Title: Policy of Non-discrimination against Women

Code: GU-PL76MAP

Version: 1.1

Date of Issue: 2024

Effective Date: July 2024

Approval Authority: Board of Trustees

Document Owner: Vice President for Academic Affairs

Next Review Date: June 2028

Review: The policy is subject to a periodic review every no later than June 2028 or in a shorter cycle as per amendments to University Policies

1. Purpose

The purpose of this policy is to set out Gulf University's commitment to protect women from any kind of discrimination while they are enrolled as students or they are employees. It affirms University's commitment to providing a study and work environment to all staff and students that is characterized by equality, fairness, respect and free of discrimination, harassment or bullying.

2. Scope

This policy applies to all staff members (both Administrative and Academic) at Gulf University, applicants and students enrolled in all programs offered at the University.

3. Acronyms

BQA	Education and Training Quality Authority
GU	Gulf University
HR	Human Resources
SSU	Student Services Unit
HoD	Head of Department

4. Definitions

Equality: Equality refers to ensuring everyone has fair and equal opportunities to participate in all aspects of university life. This includes access to education, employment, resources, and opportunities for advancement, regardless of background or personal characteristics.

Diversity: Diversity celebrates the variety of backgrounds, experiences, identities, and perspectives within the university community. This includes factors like race, ethnicity, religion, gender, age, disability, socioeconomic status, and national origin.

Inclusion: Inclusion focuses on creating a welcoming and supportive environment where everyone feels valued, respected, and empowered to participate fully in university life. It involves actively removing barriers and creating opportunities for all voices to be heard and contributions recognized.

Discrimination: Discrimination means treating, proposing or attempting to treat individuals harshly, or unfavorably because of their protected attributes. Discrimination may involve unfair and different treatment of an individual or a group than another individual or group in a similar situation, because of a protected attribute. Also, it may involve imposing unreasonable conditions, practice or

requirements that disadvantage an individual with a protected attribute.

Harassment: Harassment means unwanted and unwelcome behavior that may offend, humiliate or intimidate an individual. The behavior can be verbal, non-verbal, physical or creating a hostile or humiliating environment that violates the dignity of an individual.

5. Policy Statement

5.1 Gulf University commits to creating a professional and supportive environment without fear of discrimination, harassment, bullying, abuse and oppression.

5.2 Gulf University is committed to non-discrimination based on gender in areas such as recruitment, appraisal, promotion, welfare, education, training, compensation, and processes related to discontinuation of work.

5.3 Gulf University expects all staff members and students to comply with the University's commitment and behave in such a manner that avoids discrimination, harassment, bullying, abuse and oppression.

5.4 The university commits to eliminate all forms of gender-based prejudice and discrimination.

5.5 Gulf University ensures that all university services are accessible to faculty, students, and staff without any discrimination.

5.6 The university ensures that there is accessible process must be in place for reporting any discrimination against women which is well communicated to the stakeholders.

5.7 Gulf University commits to form Disciplinary Committee to review all reports of discrimination.

5.8 The University is committed to preventing and addressing any form of discrimination or harassment within its community and programs, reporting to any case of discrimination shall be prompt.

5.9 The university ensures that retaliation against individuals who report or witness discrimination or harassment, or who participate in related investigations is not permitted.

6. Procedures

6.1 HR department is responsible to provide a safe and respectful work environment through continuous monitoring.

6.2 HR department organizes awareness sessions of unaccepted, illegal, or inappropriate behaviors in the workplace and how to uphold gender equality in all aspects of work.

6.3 University management encourages the full participation of women in human resource development, recognizing them as equal contributors in the stages of development, with equal rights and responsibilities, and work to eliminate unfair and discriminatory practices.

6.4 If anyone within the GU community observes or encounters actions that may violate the institution's non-discrimination policy, they shall contact the Human Resource Manager or notify their immediate line manager about the potential breach.

6.5 If the alleged discrimination or harassment involves the immediate line manager, complaints should be directed to the higher line management.

6.6 Students shall report any suspected violations to deans, HoD, or the head of SSU.

6.7 University employees who receive a harassment or discrimination complaint shall promptly inform the HR department to facilitate a timely response as per the procedures. The HR department shall receive all necessary information for any investigation.

6.8 Reports of alleged harassment or discrimination should be made as promptly as possible.

7. Responsibilities

Students and Applicants are responsible for:

- following this policy appropriately.

Academic and Administrative Staff members are responsible for:

- following this policy appropriately.

Head of admin department/unit/office is responsible for:

- appropriate implementation of this policy.

Admission Committee is responsible for:

- implementing this policy appropriately.

Heads of Departments are responsible for:

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

Deans are responsible for:

- ensuring that all faculty members follow this policy.
- appropriate implementation of this policy.

HR Department is responsible for:

- appropriate implementation of this policy.

Vice President for Academic Affairs is responsible for:

- appropriate implementation of this policy.

Chief Operating Officer is responsible for:

- appropriate implementation of this policy.

University Policy Development and Review Committee is responsible for:
- systematic review of the effectiveness of this policy.

8. Related Policies
- All University Policies

9. Related Procedures
- All University Procedures

10. Related References and Standards

BQA	Institutional Review Handbook
BQA	Programs-within-College Reviews Handbook
HEC	Regulations and Resolutions

President Signature: