Duhok Polytechnic University

Quality Education and Equal Access Policy

Policy information	
Policy number	DPU-POL-AC-04
Policy category	Academic Affairs – Equity and Inclusion
Version	1.1
Policy owner	Office of Equity and Inclusion
Responsible office	Office of Equity and Inclusion, with all administrative units
Approving authority	University Council
Approval date	30/06/2024
Effective date	30/06/2024
Last review date	30/06/2025
Next review date	30/06/2027
Related policies	Free & Equitable Admission Policy (Policy No. 01); Student Completion Targets Policy for Students from Low-Income Households (DPU-POL-SA-02)
SDG alignment	SDG 4 (Quality Education), SDG 10 (Reduced Inequalities)

1. Policy statement

Duhok Polytechnic University (DPU) commits to offering equitable access to quality education for all students. The university works to remove barriers related to ethnicity, religion, gender, disability, immigration status or socioeconomic background by creating supportive environments, inclusive curricula and accessible services. Diversity, equity and inclusion are integral to the university's mission of academic and social development.

2. Purpose

This policy:

- ensures that DPU provides high-quality, inclusive and equitable education to all students, regardless of ethnicity, religion, gender, disability, immigration status or socioeconomic background
- sets out the measures DPU takes to include vulnerable and marginalised groups
- assigns responsibility for implementation, monitoring and reporting
- aligns DPU with United Nations Sustainable Development Goal 4 (Quality Education)

3. Scope

This policy applies to all students, faculty, administrative staff and visitors of DPU. It covers academic programmes, student services, extracurricular activities and all campus facilities across the colleges, institutes and centres affiliated with DPU, on the Duhok, Zirka, Zakho, Shekhan, Amedi and Shingal campuses.

4. Definitions

Term	Meaning
Inclusive education	Education practices that accommodate the diverse needs of all learners without discrimination

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Vulnerable groups	Internally displaced persons (IDPs), refugees, persons with disabilities, women, and socioeconomically disadvantaged students
Accessibility	Designing facilities, services and resources to be usable by people with a wide range of abilities
Cultural responsiveness	Recognising, respecting and incorporating diverse cultural perspectives in education and campus life

5. Policy provisions

5.1 Equal access and non-discrimination

- Admission, teaching, assessment and student services are open to all, without discrimination on grounds of ethnicity, religion, gender, disability, immigration status or socioeconomic background.
- Admission policies are reviewed and adjusted to promote the inclusion of marginalised groups.
- Scholarships and financial aid give priority to vulnerable students.

5.2 Accessible campus and learning

- inclusive infrastructure, including ramps, elevators, accessible restrooms and digital adaptations
- accessible learning materials, such as large print, audio formats and assistive technologies
- prayer rooms and culturally sensitive food services where feasible

5.3 Inclusive teaching and staff development

- Faculty members apply inclusive teaching practices and adapt curriculum content to diverse learners.
- All staff and faculty receive regular training on inclusive practices.

5.4 Complaints and reporting

- An anonymous reporting system is available for grievances and cases of discrimination.
- Cases of discrimination, harassment or exclusion are investigated promptly and fairly under established university procedures.

6. Roles and responsibilities

Role	Responsibility
University Council	Approves the policy and reviews the annual evaluation
Office of Equity and Inclusion	Oversees implementation, monitoring and reporting; manages complaint mechanisms
Faculty members	Apply inclusive teaching practices, adapt curriculum content and take part in continuous training
Administrative units	Ensure physical and digital infrastructure meets accessibility standards and supports diverse student needs
Students	Take an active part in creating a respectful, inclusive learning environment

7. Compliance, monitoring and reporting

1. All university units must comply with this policy.
2. Non-compliance leads to corrective action, which may include mandatory retraining, formal warnings or other administrative measures.
3. Annual evaluations are carried out through data collection, stakeholder feedback and accessibility audits.
4. Effectiveness is measured through student satisfaction surveys, enrolment and retention rates among diverse groups, and academic success.
5. The Office of Equity and Inclusion reports the results to the University Council each year.

8. Related documents

- United Nations Sustainable Development Goal 4 (Quality Education), including indicator 4.3.5
- Free & Equitable Admission Policy (Policy No. 01)
- Student Completion Targets Policy for Students from Low-Income Households (DPU-POL-SA-02)
- DPU Institutional Strategic Plan for University Reform 2024–2027

9. Policy review

The policy is reviewed every two years, or earlier if national regulations change, and revised as needed to reflect changing needs and continuous improvement.

10. Version history

Version	Date	Description	Approved by
1.0	30/06/2024	First approval	University Council
1.1	30/06/2025	Revised	University Council

11. Approval

Approved by the University Council of Duhok Polytechnic University, created on 30/06/2024, and revised on 30/06/2025.

