

سید ابرہہؓ و سیدہ سمرہؓ:

توبہ مخصوص:

توسعه و عمران:

دَوَّخُوْا مَعَكُمْ رُحُوْمَكُمْ

سید مرتضیٰ قزوینی

1. **مَوَدَّةٌ مَدْقُورَةٌ وَدُؤْمَرٌ**

[illegible]

وَبِشْرَتِ الْوَسِيلَةِ وَالْوَسِيلَةُ شَرٌّ

[illegible][illegible][illegible][illegible][illegible]

(۱) جِسْمِ، سَارِ قَسْرِ، رُخْوِ، دَسِ قَسْرِ قَسْرِ، سَرِ سَرِ قَسْرِ قَسْرِ، اَرِ قَسْرِ، قَسْرِ، سَرِ قَسْرِ، یَرِ قَسْرِ، هَرِ، مَرِ قَسْرِ قَسْرِ

(۴) هَتَرَس دَوَاج زَنَر قَوِم اَرِمِيَمَدَايَا دَاوَدَوَم سَرَمَدَايَا، اَر دَرَس سَرِمَوَمَو دَاوَدَايَا سَرَوَمَو دَاوَدَايَا
رَوَمَوَمَو دَاوَدَايَا اَرَوَمَو دَاوَدَايَا مَوَدَاوَدَايَا سَرِيَمَدَايَا

5. $\frac{1}{2} \times \frac{3}{4} = \frac{3}{8}$

(۱) $\frac{1}{x^2} = x^{-2}$

۱. دَکْکُ دُکْ اِسْتَقْوَمِ جِزْزِیْهَکْ اِیْکَ کِیْزِیْهَکْ سَیْجِ دِیْکِ کُیْزِیْهَکْ جِزْزِیْهَکْ
وَجْزِیْهَکْ جِزْزِیْهَکْ اِسْتَقْوَمِ جِزْزِیْهَکْ اِیْکَ کِیْزِیْهَکْ سَیْجِ دِیْکِ کُیْزِیْهَکْ جِزْزِیْهَکْ

2. $\frac{1}{2} \frac{d}{dt} \left(\frac{1}{2} \frac{d^2 x}{dt^2} \right) = \frac{1}{2} \frac{d^3 x}{dt^3}$

[illegible]

(۴) زَوَّادٌ مُزْمِعٌ مَزْمَعٌ

[illegible]

1. مَوَدَّةٌ سَرَّارَةٌ أَسْرَى سِرْدِيٍّ فَرْخُ سَوْسَمَهِرٍ.

2. $\frac{1}{x^2} = x^{-2}$ $\frac{d}{dx} x^{-2} = -2x^{-3} = -\frac{2}{x^3}$

3. $\frac{1}{2} \frac{d}{dt} \left(\frac{1}{2} \frac{d^2}{dt^2} \right) = \frac{1}{2} \frac{d^3}{dt^3}$

(۳) اِن ساری سرفو خور و سرفو

[illegible][illegible][illegible]

6. قُرْمَرِ سَوْنَمَدَّرِ، مَعْرُورِنَسِرْ زَارَجِوَسِرْ

(١) $\frac{1}{x^2} = x^{-2}$, $\frac{d}{dx} x^{-2} = -2x^{-3} = -\frac{2}{x^3}$

[illegible]

[illegible]

7. $\frac{1}{x^2} = x^{-2}$

[illegible]

(۴) $\frac{1}{x^2} = x^{-2}$ $\frac{d}{dx} x^{-2} = -2x^{-3} = -\frac{2}{x^3}$ $\frac{d}{dx} \frac{1}{x^2} = -\frac{2}{x^3}$

[illegible][illegible][illegible]

9. مَدْرَسَةُ سُرَّةِ، مَدْرَسَةُ خُشْفِي، مَدْرَسَةُ رَحْمَتِي

اَیَسُو کَر سَوِج سِر مَکری اَو کر کَمو داسر خُسرو یکر دَجری نجر مری کمر مو لار جو کمرس مو ر نا کمر لر یس تر سر فر:

١٠٠٠ ١٠٠٠ ١٠٠٠ (١)

[illegible]

(س) اِسْ دَارِ مَحْمُودِ حَافِظِ نَسْر.

[illegible][illegible]

(ع) سَوِيٌّ رُحْمٌ مَرِيضٌ وَرُحْمٌ مَرِيضٌ.

10. $\frac{1}{2} \log \frac{1}{2}$ $\frac{1}{2} \log \frac{1}{2}$ $\frac{1}{2} \log \frac{1}{2}$ $\frac{1}{2} \log \frac{1}{2}$

[illegible]

(ر) **قَالَ رَبِّ اجْعَلْ لِي آيَةً** قَالَ اجْعَلْ لَهُ آيَةً فَلَمَّا كَلَمَ النَّاسَ قَالَ رَبِّ اجْعَلْ لِي آيَةً فَلَمَّا كَلَمَ النَّاسَ قَالَ رَبِّ اجْعَلْ لِي آيَةً

[illegible]

11. $\frac{d}{dx} \left(x^2 + \frac{1}{x} \right) = 2x - \frac{1}{x^2}$

[illegible]

- [illegible]



POLICY ON WORKPLACE ANTI-DISCRIMINATION, DIVERSITY, AND INCLUSION

Policy Number:	MNU/UC/2026/6
Version:	1.0
Approved on:	30th September 2026
Effective from:	30th September 2026
Approved by:	University Council

1. Introduction and Purpose

The Maldives National University (MNU) recognises that a harmonious, inclusive, respectful, and productive environment is built on the principles of dignity, fairness, mutual respect, equal opportunity, and the elimination of unlawful discrimination. This policy formalises MNU's commitment to providing a workplace and learning environment where individuals are treated fairly and are able to contribute to the University community without fear of unlawful discrimination, exclusion, harassment, victimisation, or prejudice.

