SUSTAINABLE DEVELOPMENT GOALS

# SDG 10: REDUCED INEQUALITIES

## Al Ain University

جامعة العين
AL AIN UNIVERSITY

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SUSTAINABLE DEVELOPMENT GOAL 10

# 10.6.11: Does your university as a body have anti-harassment policies?

# Non-Discrimination Policy

| Policies and procedures Manual | | | |
|---|---|---|---|
| *Subject* | Organization and Governance | *Related Policy* | |
| | | *Effective Date* | |
| *Title of the policy* | *Non-Discrimination Policy* | *Latest Revision* | |
| *Approval Authority* | *University Policies and Procedure Committee* | *Due Date for Next Review* | 01-01-2019 |
| *Implementation Authority* | AAU | *Pages of this policy* | 2 |

| | |
|---|---|
| Purpose | The Objective 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. |
| Definition | 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:<br>• Gender<br>• Marital Status<br>• Ethnicity/nationality<br>• Age<br>• Religion<br>• Disability/Special Needs |
| Policy 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. |

| | |
|---|---|
| Policy Procedure | 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) |
| Responsibilities | - Grievance Committees<br>- Human Resource Unit |
| References | - |
| History | - |

# 17.2 Harassment or Discrimination

https://aau.ac.ae/uploads/2019/09/al_ain_university_student_handbook_2019_2020_en.pdf

Al Ain University upholds the principle that all individuals have the right to be treated with respect and equality. Any harassment, discrimination, or prejudicial treatment towards peers, faculty members, or administrative staff on grounds of ethnicity, religion, national origin, gender, age, or disability status undermines the AAU's essential ethics and shall not be tolerated.

# Al Ain University organizes a lecture on (Anti-Discrimination and Hatred)

https://aau.ac.ae/en/news/2016/aau-organized-a-lecture-about-combat-discrimination-and-hatred

The Deanship of Student Affairs at Al Ain University organized a lecture about (Combat Discrimination and Hatred), presented by Chancellor Mohammad Al Bayaa –the legal consultant at the Abu Dhabi Judicial Department and in conjunction with Dr. Mohammad Al Kharsheh from the College of Law. The lecture was attended by Dr. Hussein Al Mougy, Dean of the College of Law, Dr. Ahmed Al Jobair, the Deputy Dean, and a group of faculty members and students of the college.

The lecture started with Chancellor Mohammad Al Bayaa, who stressed on the importance of practicing the law more than using the theoretical method only by citing the example of the crime and how to deal with it in practice.

Then he talked about the new law, especially the law of the United Arab Emirates and its constitution, which is fueling the national sentiment and urges on the social justice and equality.

The lecture also focused basically on the issue of Contempt of Religions and how to deal with it, focusing on the federal penalty law of the UAE in this regards, which is set by the UAE's legislation regarding the acts that constitute the crime of Contempt of Religions with regard to discrimination and hatred.

As for the second part of the lecture, which was given by Dr. Mohammed Al Kharsheh, it was about the infringement of religions, which is one of the most dangerous methods practiced by the media, and the keenness of the UAE's legislature to protect the Islamic religion and other religions, and the penalty which is set for the crime of infringement on religions and cases of exemption from punishment , he also spoke about the freedom of belief and the freedom of expression which is guaranteed and protected by the legislator of the UAE.

At the end of the lecture, both of the presenters stressed on law number (2) which was issued by the legislator of the UAE in 2015, which is the first law of its kind issued regarding the issue of Combat Discrimination and Hatred.

It is noteworthy that the lecture had a great amount of audience, and it was concluded with the questions and discussion, which has seen significant interaction of academics and students.

# Code of Conduct

https://aau.ac.ae/uploads/2019/09/al_ain_university_student_handbook_2019_2020_en.pdf

The statements hereunder define some areas of ethical conduct that govern AAU members' behaviour towards their peers, faculty members, the University, and the community. These statements do not address every situation; rather, they aim at providing the student with an overview of a general perspective on the code of ethics governing Al Ain University.

### 17.1 Compliance with AAU's Rules and Regulations

All students at AAU shall abide by the rules and regulations applicable at AAU. If the student is uncertain about any issue, s/he may refer to the HR Manager, the Department Head, the College Dean, AAU Vice President, or AAU President.

### Harassment or Discrimination

Al Ain University upholds the principle that all individuals have the right to be treated with respect and equality. Any harassment, discrimination, or prejudicial treatment towards peers, faculty members, or administrative staff on grounds of ethnicity, religion, national origin, gender, age, or disability status undermines the AAU's essential ethics and shall not be tolerated.

# Anti-discrimination laws and policies

https://u.ae/en/information-and-services/justice-safety-and-the-law/anti-discrimination-laws-and-policies#:~:text=The%20UAE%20is%20a%20signatory%20to%20the%20Convention,view%20to%20eliminating%20any%20discrimination%20in%20respect%20thereof.

