

All Arabs University

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| <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   |
| <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 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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