



Sustainability Policy at Zarqa University

1. Climate Action Policy

- Implementing renewable energy solutions, energy-saving technologies, and sustainable transportation alternatives.
- Promoting sustainability practices on campus, and integrating climate change education and research into university curricula.
- Senior management is committed to allocating the necessary resources and providing appropriate information to achieve these goals efficiently and effectively.
- Working continuously to provide green spaces within the university, working to purify water and reuse it to irrigate plantations, and adopting modern irrigation methods to ensure the sustainability of these spaces.

2. Sustainable Purchasing and Procurement Policy

- Prioritizing environmentally friendly and socially responsible purchasing practices, with giving preference to products and services with a minimal environmental impact.
- Applying procedures related to the purchase of all goods, equipment, works, and services, taking into account environmental and economic issues. It also focuses on all purchasing procedures, especially purchases for new buildings or building finishing, including sustainability procedures.
- Giving preference to energy-efficient equipment and devices in the purchasing process.

3. Sustainable Investment Policy

- Taking into account environmental, social, and governance factors when making investment decisions.
- Collaborating with companies and institutions to encourage sustainable business practices.
- Promoting work on policies and regulations that promote sustainability and responsible corporate behavior.



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- The university's commitment to responsible and sustainable investment practices that support environmental sustainability, social responsibility, and good governance, while ensuring that all investments are consistent with the institution's mission to promote sustainability and positive social impact.

4. Equality, Diversity, and Inclusion Policy

- Establishing the rules of justice and equality, and applying the principle of equal opportunities among all university employees.
- The university provides equal opportunities for admission, employment, program participation and advancement to all individuals regardless of their background or personal characteristics.
- The University prohibits all forms of discrimination, including discrimination based on race, color, origin, sex, religion, disability, age, or any other personal characteristic.
- The University avoids marginalizing the opinions and complaints of the people concerned and take their suggestions into account when making any decision.
- Diversity and fair distribution of rights equally to all, and preventing any illegal and unfair discrimination against any of them.
- Providing opportunities for all and encouraging them to compete honestly, create, and innovate.

5. Supporting People with Disabilities

- Providing psychosocial support in an effort to achieve mental health and adaptation among students with disabilities, and to spread a safe university climate.
- Achieving academic and social integration for students with disabilities and conforming to university requirements to ensure their involvement and positive participation in various university programs and activities.



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- Preparing an appropriate and safe university environment in accordance with each individual case, and providing appropriate support from their various services and means.
- The university seeks to provide facilities, support services, and assistive technologies that meet the diverse needs of individuals with disabilities.

6. Anti-discrimination Policy

- The university is committed to providing an environment for learning, living, and working that guarantees equal opportunities for all.
- The university is committed to providing an appropriate educational and learning environment and an organizational work climate that guarantees equal opportunities for all and ensures equality and justice for all.
- The University prohibits unlawful discrimination, including harassment, which may be based on race, color, religion, national origins, gender, pregnancy, age, disability, nationality, or political beliefs.
- University policy prohibits retaliation against any person, whether they file a complaint related to discrimination or harassment, in accordance with laws, regulations, and instructions in force.

7. Anti-harassment Policy

- Building a safe university community free from sexual harassment.
- The university is committed to proactively preventing harassment through education, awareness, and promoting a culture of respect and equality.
- The University recognizes the importance of protecting the rights and dignity of every individual and is committed to taking prompt and appropriate action against those found to be involved in harassment.

8. Anti-Bribery and Corruption Policy

- The university is committed to combating bribery and corruption in all its internal and external dealings.



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- The university is committed to complying with the legislation in force in the Hashemite Kingdom of Jordan and at the university, and also obliges all people concerned to apply and comply with it.
- The university rejects any type of corruption and bribery, in compliance with governance and professional practice.
- Maintaining the highest standards of integrity, transparency, and accountability by establishing a zero-tolerance approach towards bribery and corruption.

9. Ethical Organizational Culture Policy

- Providing an ethical organizational culture that integrates core values such as diversity, honesty, respect, and justice into all aspects of the university's operations and interactions with the community.
- The university is committed to promoting these values through its governance, teaching, research, and engagement activities. It aims to ensure that all members of the university community – students, faculty, staff, and stakeholders – are empowered to act in an ethical and responsible manner in their various roles.
- The University seeks to create an inclusive environment where ethical behavior is seen as fundamental to academic and professional excellence, recognized and celebrated.

