 Policy Goals and Objectives:

The University of Technology, Jamaica, in recognition of its vocation as a player in the international higher education market, seeks to assure the equal and just treatment of all its

stakeholders regardless of their differences. The university is committed to ensuring that all members of its constituent units as well as all other legitimate users of its services and facilities are served in a non-discriminatory and respectful environment and that they enjoy the rights guaranteed them by the Charter of Rights in the Jamaican Constitution. The university will assure individuals the right to participate in its activities without hindrance and with due regard to their responsibilities and obligations as citizens and institutional stakeholders. In furtherance of these goals, the university has developed this policy on non-discrimination. It outlines the university's commitment to a framework for governing the practices of its various units, the actions of its officers and all who act in their name in regard to the equitable and just treatment of all members of the university community. The university seeks to provide an environment for its students, staff, stakeholders and visitors that is safe, secure, respectful and free from discrimination and violence. Against this background, this policy seeks to provide a roadmap for the establishment and maintenance of a university community that does not discriminate against its members.

3.0 Scope of the Policy

- 3.1 UTech subscribes to the view that each individual **is of inestimable worth and is to be protected from discrimination**. This policy provides for the protection of all UTech stakeholders from discriminatory and prejudicial treatment by other stakeholders.
- 3.2 UTech believes that each individual has the right to self-determination and self-actualisation, both of which are constituent elements of the pursuit of educational and professional excellence, insofar as these do not impede others in their own exercise of this right.
- 3.3 The university, as a publicly funded institution, will:
- 3.4 Promote a culture of non-discrimination within the parameters of its regulations and its core values of respect, integrity, team spirit, service, innovation, accountability and excellence where these are not superseded by the laws of Jamaica.
- 3.5 Consistently seek to adopt the principles of inclusiveness, non-discrimination, non-violence and respect for all with due consideration to its regulations and the laws of Jamaica as the bases upon which to engage its stakeholders.

4.0 Objectives:

Specifically, the policy seeks to:

- promote an environment of non-discrimination for all UTech stakeholders
- sensitise the UTech community regarding issues relating to discrimination;
- reduce the incidence of discrimination, violence and preferential treatment among stakeholders;
- define protocols for addressing complaints relating to discrimination violence and preferential treatment based on difference or any characteristic not related to or affecting applicable merit ;
- at UTech;
- provide mechanisms for identifying and redressing discrimination and other breaches of this policy;
- and monitor and evaluate the institution's performance in regard to the protection of stakeholders from discrimination

5.0 Applicability

5.1 This policy applies to all stakeholders of the university including but not limited to students, staff, vendors, corporate service providers and visitors, as well as the university's programmes and services which include but are not limited to:

- student recruitment, application, admission and other registrarial and student services
- staff recruitment, application and hiring
- staff appointment, benefits, promotion and tenure
- provision of academic services
- provision of staff services
- provision of vending and corporate services to students and staff access to and use of university facilities

6.0 Breaches:

This section outlines the protocol for lodging a complaint relating to discrimination based on differences or any characteristic not related to or affecting applicable merit.

6.1 Acts of discrimination are prohibited.

The following list, while not exhaustive, indicates behaviours which are considered violations of this policy:

- a) Verbal abuse or harassment

- b) Overt or passive threat(s)
- c) Physical assault
- d) Coercion to abuse
- e) Intimidation
- f) Aggressive imposition of domination
- g) Humiliation
- h) Personal and professional denigration
- i) Manipulation
- j) Sabotage
- k) Cyber bullying
- l) Professional and personal exclusion or isolation
- m) Attack on persons for whistle blowing
- n) Blackmail
- o) Preferential treatment or gaining an advantage based on differences or any characteristic not related to or affecting applicable merit

7.0 Protocol for Addressing Concern, Grievance, or Complaint

Individuals, who believe that they may have experienced discrimination, may direct their complaint in accordance with the relevant university Ordinances (14 and 15) dealing with student and staff discipline and grievance.

8.0 Monitoring and Evaluation

The monitoring and evaluation of this policy will be done by the Governance Committee. Other Committees or individuals may make representation to the Governance Committee with respect to any proposed revision, amendments or application of the policy.