The UAE has several laws in place that aim to prohibit discrimination and hatred on the basis of caste, race, religion or ethnic origin. Further, there are laws to protect the rights of people of determination (those with special needs) and laws for equal pay to women.

### Anti-discrimination/Anti-hatred law

The UAE promoted and enforced non-discriminatory laws and policies for peaceful co-existence and sustainable society.

In July 2015, H. H Sheikh Khalifa has issued Federal Decree Law No. 2 of 2015 (PDF) on Combating Discrimination and Hatred, which aims to protect everyone in the UAE and thus bring the concept of social security to a new level.

The law is intended to provide a solid legislative ground for the environment of tolerance, co-existence and acceptance. It aims to fight discrimination against individuals or groups based on religion, caste, doctrine, race, colour or ethnic origin.

The law criminalises any acts that trigger religious hatred and/or insult religion through any form of expression, which covers speech and the written word, books, pamphlets or online media. The law prohibits any act that would be considered as insulting God, his prophets or apostles or holy books or houses of worship or graveyards.

The law prohibits any entity or group established specifically to provoke religious hatred and recommends stringent punishments for groups or supporters of any organisations or individuals that are associated with hate crimes.

It also bars any kind of events such as conferences and meetings within the UAE, which are organised with the sole purpose of sowing seeds of discrimination, discord or hatred against individuals or groups.

Receiving financial support for such activities is also punishable under the new law.

The law encourages anyone involved in any activity that violates the law to submit themselves voluntarily before the authorities and has provisions allowing the courts to waive penalties in such cases.

# Non-Discrimination Policy

MOE_Strategy.pdf

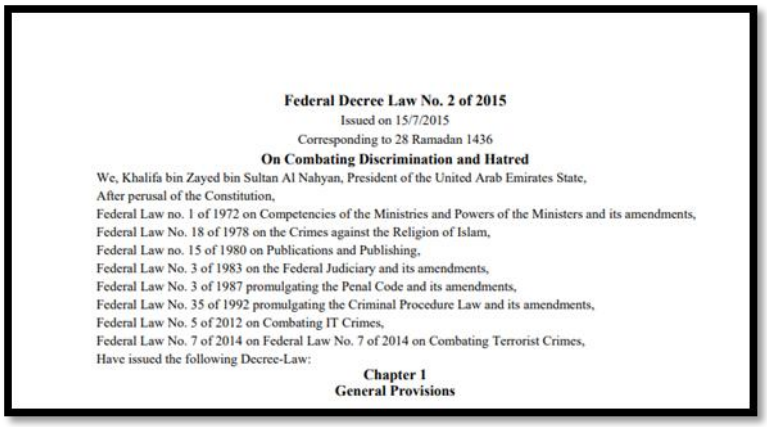
Al Ain University guarantees access to both extension courses and undergraduate courses using Non Discrimination Policy, which allows free access to women, people of different religions, sexual orientation to any type of training in the development of free personality, then the policy developed by Al Ain University is observed.

*Table 1. Non-Discrimination Policy Al Ain University*

| | | | |
|---|---|---|---|
| ***Subject*** | Governance and Management | ***Policy number*** | 1.o |
| | | ***Effective Date*** | Sep. 2018 |
| ***Title of the policy*** | Non Discrimination Policy | ***Latest Revision*** | Sep. 2019 |
| ***Approval Authority*** | University Council | ***Due Date for Next Review*** | Sep. 2023 |
| ***Implementation Authority*** | HR, Deans Council | ***Pages of this policy*** | 1 |
| | | | |
| **Definitions** | Discrimination and harassment as a form of discrimination is a negative attitude/action that is directed towards someone based on protected element during the course of work/education life: following are the elements of discrimination:<br>• Gender<br>• Marital Status<br>• Ethnicity/nationality<br>• Age<br>• Religion<br>• Disability/Special Needs | | |
| **Purpose** | The Objective 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 happier and safer work place for all. | | |
| **Scope** | The policy scope covers all the employees of AAU as well as the students. | | |
| **Statement** | AAU 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; undermines the AAU's essential ethics which shall not be tolerated. | | |
| **Procedures** | All the AAU community 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 4.k.1 and 4.k.2) | | |

# Combating discrimination and hate

https://www.moj.gov.ae/assets/2020/Federal%20Law%20No%202%20On%20Combating%20Discrimination%20and%20Hatred.pdf.aspx



**Federal Decree Law No. 2 of 2015**
Issued on 15/7/2015
Corresponding to 28 Ramadan 1436
**On Combating Discrimination and Hatred**