10. Policies and Procedures to Support Confidentiality and Dealing with Whistleblowers

- The university provides a reporting framework and channels for reporting any actual or suspected violation of its integrity code.
- The University strongly believes in and supports full transparency and a culture of expressing opinion when it comes to compliance with any of these principles. The University expects all employees to report any actual or suspected violation of our Code of Integrity, and relies on all employees to do so as part of their commitment to those Codes.



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- Reporting of actual or suspected violations is done confidentially, without any potential impact on the university, employees, and/or reporting entities.

11.Policies and Procedures to Support Confidentiality and Dealing with Grievance

- The university is committed to providing a positive learning and working environment in which everyone is treated with fairness, dignity, and respect. In the event of a grievance, the grievance is submitted confidentially and a solution is found as quickly as possible.
- A grievance is a formal complaint from a faculty member, student, or employee, which is an accusation of violating the terms of the employment contract or policy.
- A grievance refers to the presence of concerns or any form of dissatisfaction in the workplace, and this may exist in any individual towards his employer, manager, or co-worker, which needs to be addressed by management through the appropriate channel used for this purpose of regulations and instructions.

12. Carbon Emission Reporting Policy/Strategy

- The university is committed to contribute to reducing carbon emissions and preserving the resources on which current and future generations depend.
- Preparing periodic reports showing the quantities of clean energy production at the university.

13. Carbon Target Policy/Strategy

- Protecting community health, the environment, and all of the ecological system regardless of their diversity by reducing carbon emissions and exhausts resulting from the use of oil and coal, which increase environmental pollution rates.
- Reducing carbon emissions levels by encouraging employees to use environmentally friendly means of transportation.



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- The university works to carry out regular, steady, and continuous cultivation operations in all areas devoid of buildings or plants on the university campus.

14.Net-Zero Target Strategy (Carbon Net-Zero)

- The university is committed to contributing to reducing carbon emissions and preserving the resources on which current and future generations depend.
- The university is committed to reducing its environmental footprint and promoting sustainable practices in all campus facilities.

15.Community Outreach Projects Policy for Sustainability

- The university recognizes its social responsibility in enhancing the positive impact on its community and the world as a whole. The Social Responsibility Policy outlines the university's commitment to act ethically, promote sustainability, and participate in activities that benefit society.
- The university actively interacts with local and global communities, aware of its responsibility to contribute positively to their well-being.
- The university encourages its students, faculty, staff, and alumni to participate in community service, volunteer initiatives, and collaborative partnerships that meet community needs.
- The university strives to conserve resources, reduce waste, encourage recycling, and integrate environmentally friendly initiatives into its operations, curricula, and research endeavors.

16.Health and Wellbeing Service Policy

- The university gives priority to the health and well-being of its university community, recognizing that a healthy campus environment contributes to the overall success and satisfaction of university students, faculty, staff, and visitors.



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- The university works to promote health education and awareness programs that enable individuals to make fully informed decisions regarding their health and well-being.
- The university provides resources, workshops, and initiatives that promote healthy lifestyles, preventive measures, and risk reduction strategies.
- The University cooperates with local health authorities and adheres to relevant guidelines to ensure a safe and healthy campus environment.
- The university provides access to counseling services, mental health resources, and initiatives that promote resilience, stress management, and work-life balance.
- The university maintains a clean, safe, and sustainable campus environment that supports the physical and mental health of all community members.
- The university works to promote healthy eating options, physical activity, and the availability of recreational facilities to encourage an active and balanced lifestyle.
- The university cooperates with local health authorities, community organizations, and stakeholders to address public health challenges and promote health equity.

17.Financial Transparency Policy

- The university is firmly committed to financial transparency and careful management of its resources.
- The university follows a policy of issuing its comprehensive financial reports annually, which includes key aspects such as income, expenditures, borrowing, and surplus.
- Commitment to regular and transparent reporting on the university's commitment to financial responsibility and accountability.
- Share these key financial standards openly with the Council of Deans and the Board of Trustees.
- Discussing the draft annual budget of the university and its financial statements and approving them by the University Council in preparation for submitting them to the Board of Trustees.



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18. Students' Representation in Governance Policy

- The university allows students to participate in making decisions that affect their lives and educational experience.
- Encouraging the active participation of students and enhancing their educational experience by representing students on governance councils.
- The university supports the establishment of a student council and student clubs, where council members are elected by students and are charged with representing students' interests and providing, and submit their suggestions and problems to the university administration.
- Inviting students to participate in committees or meetings in which decisions are made, where students can present their views, contribute to the decision-making process, and participate in discussions important to improving educational conditions.