

# Our Foundation: Equity and Access for All

At the Public Authority for Applied Education and Training (PAAET), we believe that education is a universal right. Our commitment to our community is rooted in the principle that **everyone should have equal opportunity** to benefit from our resources, events, and programs.

This commitment is not just a promise; it is embedded in our **formal, institutional policies**. These policies ensure that access to PAAET is open to all, without discrimination based on ethnicity, religion, disability, nationality, or gender.



**PAAET students engaged in collaborative learning, reflecting the Authority's commitment to equity, accessibility, and inclusive education for all.**

These policies are supervised by the Deputy Director General for Academic Affairs, Development, and Innovation, ensuring continuous monitoring and institutional accountability.

## Our Policy Framework: Building an Inclusive Environment

PAAET adopts the Equality, Diversity, and Inclusion (EDI) Policy Framework 2023, which aims to proactively remove barriers and create an inclusive educational environment that welcomes and supports the full participation of all individuals.

The implementation of these policies is overseen by the Human Resources and Community Engagement Departments to ensure full institutional compliance, in alignment with the provisions of the Kuwait Labor Law, which guarantees equality and equal opportunities for all employees without discrimination.

## 1. Universal Non-Discrimination Policy

Our cornerstone policy guarantees fair treatment for all.

- **Explicit Protections:** We explicitly prohibit discrimination on the grounds of ethnicity, religion, disability, nationality, and gender in any university program or activity.
- **Clear Accountability:** A formal grievance procedure is in place to address any concerns, ensuring accountability and trust.



**Students from diverse backgrounds participating equally in a PAAET lecture — reflecting the PAAET’s Universal Non-Discrimination Policy and commitment to inclusive education for all.**

## 2. Dedicated Disability Support Policy

We are committed to ensuring full participation for individuals with disabilities.

- **Reasonable Accommodations:** Our policy mandates the provision of necessary accommodations, such as sign-language interpreters, accessible materials, and physical access ramps.
- **Accessible Infrastructure:** We adhere to accessibility standards in our buildings and facilities, guided by universal design principles.
- **Centralized Support:** Our Disability Support Services Office is the dedicated point of contact for assistance and advocacy.

This includes support for both national and international students, ensuring equitable access regardless of immigration or residency status.

PAAET ensures comprehensive support for students with disabilities through [the Special Needs Department](#) under the Student Welfare and Services Division. The department provides academic, social, and logistical assistance, coordinates with relevant authorities to facilitate accessibility, and promotes full participation of students with disabilities in educational and community activities. This policy reflects PAAET's commitment to inclusivity, equal opportunity, and compliance with Kuwait's disability and labor laws.

### 3. Gender Equity and Cultural Sensitivity

Our policies ensure a respectful and equitable environment for all genders and backgrounds.

- **Equal Access:** We guarantee equal access to all educational programs, facilities, and leadership opportunities.
- **Respectful Accommodations:** We provide accommodations for religious observances and ensure that facilities meet the needs of our diverse community.



**Faculty and students from diverse backgrounds collaborating in an academic forum — reflecting PAAET's commitment to gender equity, professional inclusion, and cultural respect.**

### **Why Our Policies Matter**

- **From Principle to Practice:** Our policies translate ideals into actionable standards, ensuring that inclusion is practiced daily.
- **Proactive Support:** We don't just react to issues; we proactively design our programs and spaces to be accessible from the start.
- **Building a Culture of Belonging:** By codifying these values, we foster a campus culture where every individual feels respected, valued, and empowered to succeed.

These efforts align with **Kuwait's national development goals** and global standards for human rights and equitable education.

In 2024, PAAET implemented accessibility upgrades in 12 facilities across all campuses, introduced mandatory EDI training for over 800 staff, and supported 120 students through Disability Support Services. These measurable outcomes demonstrate the active application of our inclusion policies.

### **Continuing Our Journey Forward**

Our commitment to inclusion is ongoing. We are actively working to enhance our framework through:

- **Comprehensive EDI Training:** Mandatory training for all staff on non-discrimination and inclusive practices.
- **Universal Design for Learning (UDL):** Integrating UDL principles to make all learning materials and teaching methods inherently accessible.
- **Transparency and Reporting:** Publishing annual reports on our progress toward equity and inclusion goals.

These initiatives also align with the United Nations Sustainable Development Goals 4 (Quality Education) and 10 (Reduced Inequalities), reinforcing PAAET's regional leadership in inclusive applied education.

**At PAAET, our doors and our opportunities are open to all.**