



Title: Antislavery Policy

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Approval Authority: Board of Trustees

Document Owner: University President

Review: The policy is subject to a periodic review every 4 years or in a shorter cycle as per amendments of university policies

1. Purpose

The purpose of this policy is to set out the principles of the university against any abusive and exploitative act on human beings violating basic human rights prevailing in the country.

2. Scope

This document applies to all the stakeholders of the university including staff, students, contractors, external reviewers/moderators/verifiers/jurors, members of advisory board, community people.

3. Acronyms

GU	Gulf University
HOD	Head of the Department
UPDRC	University Policy Development & Review Committee

4. Definitions

Modern Slavery: It is defined as the recruitment, movement, or receiving of human beings through the use of force, coercion, abuse of vulnerability, deception, or other means for the purpose of exploitation.

Human Trafficking: Human trafficking involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act.

Forced Labor: Forced labor refers to situations in which human beings are intimidated to work through the use of violence, threat or by any other subtle means.

5. Policy Statement

5.1 GU commits to professional practice, sound governance and management in the organization.

5.2 GU is committed to adhere to the Decree No. 7 for the year 1999 titled ‘Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery of 1956’ which is against modern slavery and human trafficking as legal offence.

5.3 GU commits to protect and respect human rights while promoting the culture of ethical behavior with empathy for others in and outside the university.

- 5.4 GU is committed to demonstrate no tolerance position about any case of exploitation of any human being amounting to modern slavery.
- 5.5 GU commits not to deal with any organization/institution directly or indirectly involved in any case of modern slavery and similar acts of exploitation.
- 5.6 GU ensures not only to refrain from violating human rights but reporting of any case of modern slavery, human trafficking, child labor/forced labor occurring to other institution or individual.
- 5.7 GU commits not to indulge in any business or activity which has a potential to modern slavery or similar exploitation of human beings.
- 5.8 Gulf university ensures that all staff are safeguarded, treated fairly with empathy and dignity.
- 5.9 Gulf University is committed to open and transparent grievance processes for all staff.
- 5.10 GU is committed to spread the awareness of protecting human rights and its stand on modern slavery, human trafficking and forced labor in any direct or indirect activity or relationship.
- 5.11 BoT shall employ reasonable measure to ensure combating modern slavery or human trafficking by monitoring GU supply chain.
- 5.12 Senior Management shall ensure spreading awareness among staff and students through training and awareness campaigns.
- 5.13 Staff and students shall be encouraged to report any suspected cases of enforced labor or human trafficking at the university or throughout its supply chain.

6. Responsibilities

Academic and administrative staff are responsible for:

- appropriate implementation of this policy.

Heads of Departments are responsible for:

- ensuring that all faculty members are fully informed of this policy.
- appropriate implementation of this policy.

Students are responsible for:

- appropriate implementation of this policy.

University Policy Development and Review Committee is responsible for:

- systematic review of the effectiveness of this policy.

7. Related Policies

- Equal Opportunity Policy

8. Related References and Standards

BQA	Institutional Reviews Handbook
BQA	Programs-within-College Reviews Handbook