

## University Anti-Discrimination and Anti-Harassment Policy

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### I. Purpose

This policy affirms the University's commitment to fostering a safe, respectful, inclusive, and equitable environment free from all forms of discrimination, harassment, and victimization. It establishes clear standards of behavior and outlines procedures for reporting and addressing violations.

### 2. Scope

This policy applies to all members of the University community, including:

- Faculty, staff, administrators, and researchers
- Undergraduate and postgraduate students
- Alumni, contractors, vendors, visitors, and third-party affiliates
- Any individual engaged in university-sponsored programs or activities

It covers conduct on campus, during online interactions, and at all university-affiliated events, both local and international.

### 3. Policy Statement

The University prohibits all forms of:

- Discrimination based on race, ethnicity, nationality, religion, gender, sexual orientation, age, disability, marital status, socio-economic status, or any other legally protected characteristic.
- Harassment, including sexual harassment, verbal abuse, bullying, stalking, intimidation, and inappropriate behavior that creates a hostile or offensive environment.

The University is committed to:

- Upholding equality and justice as core academic and institutional values.
- Creating a learning and working environment that respects individual dignity.
- Investigating all complaints seriously, promptly, and impartially.
- Taking corrective action when policy violations are found.

#### **4. Definitions**

- **Discrimination:** Unfair or unequal treatment based on personal characteristics that are protected by law or policy.
- **Harassment:** Unwelcome behavior that demeans, humiliates, or threatens an individual, including physical, verbal, or digital abuse.
- **Sexual Harassment:** Any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.
- **Bullying:** Repeated and intentional aggressive behavior meant to intimidate or harm.
- **Retaliation:** Adverse treatment of an individual for reporting or participating in an investigation of discrimination or harassment.

#### **5. Guiding Principles**

- **Dignity and Respect:** All members of the university community must treat each other with dignity, regardless of differences.
- **Accountability:** Individuals in leadership and supervisory roles are responsible for maintaining and promoting a discrimination-free environment.
- **Confidentiality:** All complaints and investigations will be handled with discretion and confidentiality.
- **Fairness and Objectivity:** All reports will be assessed fairly, without bias or presumption of guilt.

## 6. Reporting Mechanism

- The university will establish multiple channels for confidential and anonymous reporting.
- Reports can be made through a designated office (e.g., Diversity & Inclusion Office, Human Resources, or Student Affairs).
- Individuals will not suffer retaliation for making a report in good faith.

## 7. Investigation and Resolution

- All reports will be reviewed by a trained team within a maximum of 10 working days.
- Investigations will involve impartial fact-finding, interviews, and evidence review.
- Outcomes may include mediation, counseling, training, or disciplinary actions (up to suspension or dismissal, where warranted).

## 8. Awareness and Training

- Mandatory anti-discrimination and anti-harassment training for all staff, faculty, and students.
- Annual refresher workshops and awareness campaigns.
- Inclusion of relevant content in student and employee onboarding programs.

## 9. Alignment with International Standards

This policy is in alignment with:

- UN SDG 5: Gender Equality
- UN SDG 10: Reduced Inequalities
- UN SDG 16: Peace, Justice, and Strong Institutions
- ILO Convention on Discrimination (Employment and Occupation)
- UN Declaration of Human Rights
- National labor and anti-discrimination laws

## 10. Policy Review

This policy will be reviewed every **two years** or upon significant legal or institutional developments and updated as needed to reflect evolving best practices and regulatory changes.