10.6.5 Does your university as a body have a diversity and equality committee, office and/or officer (or the equivalent) tasked by the administration or governing body to advise on and implement policies, programs, and trainings related to diversity, equity, inclusion and human rights on campus?

Qassim University has a dedicated diversity and equality committee that works under the administration's guidance. This committee plays a key role in advising on and implementing policies, programs, and training sessions aimed at promoting diversity, equity, inclusion, and human rights across the campus. The university recognizes the importance of fostering an inclusive environment for all students, faculty, and staff.

Additionally, the university has set up a dedicated office responsible for overseeing these initiatives. The office works to ensure that diversity and inclusion are integrated into all aspects of university life, from student admissions to faculty recruitment. It also provides resources and support for underrepresented groups, ensuring that everyone has equal opportunities for growth and success.

Regular training and workshops are held to raise awareness about human rights, address issues related to discrimination, and promote a culture of inclusion and respect. This is part of the university's broader effort to maintain a campus environment that is welcoming to all, regardless of ethnicity, gender, or background.

Charter of Rights

University Student (male/female) Rights

https://qa.qu.edu.sa/files/shares/handbooks/Student%20Manual.pdf [1]

A- In the academic field

1- Receiving a student guide that provides information about the University, and its systems and facilities.

2- A Party reception for newcomers.

3- The education received by students will be evaluated and their observations will be used to improve the quality of teaching at the University. The students will evaluate the courses that they have studied and the faculty members who have taught them (the evaluation questionnaire is showed in the appendices) provided that the student deals with this credibly and is free from personal, partisan and tribal influences.

4- Providing the appropriate study environment so students can study and learn easily by providing all the educational capabilities available to serve this goal.

5- Obtaining the scientific material and knowledge associated with the university courses taught in accordance with the university rules and regulations governing academic work.

6- Obtaining the study plans in the faculty or department and the specializations, as well as reviewing the study schedules before the start of the study, conducting his/her registration in the courses offered to the student by the system, providing the rules of registration, taking into account the prioritization of registration in accordance with fair controls when it is not possible to achieve the wishes of all students.

7- Dropping or adding any course, dropping the entire semester as provided by the system of study and registering to the university within the specified period and announced to students.

8- Faculty members of the university will be committed to the dates, times of lectures to meeting the scientific and practical hours and they should not cancel the lectures or change their times unless necessary. In case of a cancellation of any lecture for whatever reason, an alternative lecture on those canceled or absent by the faculty member to complete the course would be given, after coordination with the students and the department.

9- Appropriate scientific inquiry and discussion with faculty members without censorship or punishment, whether during the lecture or during the announced office hours to meet the students.

10- The test questions should be within the course and its contents and the issues raised or referred to during the lectures. The distribution of grades would be balanced and logical in order to achieve a fair assessment of the student's abilities.

11- Conducting all the tests that are held for the course unless there is a legal obstacle that prevents them from being conducted in accordance with the relevant regulations and instructions.

12- The student will be provided the key answer to the questions of the quarterly tests and the distribution of scores on the parts of the answer, which is based on the assessment of student performance before the final test of the course.

13- The student has the right to review his answer sheet in the tests according to the regulations and decisions issued by the university in regulating the mechanism of that review and its controls.

14- Facilitate obtaining all his rights within the university by the administrative or academic bodies in accordance with the regulations and rules of the university.

15- The student will be provided the results obtained in the monthly, quarterly and final tests performed after emptiness corrected and adopted.

16- The commitment of faculty members, staff and employees of the university employees to respect the student and give him all his academic and literary rights.

17- Adopting the electronic system in monitoring grades and limiting absence to be

monitored regularly and not be delayed more than a week.

18- Notifying the student of the total grades of his work quarterly and practical before

entering the final exam.

1- Enjoy the benefits and social welfare provided by the University and participate in the activities established there inbyhe regulations and university

rules governing it.

2- Access to adequate health care through treatment within hospitals and health centers affiliated with the university.

3- Utilize the services and facilities of the university (e-book libraries, gym hall,

cafeteria,, etc.) according to the rules and regulations of the university.

4- Obtaining the financial incentives and rewards prescribed by law, especially for the superior student.

5- Nomination for training courses and programs and internal and external trips and increase his participation in cultural activities as well as participation in community service activities and volunteer work.

6- The complaint or grievance of any matter that affects the student about a faculty member, department, college, or any of the University units, and the submission of the complaint or grievance by the rules governing the unit for the protection of Student Rights and enable the student to know the status of his complaint.

7- Enable him to defend himself before any party in the university in any disciplinary case filed against him. The student will not be sentenced until after hearing his statements unless it proves that his absence was an unacceptable excuse after being summoned for the second time.

8- Grievance against the disciplinary decision issued against him by

the rules established in this regard under the provisions of disciplining students.

9- Maintain the contents of his file inside the university, dealing with it with care, not handing it over to anyone except to the student or his guardian or whoever delegates that file by the investigating authorities or the judiciary or another government agency. The contents of his file may not be disclosed or published unless such publication is the result of a disciplinary punishment against the student.

10- The right of the student with special needs to receive appropriate and appropriate service according to the rules and regulations in force.

Types and Mechanisms of Student Committees

https://qa.qu.edu.sa/files/shares/handbooks/Student%20Manual.pdf [1]

First: Higher Student committee chaired by the University Rector:

This committee is represented by all faculties of the University, and it is divided into two separate sections:

 i- A committee for male students.

ii- A committee for female students.

Each council is composed of a representative from each college of the University (the total number is determined). Upon the proposal of the Dean of Student Affairs, the University Rector may add three outstanding students to the University Committee.

This procedure applies to the student committee. Each college in the Supreme Student Advisory Committee is represented by a member of its Advisory Council who was chosen by election.

