

## Non-Discrimination Policy

Policy Owner	Office of the Chancellor	Responsible Office	Office of the Chancellor
Approved By	Chancellor	Effective Date	September 2023
		Next Review Date	September 2026

### Purpose

Ajman University, in keeping with its values and in following the UAE Law No. 2 of 2015 against Discrimination, is committed to providing and promoting to all members of its community a safe educational environment that is free from discrimination and harassment. This policy applies to all members of AU community including administrators, faculty, students, and staff.

### Definition

Discrimination, with the inclusion of harassment, is defined as treating or showing preference to a specific individual or a group of individuals based on nationality, sex, age, religious belief, race, color, or marital status; in matters of educational programs, recruitment, promotion, or access to institutional services.

### Statement

- Ajman University, in accordance with UAE tradition and its core values, is committed to providing and fostering an environment that is free from discrimination and harassment, and which inspires tolerance and respect, as well as promotes diversity and transparency amongst its staff and students.
- Ajman University does not discriminate on the basis of nationality, sex, age, religious belief, race, color, or marital status. Hence, it is the policy of the University, with the commitment of its senior management, to prevent and not tolerate any unlawful or unfair discrimination in any matters related to admission, recruitment, or access to education programs or services. The policy warrants equal treatment and opportunity for staff and student (particularly students of Determination) in a multicultural environment such as the one in UAE where people from all over the world come to work, live and study.
- The University uphold a continuous commitment to take the necessary actions to advance its values of equality and diversity. It is the responsibility of senior management to champion this commitment and enforce it. University officials, deans and managers have therefore the responsibility to support the policy by ensuring impartiality and fairness in all their operations, and consequently promote a culture that is free from discrimination and harassment.
- Any member of AU community, who has witnessed or has been the subject of any type of discrimination and wishes to see it pursued and resolved, should report the incident through the applied university grievance procedures. Complaints for alleged discrimination are taken seriously, and the University will take swift action to correct (when proven correct) its discriminatory consequences and avoid future recurrences. Discrimination incidents are reported using the following protocol:
  - a. **Faculty** can use the “Faculty Grievance Procedure” to formally raise their complaints.
  - b. **Staff** can raise their complaint by using the “Staff Grievance/complaint Procedure”.

c. **Students** can formally submit their complaints through the “Student Grievance Procedure”, using the Student Grievance Form provided in the Student Handbook.

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**Document History**

Version	Date	Update Information	Author/ Reviewer
V 1.0	03/11/2019	New policy	The Cabinet
V1.1	03/09/2021	The Academic Freedom section has been removed and developed into a new policy.	OIPE
V1.2	26/04/2023	Minor update – made reference of the Student Grievance Form	OIPE