MUTAH UNIVERSITY

P.O.Box 7 Karak, Mu'tah, Jordan, 61710

Training Policy for Environmental Sustainability

EMPOWERING EMPLOYEES FOR SUSTAINABILITY

2024

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Working Team:

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Mutah University is committed to environmental sustainability and equipping its staff with the knowledge and skills necessary to support the university's sustainability initiatives. This policy mandates annual training on sustainability principles, ensuring compliance with best practices and contributing to the university's strategic goal of improving its QS Sustainability Ranking.

Objectives

The training policy aims to:

- Enhance awareness and understanding of environmental sustainability among university staff.

- Ensure compliance with national and international sustainability regulations.

- Promote sustainable practices across all university departments and operations.

- Support Mutah University's commitment to improving its QS Sustainability Ranking.

- Foster a culture of sustainability through active staff participation.

- Encourage innovation and leadership in environmental sustainability within the university community.

Scope

This policy applies to all faculty, administrative, and support staff at Mutah University. Training will be conducted annually and integrated into the university's professional development framework. Additionally, specialized training modules will be available for specific roles that directly impact sustainability outcomes, such as facility management and procurement.

Training Content

The training program will cover the following key topics:

1. **Sustainability Fundamentals:** Understanding climate change, carbon footprint, and the importance of sustainability in academic institutions.
2. **Energy Efficiency:** Best practices in energy conservation, renewable energy adoption, and reducing the university's carbon footprint.
3. **Waste Management:** Recycling programs, waste reduction strategies, circular economy principles, and hazardous waste disposal.
4. **Water Conservation:** Efficient water use, pollution prevention, and strategies for reducing water consumption.
5. **Green Campus Initiatives:** Sustainable transport, eco-friendly procurement, biodiversity conservation, and promoting green infrastructure.
6. **Sustainability Compliance & Reporting:** Adhering to environmental regulations, sustainability performance monitoring, and meeting reporting standards for QS Sustainability Ranking.
7. **Sustainable Research & Teaching:** Encouraging faculty to integrate sustainability concepts into academic programs and research projects.
8. **Community Engagement:** Strategies to involve students, faculty, and external stakeholders in sustainability efforts.

Training Implementation

Delivery Methods:

- Online modules and interactive e-learning courses. o In-person workshops and expert-led seminars.
- Department-specific sustainability training sessions tailored to operational needs.
- Sustainability boot camps and leadership programs for faculty and administrators.

Mandatory Participation:

- All staff must complete the annual training as part of their performance evaluation.
- New employees must complete the training within their first three months of employment.
- Faculty members are encouraged to integrate sustainability modules into their coursework.

Assessment & Certification:

- Staff members will be assessed through quizzes, case study evaluations, and practical applications.
- A certificate of completion will be awarded upon successfully finishing the training.
- Incentives such as recognition awards and professional development credits will be provided for outstanding contributions.

Monitoring & Compliance :

- The Sustainability Office will track participation and maintain records of completed training sessions.

- Compliance reports will be submitted annually to university leadership and included in the QS Sustainability Ranking assessment.
- Departments failing to meet training requirements will be subject to corrective actions, including additional mandatory sessions or administrative reviews.
- Key performance indicators (KPIs) related to training completion rates and sustainability impact will be monitored to measure effectiveness.

Continuous Improvement

- Mutah University will review and update the training program annually to incorporate the latest sustainability trends, technological advancements, and regulatory changes.
- Feedback from participants will be systematically collected to improve content delivery and engagement.
- The university will collaborate with external sustainability experts, academic institutions, and industry leaders to enhance training quality.
- Sustainability research outcomes and best practices will be integrated into future training modules to ensure a cutting-edge approach.

By mandating annual sustainability training, Mutah University reinforces its role as a leader in environmental responsibility and ensures that staff members actively contribute to sustainability goals. This policy aligns with the university's broader strategy to enhance its QS Sustainability Ranking, foster an environmentally conscious campus culture, and position the university as a model institution in sustainable higher education.

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