



Funding & Donation Sustainability Policy

Last Updated: March, 2024

Scope:

Jadara University's funding and donation decisions reflect its commitment to sustainability, environmental stewardship, social responsibility, community impact, and the United Nations Sustainable Development Goals (SDGs). This policy applies to all university units, departments, decision-makers, committees, centers, and affiliated entities involved in receiving, allocating, managing, or approving funding, sponsorships, grants, partnerships, gifts, and donations.

The policy covers on-campus and off-campus activities, projects, programs, infrastructure developments, community engagement initiatives, research activities, student projects, and partnerships supported through financial contributions.

Goal:

Jadara University is committed to ensuring that all funding and donation activities contribute positively to environmental sustainability and meaningful societal impact while supporting the University's strategic sustainability objectives.

Our funding and donation strategy aligns with the following sustainability principles:

1. Environmental Responsibility

We prioritize and encourage funding, grants, sponsorships, and donations that contribute to:

- Climate action and greenhouse gas reduction initiatives.
- Renewable energy and energy efficiency projects.



- Sustainable transportation and green mobility.
- Biodiversity conservation and campus greening programs.
- Water conservation and sustainable resource management.
- Circular economy and waste reduction projects.
- Sustainable buildings and environmentally friendly infrastructure.

2. Positive Community and Social Impact

We support funding opportunities and donations that:

- Enhance community well-being and quality of life.
- Promote education, research, and innovation.
- Encourage environmental awareness and sustainability literacy.
- Advance social inclusion, equity, accessibility, and diversity.
- Support vulnerable communities and sustainable development initiatives.

3. Responsible Partnerships and Sponsorships

Jadara University shall seek funding and sponsorship opportunities from organizations that demonstrate responsible environmental, social, and governance (ESG) practices.

The University may decline funding, donations, or sponsorships from organizations whose activities significantly conflict with sustainability principles, environmental protection standards, human rights, or ethical governance practices.

4. Green Campus Development

Funding and donations shall be directed, whenever feasible, toward projects that contribute to:

- Campus greening and landscape enhancement.
- Renewable energy installations.
- Sustainable laboratories and research facilities.



- Smart resource management systems.
- Green technology deployment.
- Sustainable student and community initiatives.

5. Sustainable Research and Innovation

The University encourages external funding and donations that support:

- Environmental research.
- Climate resilience projects.
- Sustainable agriculture and food systems.
- Clean energy innovation.
- Green entrepreneurship and sustainable technologies.
- Sustainability-focused academic programs and capacity building.

6. Transparency and Accountability

The University is committed to maintaining transparency regarding significant funding sources and the environmental and social benefits generated through funded projects.

Funding allocation processes shall be conducted fairly, ethically, and in accordance with University governance procedures.

7. Measurement and Reporting

Jadara University shall regularly monitor and evaluate the environmental and social outcomes of funded and donated projects.

Key sustainability performance indicators may include:

- Environmental benefits achieved.
- Number of sustainability projects funded.



- Community beneficiaries reached.
- Carbon emissions reduced.
- Trees planted and green spaces enhanced.
- Water and energy savings achieved.
- Contributions toward relevant UN Sustainable Development Goals (SDGs).

8. Supporting Environmental Impact Performance

This policy supports Jadara University's commitment to achieving excellence under the UN SDGs Environmental Impact framework through:

- Financing environmentally beneficial projects on and off campus.
- Supporting climate action and resource efficiency initiatives.
- Expanding community environmental outreach and awareness programs.
- Encouraging sustainable partnerships and stakeholder engagement.
- Demonstrating measurable environmental outcomes from funding activities.
- Aligning financial decisions with institutional sustainability commitments.
- Related UN Sustainable Development Goals (SDGs)
 - SDG 4: Quality Education
 - SDG 6: Clean Water and Sanitation
 - SDG 7: Affordable and Clean Energy
 - SDG 9: Industry, Innovation and Infrastructure
 - SDG 11: Sustainable Cities and Communities
 - SDG 12: Responsible Consumption and Production
 - SDG 13: Climate Action
 - SDG 15: Life on Land
 - SDG 17: Partnerships for the Goals



Assessment & Policy Review:

The data and outcomes arising from this policy shall be assessed and evaluated by stakeholders, mainly the University Board, Higher Committee for Sustainability, Rankings and Accreditation, Sustainability Office, Engineering Office, and relevant administrative units every three (3) years.

Any updates to this policy must be approved through the University's governance procedures and communicated electronically to staff and students through Jadara University's Sustainability webpage and official communication channels.

Approved By: University Board of Trustees / University Council

Policy Owner: Sustainability Office & Higher Committee for Sustainability, Rankings and Accreditation

Policy Review Cycle: Every 3 Years



Anti-Discrimination Policy

Last Updated November 2024

Scope:

This policy applies to everyone at Jadara University students, faculty, staff, contractors, third party stakeholders and visitors. It covers all aspects of university life, including admissions, jobs, academic programs, and campus activities.

Goals:

The goals are:

1. Promote Inclusivity: To create an environment where everyone feels respected, valued, and included no matter their background, identity, or characteristics.
2. Prevent Discrimination: To stop discrimination based on race, color, religion, sex, gender identity, disability, age, national origin, or any other protected status.
3. Educate and Raise Awareness: To teach the community about differences and encourage a culture of understanding and empathy.