We, Khalifa bin Zayed bin Sultan Al Nahyan, President of the United Arab Emirates State,
After perusal of the Constitution,
Federal Law no. 1 of 1972 on Competencies of the Ministries and Powers of the Ministers and its amendments,
Federal Law No. 18 of 1978 on the Crimes against the Religion of Islam,
Federal Law no. 15 of 1980 on Publications and Publishing,
Federal Law No. 3 of 1983 on the Federal Judiciary and its amendments,
Federal Law No. 3 of 1987 promulgating the Penal Code and its amendments,
Federal Law No. 35 of 1992 promulgating the Criminal Procedure Law and its amendments,
Federal Law No. 5 of 2012 on Combating IT Crimes,
Federal Law No. 7 of 2014 on Federal Law No. 7 of 2014 on Combating Terrorist Crimes,
Have issued the following Decree-Law:

**Chapter 1**
**General Provisions**

**Federal Decree Law No. 2 of 2015**

**Article 1**
In applying the provisions of this Decree, the following terms and phrases shall have the meanings assigned against each of them, unless the context requires otherwise:

State: The United Arab Emirates State.

Religions: The divine religions; Islam, Christianity and Judaism.

Places of worship: Mosques, churches and temples.

Blasphemy: Means any act of insulting or showing contempt for God, to religions, prophets or messengers, holy books or places of worship according to the provisions of this Decree Law.

Discrimination: Any distinction, restriction, exclusion or preference among individuals or groups based on the ground of religion, creed, doctrine, sect, caste, race, colour or ethnic origin.

Hate Speech: Any speech or conduct which may incite sedition, prejudicial action or discrimination among individuals or groups.

Means: The Internet, telecommunication networks, electronic websites, industrial materials, means or information technology or any other means of audio-visual and print.

Means of Expression: Any words, writings, drawings, signals, filming, singing, acting or gesturing.

**Article 2**
Without prejudice to any other greater penalty specified by any other Law, the penalties referred to in this Decree Law shall be applied to the crimes mentioned therein.

**Article 3**

No words or action which may incite to commit the crime of blasphemy or defamation of religions contrary to the provisions of the present Decree Law may be debated on the right of freedom and expression.

**Article 6**

Any person, who commits any act of discrimination of any form by any means of expression or by any other means, shall be sentenced to imprisonment for a period not less than five years, and by a fine not less than five hundred thousand dirhams and not exceeding one million dirhams or either one of these two penalties.

**Article 11**

Any person who produces, manufactures, promotes, offers for sale or circulates products, goods, publications, recordings, movies, tapes, discs, software, smart applications or information in the field of electronic service or any other industrial materials or other things involving the means of expression, which may incite to commit blasphemy, or provoke discrimination or hate speech, shall be sentenced to imprisonment for a period not exceeding seven years and to a fine of not less than five hundred thousand dirhams and not exceeding two million dirhams.

# Protecting the rights of people of determination (persons with disabilities)

https://u.ae/en/about-the-uae/human-rights-in-the-uae/protecting-the-rights-of-people-of-determination#:~:text=The%20UAE%20provides%20for%20equal%20and%20fair%20employment,subject%20to%20terms%20as%20per%20the%20existing%20laws.

The UAE guarantees equality to people of determination (people with disabilities or those with special needs) through its legislations, as well as economic and social development programmes and policies.

Federal Law No. 29 of 2006 Concerning the Rights of People with Special Needs protects the rights of people of determination and guarantees them the right to live with dignity. According to the law, a person's special needs shall not be a reason to deprive him/her of their rights and services especially in welfare as well as social, economic, health, educational, professional, cultural and leisure services. The UAE has made big efforts to include people of determination in the mainstream educational settings. Read more on inclusive education for people of determination.

The UAE provides for equal and fair employment opportunities to Emiratis of determination. UAE nationals with special needs have the right to work and occupy public positions. People of determination are entitled to receive monthly assistance subject to terms as per the existing laws.

Resolution No. 43 of 2018 in support of the people of determination aims to support the rights of people of determination (people with special needs or disabilities) in the field of employment by enabling access to opportunities in the labour market.

The resolution requires government entities to protect the rights of people of determination and to ensure their right to work on an equal basis with others and not to be discriminated against.

The resolution stressed the need to provide working and health conditions for people of determination and not to terminate their services or refer them to retirement due to disability or its occurrence after

appointment, unless retirement age is reached or a competent medical committee decision states they are not fit to work.

Further, it stipulates that the private sector should be encouraged to integrate people of determination into their institutions and grant them exemptions and privileges.

In 2017, the UAE Government launched a national policy for empowering people of determination. The policy aims to create an inclusive society for them and their families, through services and facilities that accommodate their needs.

In 2018, the UAE launched the first 'Emirati sign language dictionary', which seeks to develop and standardise the signs used by people of determination with hearing impairments across the UAE. The online dictionary is in line with Vision 2021 and National Agenda which aim to maintain a cohesive society and promote an inclusive environment that integrates all segments of society.

