



LUMINA OPEN UNIVERSITY: EQUALITY, DIVERSITY, AND INCLUSION POLICY

1. Introduction

Lumina Open University (hereinafter referred to as "the University") is committed to fostering an inclusive, respectful, and equitable environment for all students, staff, faculty, and stakeholders. This Equality, Diversity, and Inclusion (EDI) Policy aims to ensure that the University is a place where everyone, regardless of their background, feels valued, supported, and empowered to succeed. The University recognizes the importance of embracing diversity, promoting equality, and providing an inclusive atmosphere that allows individuals to thrive both academically and professionally.

This policy outlines the University's commitment to promoting equality, diversity, and inclusion and provides a framework for achieving these goals across all aspects of University life, including teaching, learning, recruitment, and service delivery.

2. Core Principles

Lumina Open University is guided by the following principles of equality, diversity, and inclusion:

- **Equality:** All individuals are entitled to equal treatment and opportunities, regardless of race, gender, age, sexual orientation, religion or belief, disability, nationality, socio-economic status, or any other characteristic protected by law.
- **Diversity:** We value and celebrate the differences that make each person unique. The diversity of perspectives, experiences, and ideas contributes to the richness of the University community and enhances the learning environment.
- **Inclusion:** Inclusion is central to the University's mission. We are committed to creating an environment where every individual feels valued, respected, and empowered to participate fully in academic, social, and professional activities.

3. Equality of Opportunity

Lumina Open University is committed to providing equal opportunities in all areas, including but not limited to admissions, recruitment, academic progression, employment, and the delivery of services. We strive to ensure that no one experiences discrimination, harassment, or disadvantage because of their personal characteristics.

The University will:

Recruitment and Admissions: Ensure that all applicants, regardless of background, have equal access to educational opportunities, with clear criteria for admissions based on merit and potential.

- **Staff Recruitment and Development:** Provide equal employment opportunities, supporting the recruitment, retention, and career progression of individuals from diverse backgrounds. We will ensure that hiring practices are free from bias and promote diverse representation at all levels.
- **Equal Access to Learning Resources:** Provide all students with the support they need to succeed in their studies, ensuring that resources, materials, and academic services are accessible to everyone, including those with disabilities or additional learning needs.
- **Support Services:** Offer a wide range of services to support students and staff, including mentoring, career advice, counseling, and services for individuals with disabilities, ensuring that everyone has the support they need to achieve their goals.

4. Promoting Diversity

Lumina Open University celebrates diversity in all its forms, including cultural, ethnic, gender, sexual orientation, religious, and socio-economic diversity. The University recognizes that diversity enriches the learning experience and contributes to the development of global citizens.

The University will:

- **Cultural Awareness and Sensitivity:** Promote a campus culture that respects and celebrates diverse backgrounds and perspectives, fostering an environment of understanding and mutual respect.
- **Inclusive Curriculum:** Develop and deliver curricula that reflect the diverse experiences, histories, and contributions of different groups. This includes providing opportunities for students to engage with a wide range of perspectives and ideas.
- **Events and Celebrations:** Organize events, workshops, and seminars that celebrate diversity and promote inclusion, such as cultural awareness days, pride events, and disability awareness initiatives.

5. Commitment to Inclusion

Inclusion is about ensuring that all members of the University community feel they belong and are fully involved in all aspects of University life. The University is dedicated to providing an environment where everyone feels valued and supported, regardless of their background or personal characteristics.

The University will:

- **Inclusive Language and Behavior:** Encourage the use of inclusive language in all forms of communication, both written and spoken, and promote respectful behavior in all interactions.

- **Anti-Discrimination and Anti-Harassment:** Take a zero-tolerance approach to discrimination, bullying, harassment, and victimization. The University will take swift and appropriate action to address any incidents of discrimination or harassment, whether related to race, gender, disability, sexual orientation, religion, or any other protected characteristic.
- **Disability Inclusion:** Ensure that all facilities, services, and learning materials are accessible to students and staff with disabilities. This includes providing reasonable accommodations and ensuring that individuals with disabilities are fully supported in their academic and professional endeavors.

6. Responsibilities and Accountability

The responsibility for promoting and implementing this policy lies with all members of the University community, including students, staff, faculty, and leadership. Key responsibilities include:

- **Leadership and Governance:** Senior leadership is responsible for setting the tone and ensuring that equality, diversity, and inclusion are prioritized within all institutional strategies, policies, and practices.
- **Staff and Faculty:** All staff and faculty members are expected to support the principles of equality, diversity, and inclusion and contribute to creating an inclusive learning and working environment. This includes being aware of biases, fostering inclusive teaching practices, and treating colleagues and students with respect and fairness.
- **Students:** Students are expected to respect the diverse backgrounds of their peers, engage in an inclusive learning environment, and participate in initiatives that promote equality and diversity.

7. Training and Development

The University will provide ongoing training and professional development opportunities to all staff and students on issues related to equality, diversity, and inclusion. This will include:

- **Staff Training:** Regular mandatory training on anti-discrimination, unconscious bias, and inclusive teaching practices for all staff, particularly those involved in recruitment, admissions, and academic delivery.
- **Student Awareness:** Programs aimed at raising awareness among students about the importance of diversity and inclusion, promoting respectful dialogue, and providing support for students from underrepresented groups.
- **Leadership Development:** Specific training and resources will be provided for University leaders to help them understand and address the challenges related to diversity and inclusion within their teams and departments.

8. Reporting and Monitoring

To ensure the effectiveness of this policy, the University will:

- **Monitor Progress:** Regularly assess progress toward achieving equality, diversity, and inclusion objectives. This will include collecting data on staff and student demographics, analyzing trends, and identifying areas for improvement.
- **Reporting Mechanisms:** Provide clear and confidential reporting mechanisms for any incidents of discrimination, harassment, or inequality. The University will ensure that all complaints are investigated thoroughly and fairly, and appropriate action is taken when necessary.
- **Annual Review:** The University will review this policy annually to ensure that it is effective and up to date, taking into account feedback from staff, students, and other stakeholders.

9. Conclusion

Lumina Open University is dedicated to providing an inclusive and welcoming environment for everyone. By promoting equality, diversity, and inclusion, the University seeks to create an academic and professional community where all individuals feel empowered to reach their full potential. This policy is a reflection of our core values and commitment to fostering a university environment that embraces and celebrates diversity in all its forms. We will continue to work towards ensuring that our practices reflect the highest standards of equality and inclusivity.

Signed:

Dr. A. O. Jegede

Chairman Board of Trustee

Lumina Open University