Second: A student committee in each college of the university (in addition to the Deanship of Graduate Studies and the Deanship of Community Service).

Each Committee shall be composed of the following, subject to the following conditions:

> 1) The Dean of both male and female Colleges as President.

> 2) One of the vice deans who is concerned with student affairs as a member.

> 3) Number of elected college students that must not be less than 10 and not more than 15 students.

> 4) All sections shall be represented in the Council and this shall be taken into account in the election process to determine the seats for each section.

> 5) The Deanship of Student Affairs, in coordination with the Deanship of each college, may add two distinguished students to the Council.

> 6) At the suggestion of the College or its elected students, a faculty member may be added to the Council to benefit from his experience.

> 7) The Board may add administrative staff when it deems necessary to achieve its certain objectives.

> 8) Paragraph six and seven shall be agreed upon after holding the first session of the Council with the Deanship of the College.

> 9) A student council representative may attend the college council when necessary or when there are issues that concern the student council.

> 10) Female students shall have another council headed by the Dean of the female college or the Dean of the male college. The Dean may delegate one of his

> vice deans to act on his behalf as the chair of the Council.

Program for finding Jobs for the Students(males/female)

https://qa.qu.edu.sa/files/shares/handbooks/Student%20Manual.pdf [1]

This program aims to:

> 1. Providing students with the opportunity to demonstrate their inherent talents and to acquire practical skills through their practice and responsibility and increase their self-confidence.

> 2. Providing opportunities for students to earn a financial income to overcome the financial problems that hinder the completion of university studies due to the interruption of the

university reward to help him continue his education or the existence of financial obligations that require the provision of other income. The Department has prepared an information leaflet for this program.

International Students

https://qa.qu.edu.sa/files/shares/handbooks/Student%20Manual.pdf [1]

The international students are divided into two types:

•	International students live in the kingdom with official Ikama

•	International students from outside the Kingdom and have educational grants

Qassim University cares for both types of international students, and established many units and vice-deanships to guide and help them.

These are demonstrated as follows:

• Grant Unit in the Deanship of Student Affairs.

 This unit looks after the receiving the applications for studying in the University, issuing the visa from the responsible body, After students are officially admitted to the University, the Unit receives them, arranges for their subsistence and accommodation in the University housing, and provide the social care for them, organizes the educational environment and the suitable medical care and whatever helps them to be familiar with the University atmosphere.

• Unit of Teaching the Arabic Language or non-Arabic speakers in College of Arabic Language and Social Studies.

It cares for the international students and offer Arabic Language Diploma as a second language. During this Diploma, they practise listening, conversation, reading and writing in multilateral Arabic language.

• Vice-Deanship of Admission and Registration for grants student affairs, which care

for:

1- Activating mechanisms of attracting the distinguished international students. The university used to form committees from the faculty to attract the international students from their countries and meet them as it is keen to attract the talented and creative students. The University found that it enough to use the Admission Gate of the Higher Education Ministry and nominating the students through the Saudi Culture Councils as governed by the related regulations regarding the admission of the non-Saudi grant students in the Saudi higher education in the Kingdom. The University cooperates with the Islamic centers all around the universe, which nominate students for joining the University. Thereafter, the University investigates their files to check their experiences, skills, grades and validity to join the University.

2- Application of the rules of admission of the international students as per the regulations of admitting the non-Saudi grant students in the Saudi higher education in the Kingdom.

3- The processes of admission of the students, registration, issuing the academic numbers and IDs of the international students.

4- Following up the academic status and progress of the international students.

The University presents the supporting programs for the international students to get them familiar with the University society and Al-Qassim region through the Orientation and Guidance Directorate in the Deanship of Student Affairs, preparation programs for new students, and Academic Advising and Orientation units in the colleges. It follows up their academic grades and progress, and checks the satisfaction of graduation requirements through the electronic system in the Admission and Registration Deanship.

Also, the University provide the social and free medical care through the Medical Services Directorate of the University. it periodically explores their opinion and the level of satisfaction about the University services offered to them.

Grants and Incoming Students Care Unit

https://qa.qu.edu.sa/files/shares/handbooks/Student%20Manual.pdf [1]

This unit manages the affairs of scholarship students and expatriates who study at the university and come **from different nationalities and have different customs, traditions and perceptions, which requires diligence with them to point out some religious issues, regulations and instructions regarding their study.**

The unit also tries to take care of any problems that they are facing by trying to find them solutions in order to create a comfortable atmosphere that helps the students towards their academic achievements and builds a fruitful personality regarding their thoughts and behavior .

This unit follows up the administrative procedures necessary for the arrival and travel of scholarship students and their ticket payments. It also coordinates with the concerned authorities and departments, as well as work on the completion of academic procedures to start the study of scholarship students and expatriates. The unit helps them find the right housing, prepare them socially, and overcome the problems they face. The unit is also keen to work on programs that aim to integrate scholarship students and expatriates with the university community.

Social Study and Special Needs Services

https://qa.qu.edu.sa/files/shares/handbooks/Student%20Manual.pdf [1]

The Department of Guidance and Counseling is keen to assist the student with its educational, educational, material and social benefits, in coordination with the Student Funding Department. As some students have social and physical conditions that may cause them to be left behind or absent from school. Therefore, the administration was keen to provide financial assistance after conducting a personal interview for the student or needy student and determine the amount of the subsidy and raise it to the student funding department for approval.

By examining the conditions of some of the stuttered students and studying their academic, social and psychological situations, which may have a significant impact on the student's academic stumbling. The Department of Guidance and Counseling has developed a program to study student cases. It prepared a form with the names of many disabilities, which is filled out by the social worker. It also set a timetable to be followed up by the specialist in which the student will execute according to his instructions.