

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>

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6.	Recruiting Faculty Members <b>QP (06 HR) 09</b>
7.	Auditing Student Grant and Discount <b>QP (02 IAD) 08</b>
8.	Scientific Research Project Sponsorship <b>QP (01 SRGS) 06</b>
9.	Administrative Member Disciplinary Penalties <b>QP (08 HR) 09</b>
10.	Faculty Members Disciplinary Penalties <b>QP (08 UM) 01</b>
11.	Student Disciplinary Penalties <b>QP (12 UF) 05</b>
12.	Guaranteeing Institutional Integrity Achievement (Fairness, Transparency, Equal Opportunities) <b>QP (07 UM) 01</b>

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