The UAE's People of Determination Protection from Abuse Policy condemns all forms of abuse and neglect of people of determination. Abuse and neglect involves depriving people of determination of their basic right to care, rehabilitation, medical care, recreation or community integration. It also condemns using such people to get material profits and not spend on them.

The UAE is a party to major international human rights treaties concerning people with special needs. This includes:
Convention on the Rights of Persons with Disabilities (CRPD) (2010) (PDF)
UN's Convention on the Rights of Persons with Disabilities and Optional Protocol (OP-CRPD) (2008)

# Education for people of determination in UAE

https://u.ae/en/information-and-services/education/education-for-people-with-special-needs

## Provisions for people of determination

The term special education describes the programmes and services designed for people of determination (people with special needs) in order to ensure that all students can reach their full potential.

The term 'special educational needs' is used to describe the educational needs of any one with a disability, disorder, difficulty, impairment, exceptionality or any other factor that may affect a student's access to learning and educational performance.

The government of the UAE strongly supports education and learning services for people of determination. In November 2006, the UAE signed the Convention on the Rights of Persons with Disabilities and Optional Protocol.

Federal Law No. 29 of 2006, is the first law in the UAE to protect the rights of people of determination. Article 12 of the law provides: the country guarantees people with special needs equal opportunities in education within all educational, vocational training, adult education and continuing education institutions in regular classes or special classes with the availability of curriculum in sign language or Braille and or any other methods as appropriate.

Ministry of Education's (MoE) strategy is to adapt public schools to facilitate education for people of determination. Accordingly, people of determination are entitled to enrol in any school, without

exception. These students are catered for by Department of Special Education, which was established in 2008 by MoE. This Department promotes the rights of people of determination and ensures that they have access to the same educational opportunities as students in the regular education system.

Education is of the pillars of the 'National Policy for Empowering People of Determination'. The government will provide an integrative education system in public and vocational education and adapt school curricula to cater their needs. It will also provide qualified teachers and specialists, appropriate supportive technologies and learning materials.

## Inclusive education for people of determination

The UAE has made tangible efforts to include people of determination in mainstream education. These efforts are reflected in the Ministerial Resolution No. 647 for the year 2020 on the policy of inclusive education (PDF in Arabic, 500 KB), which directs government schools to adapt themselves to cater to the needs of people of determination and provide them with the best education services.

Additionally, the ministry established the People of Determination Department (formerly known as the Special Education Department), in 2008 to protect the rights of students of determination and provide them with equal opportunities as other students. The ministry also provides all supporting services (mentioned below) to students of determination for free in government schools.

The ministry provides specialised teachers with high behavioural skills that enable them to care for people of determination. It also launched several skill training programmes that include clear instructions on dealing with people with visual and hearing impairment. It launched programmes for teachers to identify talents, understand sign language for those with hearing difficulties, and know how to properly deal with language disorders experienced by children.

The ministry has established support centres across the UAE to follow up on the progress of students of determination before and after inclusion within schools. These centres provide different services such as diagnosis of students with disabilities and learning difficulties, providing recommendations, assisting parents in dealing with their child's condition, and advising support services suitable for their children.

## Services and facilities for students of determination

The schools are required to provide the following facilities for students of determination:

- wheelchair ramps and elevators, toilets, buses, cars and parking spaces prepared for students with physical disabilities
- special education resource rooms and sensory and comprehensive rooms
- specialised human cadres such as: special education teacher, teacher assistant, escort, sign language interpreter, Braille education specialist, visual impairment specialist, psychologist, speech and language specialist, special education specialist
- assessment and diagnosis of students of determination by a multidisciplinary team
- support services and individual and group treatment and rehabilitation sessions, according to their needs such as speech and language sessions, Braille education sessions, behaviour modification sessions, sign language sessions
- counselling, awareness and guidance sessions for parents of students of determination
- devices and assistive technologies according to their special needs
- workshops and courses for administration staff, teachers, guides, specialists and parents of students.

**Note that workshops are conducted for students of both, public and private schools.**

# Faculty Recruitment and Appointment

https://www.aau.ac.ae/en/policies/recruitment

The main concern of the staff involved in the recruitment process at AAU is the selection of the most qualified candidates in their respective areas of specialization. An excellent academic record, research potential, and effective teaching performance are important criteria for the selection of faculty members.

The faculty recruitment procedure begins with an initiative taken by the Dean which includes a description of the position, duties, and responsibilities that the faculty position entails, and a justification for the vacant position. The candidate is asked to submit an application form, and other required documents, to the Human Resources Unit. All applications are sent to the academic department concerned for evaluation.

