



Northern Border University

Sustainability

EDI Policy

Unit for Women Empowerment

<https://university-vice-studies-scientific-research.nbu.edu.sa/en/women-empowerment-unit>

Women Empowerment unit committee

<https://university-vice-female-student-affairs.nbu.edu.sa/en/more-committees-vice-female-student>

Organizational Affiliation:

Affiliated with the University's Agency for Student Affairs.

General Objective:

Contributing to the development of women's capabilities and empowerment in the workplace and raising awareness of their rights within the framework of Islamic principles and the regulations of the Kingdom of Saudi Arabia.

Tasks:

- Implementing approved plans and programs.
- Applying regulations and instructions related to women's development in the local community.
- Empowering women in community development and building successful families through organizing events and training courses.
- Initiating initiatives to involve women in associations, local councils, municipal committees, and social development committees.
- Participating in presenting initiatives and developmental proposals in the field of women's capacity development.
- Soliciting creative ideas and proposals in the field of women's development in the university and society, conducting studies on them, and evaluating them.
- Producing documentary programs and educational products to increase awareness of women's development areas.
- Designing and implementing specialized training programs for female leaders, mothers, working women, and women with disabilities in coordination with relevant organizational units.

- Participating in identifying the unit's needs for human resources, equipment, and materials, and ensuring their availability.
- Participating in identifying the training needs of unit employees to nominate them for suitable training programs.
- Preparing regular reports on the unit's activities, achievements, and proposals for improvement of performance.
- Any other tasks assigned within the scope of authority.
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[EDI Policy at Northern Border University:](#)

Commitment to Equality and Inclusion

Ensuring fair treatment and equal opportunities for all students, faculty, and staff.

Prohibiting discrimination based on gender, race, disability, religion, nationality, or other characteristics.

Diversity Promotion

Encouraging a diverse academic and workplace culture.

Implementing recruitment and retention strategies to support underrepresented groups.

Inclusive Learning and Work Environment

Providing accessibility accommodations for individuals with disabilities.

Offering diversity training and awareness programs.

Zero Tolerance for Discrimination and Harassment

Establishing procedures for reporting and addressing complaints.

Protecting individuals from retaliation.

Alignment with National and Institutional Policies

Supporting national initiatives such as Saudi Vision 2030, which emphasizes women's empowerment and inclusivity in education and the workforce.

Complying with international best practices on diversity and inclusion.

[Regulations | North Border University](#)

Student Rights Unit

<https://deanship-student-affairs.nbu.edu.sa/en/deanship-agencies>

The student rights unit aims to inform university students about their rights and responsibilities. It strives to balance their obligations and entitlements fairly, empowering them to pursue a learning path with foresight.

Disability Unit

The Disability Unit is dedicated to serving students with disabilities at Northern Borders University. Its mission is to create an educational environment that aligns with their abilities and needs, enabling them to participate in and contribute to all social and cultural activities at the university.

<https://deanship-student-affairs.nbu.edu.sa/en/people-disabilities-unit-student-affairs>