

1.i. Non-Discrimination

Subject	Governance and Management	Effective From	Sep - 2011
Policy #	1.i.	Latest Revision	Feb - 2025
Title of The Policy	Non-Discrimination	Next Review	Dec - 2025
Responsible Entity	HR, Grievance Committees	Policy Pages	1
Definitions	Discrimination and harassment as a form of discrimination is a negative attitude/action that is directed towards someone based on a protected element during work/education life: The following are the elements of discrimination: • Gender • Marital Status • Ethnicity/nationality • Age • Religion • Disability/Special Needs		
Purpose	The purpose of the policy is to promote fair and equal treatment during the day to day operations of university and protect our employees and stakeholders from any harmful offence arising from discrimination, This policy supports our commitment to a positive and safe workplace for all.		
Scope	The policy scope covers all the employees of AAU as well as the students.		
Statement	Al Ain University in line with UAE core values, upholds the principle that all the individual has the right to be treated with respect and equality. Any discrimination, or prejudicial treatment towards students, faculty members, admin staff, and or other stakeholders while conducting business functions (e.g. admissions, recruitment, compensation, promotion, contract renewal, access to virtual and on campus services/facilities); undermines the AAU's essential ethics which shall not be tolerated.		
Procedures	All the AAU community (Faculty, Staff and Students) is encouraged to report the cases witnessed or experienced. The incident can be reported through the set standards of grievance procedures. (for grievance procedures see policy 5.m.1 ,5.m.2, 6.Y)		
Recent Changes			