**AAU has a non-discriminatory recruitment policy with respect to an applicant's gender, race, religion, or physical disabilities. Selection criteria include the following:**

- academic performance, and the academic reputation of the institution that granted the degree held by the candidate;
- proficiency in the field to be taught and the ability to integrate knowledge to related subject areas;
- experience in teaching and the application of knowledge in the particular field of specialization;
- work published and lecturing experience;
- knowledge and understanding of the philosophy, goals, and objectives of AAU

A Departmental Recruitment Committee and the Department Head review the documents that are submitted by candidates for employment. The best-qualified candidates are recommended to the Dean of the College for approval and submission to the Vice-President of Academic Affairs, who, in turn, reviews the candidates once more before submitting a ranked list of candidates to the University President for final approval.

# Federal Decree Law No. 2

# On Combating Discrimination and Hatred

FDL_2_2015_discrimination_hate_en.pdf

## General Provisions

### Article 1

In applying the provisions of this Decree, the following terms and phrases shall have the meanings assigned against each of them, unless the context requires otherwise:

State: The United Arab Emirates State.

Religions: The divine religions; Islam, Christianity and Judaism.

Places of worship: Mosques, churches and temples.

Blasphemy: Means any act of insulting or showing contempt for God, to religions, prophets or messengers, holy books or places of worship according to the provisions of this Decree Law.

Discrimination: Any distinction, restriction, exclusion or preference among individuals or groups based on the ground of religion, creed, doctrine, sect, caste, race, colour or ethnic origin.

Hate Speech: Any speech or conduct which may incite sedition, prejudicial action or discrimination among individuals or groups.

Means: The Internet, telecommunication networks, electronic websites, industrial materials, means or information technology or any other means of audio-visual and print.

Means of Expression: Any words, writings, drawings, signals, filming, singing, acting or gesturing.

### Article 2

Without prejudice to any other greater penalty specified by any other Law, the penalties referred to in this Decree Law shall be applied to the crimes mentioned therein.

### Article 3

No words or action which may incite to commit the crime of blasphemy or defamation of religions contrary to the provisions of the present Decree Law may be debated on the right of freedom and expression.

## Chapter 2
## Crimes and Penalties

### Article 4

Any person who commits any of the following acts shall be sentenced for the crime of blasphemy:

1- Offending, showing contempt or irreverence toward the Divine Entity.

2- Offending, insulting, challenging, defaming or disrespecting any religion or any of its rituals or sacred things, or disrupting or preventing licensed religious observances or ceremonies by violence or threat.

# UAE Anti-Discrimination/ Anti Hatred Law

https://www.gbc.gov.ae/legislations.html

مجلس الإمارات للتوازن بين الجنسين
UAE GENDER BALANCE COUNCIL

About Us | Initiatives | Legislation and Gender | Global Participation | Facts | Strategy

Established in 2015, the UAE Gender Balance Council is a federal entity responsible for developing and implementing the gender balance agenda in the United Arab Emirates. The Council is chaired by Her Highness Sheikha Manal bint Mohammed bin Rashid Al Maktoum, President of Dubai Women Establishment and wife of His Highness Sheikh Mansour bin Zayed Al Nahyan, Deputy Prime Minister and Minister of Presidential Affairs. The Council's objectives are to reduce the gender gap across all government sectors, enhance the UAE's ranking in global competitiveness reports on gender equality and achieve gender balance in decision-making positions, as well as promote the UAE's status as a benchmark for gender balance legislation. It also launches pioneering initiatives and projects to enhance gender balance throughout the country and contribute to achieving the Council's vision of positioning the UAE as a world model for gender balance.

## Legislation and Gender

Constitution

The Constitution of the UAE ensured women rights and enshrined the principle of equality between men and women in line with their respective natures, upholding their access to education, jobs, social and health benefits, and holding government offices. Women also enjoy the same legal status, claim to titles, access to education, the right to practice professions, and the right to inherit property as men.

| | |
|---|---|
| Discrimination and Hatred | The UAE Combating Discrimination and Hatred Law prohibits all gender based Discrimination. **(attachment)** |

