

## 5.m.1 Faculty Grievances

<b>Subject</b>	Faculty and Professional Staff	<b>Effective From</b>	Sep - 2011
<b>Policy #</b>	5.m.1	<b>Latest Revision</b>	Dec - 2023
<b>Title of The Policy</b>	Faculty Grievances	<b>Next Review</b>	Dec - 2024
<b>Responsible Entity</b>	Faculty Grievance Standing Committee	<b>Policy Pages</b>	1
<b>Definitions</b>	<b>AAU:</b> Al Ain University		
<b>Purpose</b>	The purpose of this policy is to establish the right of faculty members to submit grievances against the University or its employees according to proceedings set forth by the University.		
<b>Scope</b>	This policy applies to faculty members who raise any concerns related to the University or its employees.		
<b>Statement</b>	Grievance refers to any concerns raised by a faculty member, against AAU or its employees. At the beginning of the Academic Year, the Deans Council forms a Grievance Committee whose mission is to consider grievances by a faculty member against the University or its employees.		
<b>Procedures</b>	Grievance by a faculty member against the University or its employees is governed by the following procedures: <ul style="list-style-type: none"> <li>• A faculty member should first work informally with his immediate supervisor to resolve the matter. If the informal procedure does not resolve the grievance, the faculty member may initiate the formal grievance procedure.</li> <li>• The faculty member must submit a written grievance statement to the immediate supervisor of the person whose action is the basis for the grievance.</li> <li>• Upon receiving the grievance statement, the “faculty grievance” committee will investigate and resolve the grievance. The faculty member will receive, a written decision, within ten days.</li> <li>• In case the faculty member is not happy with the decision, further appeal can be made within two weeks.</li> </ul>		
<b>Recent Changes</b>			