

10.6.5 University Diversity Officer

2023–2024

Existence of an EDI Office / Committee

AASTMT has formally established an Equality, Diversity & Inclusion (EDI) Office / Committee, tasked by senior leadership to drive institutional inclusion. This office is embedded within the Deanery of Student Affairs and works in close coordination with Human Resources and Academic Leadership, ensuring a university-wide remit. Its mandate includes advising the Board and top administration on policies, training, and equity-centered decision-making. The fact that this office continues to operate and evolve is affirmed by the most recent institutional review: the EDI policy was last reviewed in 2025, demonstrating sustained and improving commitment.

[Existence of an EDI Office / Committee](#) on AASTMT webpage

Equality, Diversity & Inclusion Policy

AASTMT's Equality, Diversity & Inclusion Policy provides a robust and up-to-date framework for non-discrimination, equal opportunity, and respect for human rights. The current policy (published in a formal document) explicitly prohibits discrimination on grounds such as age, disability, gender, race, religion, socio-economic status, and more. Importantly, the policy was updated recently (last review date 2025, next review in 2026), indicating that it is a living document that the institution continues to refine and strengthen.

[Equality, Diversity & Inclusion Policy](#) on AASTMT webpage

Non-Discrimination / Anti-Harassment Policy

AASTMT has solidified its commitment to a fair and respectful community through a Non-Discrimination and Anti-Harassment Policy. This policy reaffirms that no member of the AASTMT community—students, staff, or visitors—may be discriminated against based on protected characteristics such as gender, disability, race, religion, or socio-economic status. This policy was reissued (or significantly revised) in November 2024, which underscores the institution's continuous improvement in safeguarding equity and dignity.

[Non-Discrimination / Anti-Harassment Policy](#) on AASTMT webpage

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Disability Accommodation and Support

AASTMT demonstrates concrete action for inclusion through its disability accommodation policy and supporting structures. The institution provides a "reasonable accommodation" policy for students with disabilities to ensure their full participation in academic life. This policy is integrated within its broader EDI framework, showing that accessibility is considered a core part of diversity work. Continued commitment to this area is evident as the accommodation policy is maintained and referenced in the institution's SDG 10 (Reduced Inequalities) reporting.

[Disability Accommodation and Support](#) , [Disability Accommodation and Support](#) on AASTMT webpage

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