**مرسوم بقانون اتحادي رقم ( 11 ) لسنة 2019**

**بتعديل بعض أحكام المرسوم بقانون اتحادي رقم (2) لسنة 2015**

**بشأن مكافحة التمييز والكراهية**

**نحن خليفة بن زايد آل نهيان** **رئيس دولة الإمارات العربية المتحدة،**

- بعد الاطلاع على الدستور،
- وعلى القانون الاتحادي رقم (1) لسنة 1972 بشأن اختصاصات الوزارات وصلاحيات الوزراء، وتعديلاته،
- وعلى القانون الاتحادي رقم (18) لسنة 1978 في شأن الجرائم الماسة في الدين الإسلامي،
- وعلى القانون الاتحادي رقم (15) لسنة 1980 في شأن المطبوعات والنشر،
- وعلى القانون الاتحادي رقم (3) لسنة 1983 في شأن السلطة القضائية الاتحادية، وتعديلاته،
- وعلى القانون الاتحادي رقم (3) لسنة 1987 بإصدار قانون العقوبات، وتعديلاته،
- وعلى القانون الاتحادي رقم (35) لسنة 1992 بإصدار قانون الإجراءات الجزائية، وتعديلاته،
- وعلى المرسوم بقانون اتحادي رقم (5) لسنة 2012 في شأن مكافحة جرائم تقنية المعلومات، وتعديلاته،
- وعلى القانون الاتحادي رقم (7) لسنة 2014 في شأن مكافحة الجرائم الإرهابية،
- وعلى المرسوم بقانون اتحادي رقم (2) لسنة 2015 في شأن مكافحة التمييز والكراهية،
- وبناءً على ما عرضه وزير العدل، وموافقة مجلس الوزراء،

**أصدرنا المرسوم بقانون الآتي:**

**المادة الأولى**

يُستبدل بتعريف التمييز الوارد في المادة رقم (1) من المرسوم بقانون اتحادي رقم (2) لسنة 2015 في شأن مكافحة التمييز والكراهية، التعريف الآتي:

**التمييز:** كل تفرقة أو تقييد أو استثناء أو تفضيل بين الأفراد أو الجماعات على أساس الدين أو العقيدة أو المذهب أو الملة أو الطائفة أو العرق أو اللون أو الأصل الإثني أو النوع أو الجنس بمراعاة القوانين المعمول بها في الدولة.

Labour Laws
Access Source

**Discrimination in work place**

- UAE labour law prohibits discrimination between employees, which would weaken equal access to employment and promotion opportunities and continue to have equal rights. The law also prohibits gender discrimination in similar jobs. **(attachment)**

**Dismissal for pregnancy**

- UAE labour law prohibits termination of women's contract because of pregnancy. **(attachment)**

**Legal restrictions on women's work**

- All the restrictions on women working at night hours, working in a broad and subjective category of jobs deemed hazardous, arduous or morally or socially inappropriate and Women working in the mining, construction, manufacturing, energy, water, and agriculture and transportation sectors has been removed to give the Women the right to work in these industries. **(attachment)**

# Discrimination in Work Place

https://www.gbc.gov.ae/assets/uploads/gbc_labour_law_2019.pdf

**أصدرنا المرسوم بقانون الآتي:**

**المادة الأولى**

يُستبدل بعبارة "وزير العمل والشؤون الاجتماعية" عبارة "وزير الموارد البشرية والتوطين"، وبعبارة" وزارة العمل والشؤون الاجتماعية" عبارة "وزارة الموارد البشرية والتوطين" وذلك أينما وردت في القانون الاتحادي رقم (8) لسنة 1980 في شأن تنظيم علاقات العمل، وتعديلاته.

**المادة الثانية**

يُستبدل بنصوص المواد (34)، (42)، (191) من القانون الاتحادي رقم (8) لسنة 1980 بشأن تنظيم علاقات العمل وتعديلاته، النصوص الآتية:

**المادة (34):**

"يكون مسئولاً جزائياً عن تنفيذ أحكام الفصل الثاني من هذا الباب كل من:-

أ- أصحاب العمل أو من يمثلونهم.

ب-من له الولاية أو الوصاية على الحدث إذا وافق على تشغيله خلافاً لأحكام هذا القانون".

**المادة (42):**

"عقد التدريب المهني هو العقد الذي بموجبه يلتزم صاحب المنشأة بتهيئة تدريب مهني كامل يتفق وأصول المهنة إلى شخص آخر أتم الثانية عشرة من عمره على الأقل، ويلتزم بدوره أن يعمل أثناء فترة التدريب لحساب صاحب العمل وفقاً للشروط والزمن الذين يتفق عليهما.

ويجب أن يكون عقد التدريب مكتوباً وإلا كان باطلاً، وأن يكون صاحب العمل أو من يقوم بالتدريب حائزاً على المؤهلات والخبرات الكافية في المهنة أو الحرفة المراد تدريب العامل فيها، كما يجب أن توجد في المنشأة نفسها الشروط والإمكانيات الفنية اللازمة لتعلم المهنة أو الحرفة.

وتلتزم المنشأة بالأنظمة والقرارات واللوائح التي يصدرها وزير الموارد البشرية والتوطين لتدريب المواطنين، ولوزير الموارد البشرية والتوطين أو من يفوضه تحديد المنشآت التي تلتزم بالتدريب المشار إليه أعلاه، ومدة التدريب والتزامات وحقوق كل من المتدرب والمنشأة."