Implementation:

1. Prohibited Conduct of Discrimination and retaliation are strictly forbidden. Any kind of bias, prejudice, or exclusionary behavior is unacceptable.
2. Reporting and Complaint Process If you experience or witness discrimination, please report it as soon as possible. The university will thoroughly investigate any complaints



and take appropriate action.



3. Accommodations, Jadara University provides reasonable accommodation for individuals with disabilities. If you need any accommodation, please reach out to the appropriate office.
4. Training and Awareness, the university will regularly hold training sessions to raise awareness about discrimination and promote a respectful environment. Faculty, staff, and students will receive education on cultural competence and sensitivity.
5. Affirmative Action, Jadara University is committed to affirmative action and equal opportunity. We will make efforts to increase diversity in recruitment, hiring, and admissions.

Assessment & Policy Review:

The Data in this policy is to be assessed and evaluated every 3 years by Stakeholders, mainly **the University Board, Sustainability Committee, Ethical Compliance Committee and Legal Consultant**. Any updates on policy must be approved and shared electronically with staff and students via the Sustainable Development page on Jadara's Website (http://www.jadara.edu.jo/main.php?type=mod_gmetric) as well as emails.



ADDITIONAL POLICY PROVISIONS

ADDITIONAL EMPLOYMENT EQUITY, FAIR COMPENSATION AND NON-DISCRIMINATION PROVISIONS

Scope

These provisions apply to all academic staff, administrative staff, researchers, part-time employees, contract employees, international staff, trainees and any individual engaged by Jadara University in an employment relationship.

Equal Employment Opportunity and Non-Discrimination

Jadara University is committed to maintaining a workplace free from discrimination, harassment, victimization, retaliation and unequal treatment. Employment-related decisions including recruitment, appointment, promotion, remuneration, training, professional development, benefits, performance evaluation, disciplinary actions and termination shall be based solely on merit, qualifications, competence, performance and institutional requirements.

Discrimination on the basis of religion, belief, gender, age, disability, nationality, ethnic origin, marital status, family responsibilities, pregnancy, sexual orientation, gender identity or any other protected characteristic is prohibited.

Implementation

- Equal opportunity principles shall be embedded within all recruitment, promotion and performance management practices.
- Reports of discrimination shall be addressed promptly, confidentially and fairly through established grievance procedures.
- Employees and supervisors shall receive periodic awareness and training on equality, diversity, inclusion and anti-discrimination practices.
- Appropriate corrective and disciplinary measures shall be taken where violations are substantiated.

Fair Compensation and Pay Equity

Jadara University is committed to providing equitable compensation for work of equal value and to maintaining transparent remuneration systems based on objective criteria including qualifications, responsibilities, experience, performance, academic rank and job classification.

The University shall not permit discrimination in salaries, allowances, benefits, incentives or any other form of remuneration.

Implementation

- Salary scales and compensation frameworks shall be reviewed periodically to ensure fairness, consistency and transparency.
- The Human Resources Department shall regularly review remuneration practices and identify any unjustified disparities.
- Compensation decisions shall be based on objective employment-related factors and shall not be influenced by personal characteristics unrelated to job performance.
- Where inequities are identified, appropriate corrective measures shall be implemented.

Compensation Monitoring and Gender Pay Equity

The University shall periodically measure and monitor compensation practices across employment categories to promote fairness, transparency and equal remuneration principles.

Implementation

- The Human Resources Department shall maintain and analyze gender-disaggregated salary and compensation data for academic and administrative employees.
- Periodic reviews shall assess salary scales, allowances, benefits, incentives and other compensation elements across comparable positions and grades.



- Compensation analyses shall identify any unjustified pay disparities between employees performing work of equal value.
- Review findings shall be documented and reported to senior management for consideration during human resources planning and policy review processes.
- Where differences cannot be objectively justified by qualifications, experience, responsibilities, performance, seniority or other lawful employment factors, corrective actions shall be undertaken.
- Human resource policies, promotion systems and salary structures shall be reviewed regularly to ensure continued alignment with the principles of fairness, non-discrimination and applicable Jordanian legislation.
- Compensation monitoring outcomes shall be incorporated into the University's continuous improvement and institutional governance processes.

Living Wage and Minimum Wage Commitment

Jadara University shall provide remuneration that complies with all applicable laws and regulations governing wages and employment conditions. The University is committed to compensating employees at or above the legally established minimum wage and to maintaining compensation practices that support employee welfare and decent living standards.

Implementation

- Human Resources and Finance Departments shall periodically review employee compensation against applicable wage regulations and economic conditions.
- Employment contracts shall clearly specify remuneration, benefits and employment conditions.
- Budget planning and workforce management processes shall take employee welfare and wage obligations into consideration.
- Compliance shall be monitored through internal reviews of payroll records and employment documentation.

Monitoring and Responsibility

The Human Resources Department, relevant University Committees, senior management and other authorized governance bodies shall oversee implementation of this policy. Employment practices, remuneration systems, discrimination complaints and compensation reviews shall be evaluated periodically to support compliance, fairness, transparency and continuous institutional improvement.