The primary objectives are:

- To ensure full compliance with the Constitution of the Maldives, the Employment Act (2/2008), the Gender Equality Act (18/2016), and to other applicable laws and regulations.
- To establish a rigorous framework for identifying, reporting, and rectifying discriminatory practices.
- To promote a culture of Reasonable Accommodation and Inclusive Excellence across all University strata.
- To promote equal opportunity, diversity, inclusion, accessibility, and respectful engagement across the University community.
- To support a workplace culture that values diversity of experience, professional contribution, academic merit, and human dignity.

2. Scope

This policy applies to:

- All Staff Categories:** Academic, administrative, technical, and support staff.

- b) **Alternative Work Arrangements:** Employees working remotely, those on fractional contracts, interns, trainees, adjunct faculty, visiting academics, consultants, researchers, Parttime Lecturers and volunteers engaged in University activities.
- c) **Contractual & Academic Diversity:** Interns, apprentices, researchers, and PhD candidates, ensuring their right to a safe environment is recognised during their tenure.
- d) **Institutional Life:** All aspects of institutional processes including recruitment, professional development, promotion, compensation, workplace conduct, access to facilities, training opportunities, and termination.

3. Guiding Principles

- a) **Equality and Fairness:** Employment related decisions shall be based on objective and lawful criteria including qualifications, competence, performance, experience, and institutional requirements.
- b) **Respect and Dignity:** Every individual shall be treated with professionalism, fairness, dignity, and respect.
- c) **Inclusion:** MNU values inclusive participation and seeks to provide equitable access to opportunities and institutional processes.
- d) **Freedom from Unlawful Discrimination:** The University prohibits unlawful discrimination, harassment, bullying, victimisation, and exclusionary conduct.
- e) **Cultural and Institutional Respect:** Diversity and inclusion initiatives shall be implemented in a manner consistent with the laws, values, and institutional context of the Republic of Maldives.

4. Protected Grounds & Non-Discrimination

The University maintains a zero-tolerance policy toward discrimination. In accordance with the principles specified in the Constitution and laws of the Republic of Maldives, and based on the matters specified below, it is prohibited at the university to discriminate against any party:

- a) Discriminating and harassing based on gender, marital status, pregnancy, disability, age, religion, or nationality.
- b) Failing to communicate with respect towards a foreign employee or discriminating against them based on their legal status or nationality.

5. Institutional Responsibilities & Good Practices

a) Recruitment and Selection

The University shall endeavour to maintain fair and objective recruitment and selection processes. Recruitment processes should:

1. use objective role related criteria,

2. minimise unnecessary bias,
3. and promote equitable opportunities where practicable.

b) Equal Opportunity and Professional Development

MNU shall endeavour to provide equitable access to:

1. training,
2. professional development,
3. promotion opportunities,
4. institutional participation,
5. and workplace resources.

c) Reasonable Accommodation

The University shall provide "Reasonable Accommodation", where practicable and lawful, relating to:

1. disability access,
2. workplace adjustments,
3. and other legitimate accessibility needs.

6. Harassment, Bullying, and Respectful Conduct Prevention

- a) Harassment, bullying, intimidation, victimisation, abuse, and discriminatory conduct are prohibited.
- b) The University shall take reasonable steps to promote safe, respectful, and professional workplace environments.
- c) Matters relating specifically to sexual harassment and sexual abuse shall be governed by the University's Sexual Harassment Prevention Policy and associated procedures.

7. Reporting and Grievance Resolution

- a) Employees may raise concerns relating to discrimination, harassment, bullying, victimisation, or inclusion through applicable University grievance, HR, whistleblowing, or reporting mechanisms.
- b) The University shall endeavour to handle concerns fairly, confidentially, and in accordance with procedural fairness principles.
- c) Specific procedures relating to sexual harassment, industrial disputes, whistleblowing, or pay equity grievances shall be governed by the relevant specialised policies and procedures of the University.

8. Protection from Retaliation

No employee shall be penalised, intimidated, disadvantaged, or retaliated against for raising concerns or participating in good faith in reporting, grievance, or investigation processes.

9. Training, Awareness, and Institutional Culture

The University may conduct awareness programmes, training initiatives, orientation sessions, and educational activities relating to:

- a) respectful workplace conduct,
- b) anti-discrimination,
- c) Inclusion,
- d) unconscious bias awareness,
- e) accessibility,
- f) and cultural understanding.
- g) Diversity and inclusion considerations may be discussed through existing institutional consultative mechanisms including HRMC.

10. Policy Governance

- a) **Administration:** Human Resources Department shall serve as the operational custodian of this policy.
- b) **Oversight:** HRMC shall provide strategic oversight relating to implementation, policy review, and institutional inclusion matters.
- c) **Review:** This policy shall be reviewed periodically to ensure alignment with applicable laws, institutional priorities, and evolving best practices.

11. Related Policies

This policy should be read in conjunction with the following MNU documents:

- MNU Code of Conduct
- Recruitment and Selection Policy
- Policy on Anti sexual harassment and abuse (Ref)
- Pay Scale Equity Policy (Ref)
- Student Policies
- Staff Policies