**المادة (191):**

"استثناءً من أحكام هذا القانون، لمجلس الوزراء - بناءً على اقتراح وزير الموارد البشرية والتوطين - إصدار القرارات الآتية:

1. القرارات التي من شأنها تعزيز مشاركة مواطني الدولة في سوق العمل.
2. تنظيم تشغيل العمال في المنشأة."

## Equal Pay

- Cabinet resolution on gender wage equality **(attachment)**

## Equal Pay for Equal Work

- **Article (32)** from the labor law has been amended to give the women the right to get equal pay for equal work **(attachment)**

## Nurseries

- Cabinet resolution on nurseries in government entities 2006 **(attachment)**

## Maternity Leaves

- Resolution on amending maternity leaves to become 12 paid weeks 2017 **(attachment)**

## Parental leave & Paternity Leave

- **Article (74)** from the labor law granted the employee in the private sector a paid 'parental leave' for a period of five working days to care for the child, due from the date of the child's birth until the completion of six months. **(attachment)**

# AAU Values

https://aau.ac.ae/uploads/2021/09/al_ain_university_university_catalog__2021_2022_20210921155841_en.pdf

The strategic decisions and daily operations of AAU faculty and staff draw on the following values:

## 1. Collaboration

AAU believes in both internal and external collaboration. Collaborating internally strengthen the university by connecting people, staff, administrators, and students. through sharing knowledge and opportunities across enterprises, which leads to increasing internal competencies, leveraging specialization, and identifying needs and effective advocates. External collaboration is implemented through the variety of partnerships with numerous institutions in the region that provide a huge amount of opportunities for students and staff alike. AAU also provides international experiences including students training abroad programs.

## 2. Diversity

Teaching, Learning and working with people from a variety of backgrounds encourages collaboration and fosters innovation, there by benefitting all those involved. It enriches the educational experience and promotes personal growth and a healthy society. AAU is committed to welcoming the world through our open enrolment and employment policy.

## 3. Excellence

For AAU, excellence is a multidimensional concept that is practiced in governance, teaching, research and community engagement. Global university ranking is also considered as one of the main carriers of excellence.

## 4. Respect

We respect and honour the dignity of each person, embrace civil discourse, and safe community. As well as the unique qualities of our traditions and culture.

## 5. Integrity

AAU acts with integrity in accordance with the highest academic, professional, and ethical standards. AAU embraces the values of honesty, fairness and respect in creating and disseminating all institutional work, and in conducting all of our academic and professional activities

# PROFESSIONAL ETHICS FOR FACULTY

https://aau.ac.ae/uploads/editor/source/handbooks/2017/aau-faculty-handbook-2017-2018-en.pdf

The statements hereunder define some areas of ethical conduct that govern faculty members' behaviour towards students, colleagues, the University, and the community. These statements do not address every situation; rather, they aim at providing the faculty member with an overview of a general perspective on the code of ethics governing Al Ain University.

## I.Compliance with AAU's Rules and Regulations

All faculty members at AAU shall abide by the rules and regulations applicable at AAU. If the faculty member is uncertain about any issue, s/he may refer to the HR Manager, the Department Head, the College Dean, AAU Vice President, or AAU President.

## II.Harassment or Discrimination

Al Ain University upholds the principle that all individuals have the right to be treated with respect and equality. Any harassment, discrimination, or prejudicial treatment towards students, other faculty members, or administrative staff on grounds of ethnicity, religion, national origin, gender, country of citizenship, age, or disability status undermines the AAU's essential ethics and shall not be tolerated.

# Anti-discrimination/Anti-hatred law

https://u.ae/en/about-the-uae/culture/tolerance/anti-discriminationanti-hatred-law

The UAE promoted and enforced non-discriminatory laws and policies for peaceful co-existence and sustainable society.

In July 2015, H. H Sheikh Khalifa has issued Federal Decree Law No. 2 of 2015 (PDF) on Combating Discrimination and Hatred, which aims to protect everyone in the UAE and thus bring the concept of social security to a new level.

The law is intended to provide a solid legislative ground for the environment of tolerance, co-existence and acceptance. It aims to fight discrimination against individuals or groups based on religion, caste, doctrine, race, colour or ethnic origin.

The law criminalises any acts that trigger religious hatred and/or insult religion through any form of expression, which covers speech and the written word, books, pamphlets or online media. The law prohibits any act that would be considered as insulting God, his prophets or apostles or holy books or houses of worship or graveyards.

The law prohibits any entity or group established specifically to provoke religious hatred and recommends stringent punishments for groups or supporters of any organisations or individuals that are associated with hate crimes.

It also bars any kind of events such as conferences and meetings within the UAE, which are organised with the sole purpose of sowing seeds of discrimination, discord or hatred against individuals or groups.

Receiving financial support for such activities is also punishable under the new law.

The law encourages anyone involved in any activity that violates the law to submit themselves voluntarily before the authorities and has provisions allowing the courts to waive penalties in such cases.

# Diversity in the University

https://aau.ac.ae/en/about-aau/diversity

AAU strongly believes diversity to be fundamental to academic excellence as the values of equal opportunity to access education are deeply-rooted in the UAE diverse community. Experience has shown that the more varied the backgrounds and perspectives of students and faculty, the richer the academic experience becomes.

For faculty and professional staff, diversity reinforces ties in the workplace leading to the ultimate success and realization of goals. Similarly, for students, learning in a diverse educational environment affords students the opportunity for personal growth, instills the values of mutual respect, and builds the spirit of teamwork leading to a generation of professionals who will be able to help build a closely-knit community.

Moreover, working towards the future requires raising a generation of professionals who are able to work in a diverse, pluralistic workplace, and who deal with others on the basis of contribution and character. To that end, AAU strives to create a healthy diverse atmosphere where students and faculty from all backgrounds and origins can positively interact and effectively contribute to the exchange of information and the flow of knowledge in a way that assists each and every one of them in the pursuit of their goals hence contributing to achieving the mission of AAU.

At AAU's diverse learning environment, faculty and students come together in a welcoming and respectful setting that allows access to education for all and offers them the maximum opportunity for a culturally diverse experience.

# Can tolerance of diverse groups improve the wellbeing of societies?

https://aau.ac.ae/en/research/can-tolerance-of-diverse-groups-improve-the-wellbeing-of-societies?

## ABSTRACT

People are different, regardless of their assumed similarities, and acknowledging this reality is important for proper communication and interaction. Failing to acknowledge the existence of differences among those with whom we interact could lead to miscommunication, or even conflict in some cases. Thus, a high level of sensitivity is needed to attain sustainable participation in groups and communities, even if those groups or communities are formed by only a few individuals. This paper explores the role of tolerance towards diverse groups on improving the wellbeing of citizens. The paper finds that there is a significant relationship between a society's wellbeing and its tolerance towards diverse groups. The paper is divided into three sections. The first section discusses the literature of tolerance and diversity, Section

2 addresses the sample data used in the study and the statistical analysis. The third and last sections introduce the analysis and the results.

# Al Ain University participates in the “Walk of Tolerance” to celebrate the UN Day

https://aau.ac.ae/en/news/2019/al-ain-university-participates-in-the-%E2%80%9Cwalk-of-tolerance%E2%80%9D-to-celebrate-the-un-day

Al Ain University participated in the “Walk of Tolerance” organized by the United Nations Country Team in the United Arab Emirates in cooperation with the Ministry of Tolerance to celebrate the UN Day anniversary which entered into the force in 1945.

The event was at the Umm Al Emarat park, Abu Dhabi, aims to highlight the high values of the Year of Tolerance and to raise community awareness of the goals advocated by the Organization, such as the SDGs.

Academic and administrative staffs, and the AAU students participated in the walk. Also, the program included speeches from the Ministry of Tolerance and the United Nations Resident Coordinator for the UAE, followed by the distribution of UN agencies’ materials, and a musical performance.

The University's participation in this initiative came out of its keenness to activate the positive role in the society and contribute to the promotion of, values of tolerance and coexistence.

# AAU promotes for tolerance and coexistence

https://aau.ac.ae/en/news/2019/aau-promotes-for-tolerance-and-coexistence

In the context of the Year of Tolerance 2019, the Deanship of student Affairs at Al Ain University, Abu Dhabi campus, in cooperation with the International Professionalism Management Consultancy Institute, organized a lecture about Tolerance and Coexistence of Civilizations, presented by Mr. Mohammad Hamoud, Director General of the Global Professional Institute, and a development consultant in institutional and individual development.

The lecturer talked about the concept of tolerance and coexistence, the application of tolerance in the UAE society, and the UAE role at the international and local levels in applying these values.

This lecture aims to promote the concepts of tolerance in the university environment to serve the aspirations of the UAE and its goals in achieving justice, respect and equality.

# A lecture entitled “With Tolerance We Meet and Live Up”

https://aau.ac.ae/en/news/2016/a-lecture-entitled-%E2%80%9Cwith-tolerance-we-meet-and-live-up%E2%80%9D

On the occasion of the International Day for Tolerance, the Deanship of Students Affairs at Al Ain University –Al Ain Campus- organized a lecture entitled “With Tolerance We Meet and Live Up”, presented by Dr. Mahmoud Al Kubeisy from the College of Law and were attended by academic staffs and college’s students.

Dr. Al Kubeisy talked about the importance of tolerance, stressing on the importance of the tolerance and forgiveness in Islam, he also said that the United Arab Emirates has been ranked first regionally and third globally in tolerance index.