Duhok Polytechnic University

Gender Equality Policy

Policy information	
Policy number	DPU-POL-AD-05
Policy category	Administration – Equity and Inclusion
Version	1.1
Policy owner	Directorate of Administration
Responsible office	Directorate of Administration, with the Office of Student Affairs
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	Quality Education and Equal Access Policy (DPU-POL-AC-04); Free & Equitable Admission Policy (Policy No. 01)
SDG alignment	SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities)

1. Policy statement

Duhok Polytechnic University (DPU) is committed to fostering gender equity in all areas of university life. DPU provides an inclusive academic and professional environment where all individuals, regardless of gender, have equal opportunities to thrive, and promotes equal access, participation and representation of women in all university activities and decision-making structures.

2. Purpose

This policy:

- affirms DPU's commitment to gender equality for students and staff
- promotes equal access, participation and representation of women in all university activities and decision-making structures
- supports gender-balanced policies, including maternity, paternity and anti-discrimination protections
- protects people who report gender-based discrimination or harassment from retaliation

3. Scope

This policy applies to all members of the university community on all DPU campuses, including:

- undergraduate and postgraduate students
- academic and administrative staff
- applicants to academic programmes or employment
- external contractors and institutional partners

4. Definitions

Term	Meaning

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Gender equality	Equal rights and opportunities for all genders in access to education, employment, leadership and institutional resources
Non-discrimination	Fair treatment and protection from bias or exclusion based on gender
Maternity/paternity policy	Institutional frameworks that support the rights and responsibilities of parents during and after childbirth or adoption
Retaliation protection	Measures that protect individuals who report discrimination from any negative consequences in education or employment

5. Policy provisions

5.1 Access and participation of women

- DPU encourages women's applications, enrolment and full participation in academic programmes.
- DPU tracks women's application, entry and participation rates every year.

5.2 Non-discrimination

- Recruitment, admissions, grading, hiring, promotion and leadership appointments are free from gender discrimination.
- Gender sensitivity and non-discrimination training is part of staff development and student orientation.

5.3 Maternity and paternity

- Maternity leave, with academic and professional flexibility, supports expecting and new mothers.
- Paternity leave enables non-gestational parents to take part in childcare duties.
- Maternity and paternity entitlements are clearly communicated to staff and students.

5.4 Reporting and protection from retaliation

- Accessible and confidential channels are available for reporting gender-based complaints, through the Office of Student Affairs, the Directorate of Administration or the Gender Directorate once established.
- Individuals who report gender-based discrimination or harassment are protected from retaliation, including academic and employment disadvantages.

6. Roles and responsibilities

Role	Responsibility
University Council	Approves the policy and reviews the annual Gender Equality Report
Directorate of Administration	Owns the policy; oversees implementation and reports progress to the University Council
Office of Student Affairs	Offers student support and manages complaint mechanisms
Deans and academic departments	Promote inclusive practices in classrooms and academic programmes
Gender Directorate (if established)	Coordinates gender-related initiatives and monitors implementation

7. Compliance, monitoring and reporting

1. Violations of this policy, including discrimination or retaliation, are handled by the disciplinary body designated by the University Presidency. Sanctions may include warnings, corrective actions or administrative penalties, depending on severity.
2. The Directorate of Administration, with the academic units, prepares an annual Gender Equality Report summarising women's participation, complaints and related outcomes.
3. Gender equity indicators are tracked as part of the university's annual quality assurance cycle.
4. The findings are submitted to the University Council and used in the university's strategic planning.
5. The policy is published on the DPU website and internal portals.

8. Related documents

- United Nations Sustainable Development Goal 5: Gender Equality
- ILO Maternity Protection Convention, 2000 (No. 183)
- Quality Education and Equal Access Policy (DPU-POL-AC-04)
- DPU Institutional Strategic Plan for University Reform 2024–2027

9. Policy review

The policy is reviewed every two years, or earlier if required by legal or institutional developments.

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.

