





All Arabs University

<b>Policy Theme</b>	Non-Discrimination
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<b>Policy Code:</b>	P(09CG)02	<b>Date of Issue:</b>	26/4/2022
<b>Version:</b>	1/6	<b>Confidentiality Level:</b>	General
<b>Quality Council Approval:</b>	17/4/2022	<b>Policy Created Date:</b>	23/5/2018
<b>Deans Council Approval:</b>	Resolution No. 14/99, Date: 20/4/2022		
<b>Date of last Revision:</b>	1/3/2025	<b>Next revision Date:</b>	1/3/2027

**Responsibilities:**

<b>Implementation:</b>	University Management.
<b>Partners:</b>	Deans + Departments Head + Staff.
<b>Supervision:</b>	University Management.
<b>Review and Development:</b>	Quality Assurance and Accreditation Office + University Management.

**Policy Statement:**

The university adheres to non-discrimination policy on the basis of gender, color, nationality, religion, national or ethnic origin, and disability. It is the university's policy to provide an equal educational opportunity and working environments for all. Members of the university community (staff and students) have the right to access all university's facilities and activities and enroll in any faculty or program (in accordance with Ministry of Higher Education and scientific research rules and regulations), regardless of their color, gender, nationality, religion, national or ethnic origin, and disability.

**Policy Objectives:**

No.	objective
1.	Providing equal opportunities for all related parties.
2.	Providing Healthy and friendly academic environment.
3.	Enhancing ethical practices.
4.	Enhancing students and staff morale.

**Related Procedures:**

No.	Procedure
1.	Employees Performance Assessment and Accountability <a href="#">QP (05 UM) 01</a>
2.	Administrative Staff Grievance <a href="#">QP (09 HR) 09</a>
3.	Faculty Members Grievance <a href="#">QP (09 UM) 01</a>
4.	Student Grievance <a href="#">QP (10 DSA) 05</a>
5.	Administrative Member Incentives <a href="#">QP (05 HR) 09</a>

The First Private University to Obtain International and Local Accreditations and Ranking



All Arabs University

<b>Policy Theme</b>	<b>Anti-Discrimination and Anti-Harassment</b>
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<b>Policy Code:</b>	P(10CG)02	<b>Date of Issue:</b>	26/4/2022
<b>Version:</b>	1/6	<b>Confidentiality Level:</b>	General
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**Responsibilities:**

<b>Implementation:</b>	University Management.
<b>Partners:</b>	Deans + Departments Head and Staff.
<b>Supervision:</b>	University Management.
<b>Review and Development:</b>	Quality Assurance and Accreditation Office + University Management.

**Policy Statement:**

The university is committed to providing a peaceful, harmonious and friendly educational and working environment on campus, without prejudicing against the academic freedom policy. Any kind of discrimination and harassment based on: gender, color, nationality and religion; in the form of practices or implications, verbally, written, or physical against any member of the university community in campus are strictly prohibited. Such acts are punishable and will be disciplined in accordance with the university's in-force rules and regulations.

The university must not dismiss, discipline, demote, suspend or prejudice in any form, to any member of the university community who reported discrimination or harassment acts against himself or others, by another member of the university community.

**Policy Objectives:**

No.	objective
1.	Avoidance of violence.
2.	Eliminating misconduct and misbehavior.
3.	Enhancing ethical values.
4.	Preserving comfortable and friendly academic and working environment.
9.	Protecting human rights.

**Related Procedures:**

No.	Procedure
1.	Performance Assessment and Accountability of Employees <b>QP (05 UM) 01</b>

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<b>Policy Theme</b>	Maternity and Paternity
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<b>Policy Code:</b>	P(26R)05	<b>Date of Issue:</b>	26/4/2022
<b>Version:</b>	1/6	<b>Confidentiality Level:</b>	General
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<b>Deans Council Approval:</b>	Resolution No. 14/99, Date: 20/4/2022		
<b>Date of last Revision:</b>	1/3/2025	<b>Next revision Date:</b>	1/3/2027

**Responsibilities:**

<b>Implementation:</b>	University Management.
<b>Partners:</b>	Human Resources Department + University President and Vice president + Internal Control and Auditing Dept. + Finance Department.
<b>Supervision:</b>	University Management.
<b>Review and Development:</b>	Quality Assurance and Accreditation Office + University President and Vice president.

**Policy Statement:**

In order to provide a balanced and healthy life and work system; for males and females employees (parents) at all levels and regardless of their service term at the university, they are entitled to a maternity and/ or paternity leaves in accordance with Ministry of Labor rules and regulations. The university supports and appreciates the gender diversity of its workforce and provides them with equal opportunities.

**Policy Objectives:**

No.	objective
1.	Protecting male and female rights.
2.	Raising life standard.
3.	Eliminating discrimination among working staff
4.	Protection of human rights.

**Related Procedures:**

No.	Procedure
1.	Administrative Member Leaves and Vacations <a href="#">QP (03 HR) 09</a>
2.	Faculty Member Leaves <a href="#">QP (10 UF) 05</a>

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