SUSTAINABLE DEVELOPMENT GOALS

SDG 5: GENDER EQUALITY

Al Ain University

جامعة العين
AL AIN UNIVERSITY

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SUSTAINABLE DEVELOPMENT GOAL 5

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: • Gender • Marital Status • Ethnicity/nationality • Age • Religion • 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** - **Human Resource Unit**
References	-
History	-

AAU Values

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

Diversity

Teaching, Learning and working with people from a variety of backgrounds encourages collaboration and fosters innovation, thereby 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.

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.

Respect

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

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.

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.

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.

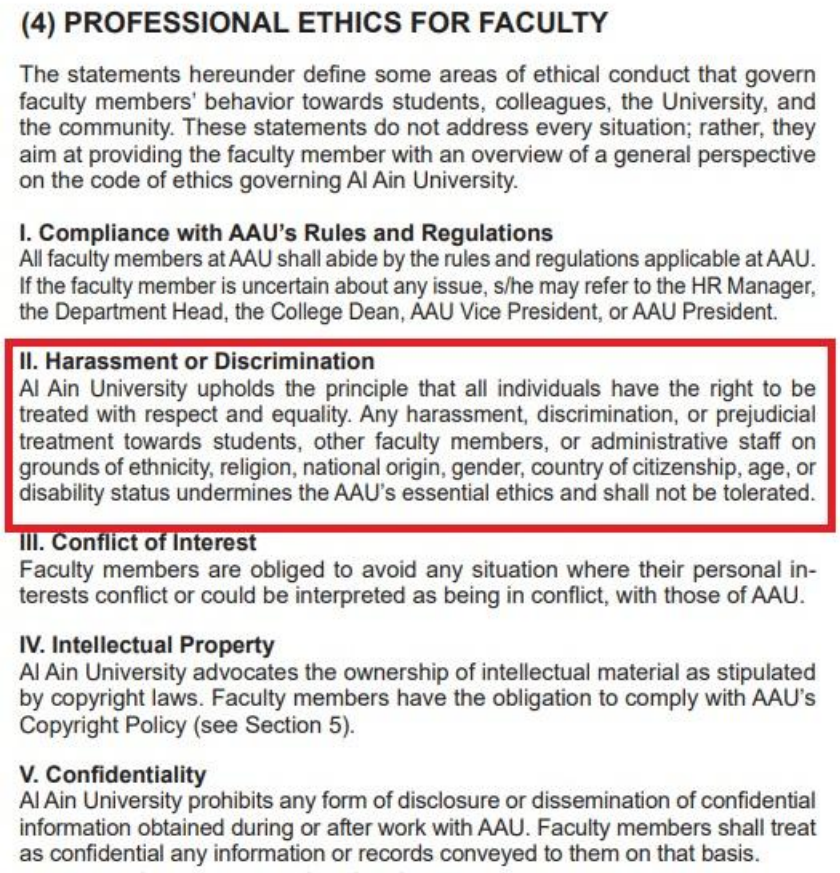
AAU has a non-discriminatory recruitment policy with respect to an applicant's gender, race, religion, or physical disabilities. Selection criteria include the following:

- 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.

PROFESSIONAL ETHICS FOR FACULTY

https://aau.ac.ae/publications/handbooks/al_ain_university_faculty_handbook__2021_2022_20211103161251_en.pdf



(4) PROFESSIONAL ETHICS FOR FACULTY

The statements hereunder define some areas of ethical conduct that govern faculty members' behavior 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.

III. Conflict of Interest
Faculty members are obliged to avoid any situation where their personal interests conflict or could be interpreted as being in conflict, with those of AAU.

IV. Intellectual Property
Al Ain University advocates the ownership of intellectual material as stipulated by copyright laws. Faculty members have the obligation to comply with AAU's Copyright Policy (see Section 5).

V. Confidentiality
Al Ain University prohibits any form of disclosure or dissemination of confidential information obtained during or after work with AAU. Faculty members shall treat as confidential any information or records conveyed to them on that basis.

Cultural Adaptation

https://aau.ac.ae/publications/handbooks/al_ain_university_faculty_handbook__2021_2022_20211103161251_en.pdf

United Arab Emirates holds a diversified portfolio with successful achievements in various industries. This breathtaking oasis in the middle of the desert is a union of seven emirates namely, Abu Dhabi, Dubai, Sharjah, Ajman, Umm al-Quwain, R'as al-Khaimah and Fujairah. UAE came into being on 2nd December 1971. Apart from Arabic as its official language and Islam, the way of life, UAE welcomes people of varied nationalities to practice their cultures while respecting their boundaries.

Culture of the UAE

As UAE is an amalgam of people from many diversified cultures, the living environment of this country is adaptable, relatable and very comfortable for many expatriates. Although there is a freedom, but UAE firmly holds deep-rooted beliefs in Islam and practices its teachings undisputedly. The primary goal of the rulers of this nation is to safeguard and promote the religion of Islam while accommodating economic growth.

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.

DUTIES AND RESPONSIBILITIES OF FACULTY MEMBERS

https://aau.ac.ae/publications/handbooks/al_ain_university_faculty_handbook__2021_2022_20211103161251_en.pdf

The different duties that a faculty member is expected to perform are classified under the following categories:

I. Teaching.

II. Research.

III. Service to the University and Community Engagement.

In addition to these general areas of activity, the faculty member is expected to:

I. participate actively in assessment procedures.

II. carry out administrative tasks and other activities related to the faculty member's position.

III. uphold intellectual integrity and objectivity in the search for the truth.

IV. avoid discrimination against, harassment of, or imposing prejudicial treatment upon other faculty members, staff members, students, or participants because of ethnicity, religion, national origin, gender, country of citizenship, age, political beliefs, or status as a person with a disability.

V. uphold current university rules and regulations.

VI. comply with reasonable and appropriate instructions from the Head of the Department, the Dean, or other authorized university officer with respect to the timely performance of their essential duties.

VII. perform his/her responsibilities and obligations as teachers/researchers/ scholars and members of the faculty.

VIII. use his/her time and efforts totally for the university; any work (Teaching, training, consultation, supervision in whole or in part of a research, project, thesis and etc.) outside the university can only be performed after obtaining a written approval from the university administration based on an official letter from the relevant authority.