Title: Women's Access and Participation Policy

Code: GU-PL54WAP

Version: 3.2

Date of Issue: 2024

Effective Date: July 2024

Approval Authority: Board of Trustees

Document Owner: Chief Operation Officer (COO)

Review: The policy is subject to a periodic review every 4 years or in a shorter cycle as per amendments of University Policies

1. Purpose

Gulf University recognizes the importance of fostering gender diversity, promoting women's education, and supporting the advancement of women in higher education. This plan outlines strategies to attract and retain female students, provide targeted support services, and create a campus culture that values and celebrates the contributions of women in academia.

2. Scope

The document applies to all Gulf University processes and functions.

3. Acronyms

BQA	Education and Training Quality Authority
COO	Chief Operating Officer
HEC	Higher Education Council

4. Definitions

- **Gender Equality:** The principle of equal rights, opportunities, and treatment for people of all genders, without discrimination or bias.
- **Diversity and Inclusion:** The practice of creating a welcoming and respectful environment that values and celebrates differences in gender, ethnicity, culture, background, and perspectives.
- **Empowerment:** The process of enabling individuals, particularly women in this context, to have control over their lives, make choices, and assert their rights.

5. Policy Details:

5.1. **Recruitment and Outreach:** Gulf University is committed to implement targeted recruitment and outreach initiatives to encourage women to apply to the university, including participating in career fairs, school visits, and community events aimed at attracting female students.

5.2. **Admissions Process:** The university commits to review and revise its admissions process to ensure transparency, fairness, and inclusivity, with a focus on eliminating biases and barriers that may disproportionately affect women applicants.

5.3. **Support Services**: Gulf University commits to provide tailored support services for female students, including mentorship programs, counseling services, leadership development opportunities, and childcare support to promote academic success and well-being.

5.4. **Curriculum and Representation:** The university will strive to incorporate diverse perspectives, including those of women, in the curriculum, promote gender-balanced representation in academic materials, and showcase the achievements of female scholars and leaders.

5.5. **Campus Safety and Inclusivity:** Gulf University will create a safe, inclusive, and respectful campus environment that addresses issues of gender-based violence, harassment, and discrimination, and promotes a culture of respect and equality among all members of the university community.

6. Procedures

6.1.**Outreach Programs:** Develop and implement outreach programs aimed at engaging with schools, community organizations, and other stakeholders to encourage female students to consider higher education and apply to Gulf University.

6.2.**Admissions Review:** Conduct a comprehensive review of the admissions process to identify and address any gender biases, implement gender-neutral criteria, and ensure a fair and equitable evaluation of all applicants.

6.3.**Support Services Implementation:** Establish support services tailored to the needs of female students, including academic support, career guidance, mental health resources, and networking opportunities to enhance their academic and personal growth.

7.   Responsibilities

Board of Trustees is responsible for:

- Ensuring appropriate implementation of this policy.

President is responsible for:

- Ensuring appropriate implementation of this policy.

Vice President for Academic Affairs is responsible for:

- Appropriate implementation of this policy.

Chief Operating Officer is responsible for:

- Appropriate implementation of this policy.

Facilities and Purchasing Manager

- Following this policy appropriately.

8.   Related Policies

- Admission Policy
- Equality Diversity and inclusion Policy
- HR Policy
- Student Enrolment Policy
- Disability Policy

9.   Related Procedures

- All related Procedures

10.   Related References and Standards

BQA	Institutional Review Handbook
BQA	National Qualifications Framework Handbook
BQA	Programs-within-College Reviews Handbook
HEC	Regulations and Resolutions

President Signature: