

 جامعة الإمام عبد الرحمن بن فيصل IMAM ABDULRAHMAN BIN FAISAL UNIVERSITY <small>مستشفى الملك فهد الجامعي - King Fahd Hospital of the University</small>		Date: 24.10.2023 Revision: 2 IAU
POLICY AND PROCEDURES		
DEPARTMENT : ADMINISTRATION		
Effectivity: 30 Oct 2023	Supersedes: 2	
Review Date: 01 Sep 2024	No. of Pages: 4	

TITLE: ANTI-DISCRIMINATION POLICY

1. PURPOSE

The purpose of this policy is to affirm Imam Abdulrahman Bin Faisal University's commitment to providing a learning and working environment free from discrimination. The university aims to uphold the principles of equality, diversity, and inclusiveness for all students, faculty, staff, and visitors.

2. SCOPE

This policy applies to all members of the IAU community, including students, faculty, staff, contractors, and visitors. It covers conduct on campus, university-affiliated activities, and any form of communication within the university environment, whether in-person or online.

3. DEFINITIONS

- **Discrimination:** Unfair or unequal treatment of an individual or group based on characteristics such as race, color, nationality, religion, gender, age, disability, marital status, or any other protected characteristic.
- **Harassment:** Any unwelcome behavior, verbal or physical, that creates an intimidating, hostile, or offensive environment, especially when it targets a person's protected characteristic.
- **Retaliation:** Any adverse action taken against a person for reporting discrimination or participating in an investigation.

4. POLICY STATEMENT

Imam Abdulrahman Bin Faisal University strictly prohibits all forms of discrimination and harassment based on, but not limited to, the following:

- Race, color, or nationality
- Religion or belief

 جامعة الإمام عبد الرحمن بن فيصل IMAM ABDULRAHMAN BIN FAISAL UNIVERSITY <small>مستشفى الملك فهد الجامعي King Fahd Hospital of the University</small>		Date: 24.10.2023 Revision: 2 IAU
POLICY AND PROCEDURES		
DEPARTMENT : ADMINISTRATION		
Effectivity: 30 Oct 2023	Supersedes: 2	
Review Date: 01 Sep 2024	No. of Pages: 4	

- Gender or gender identity
- Age
- Disability
- Marital status
- Any other characteristic protected by Saudi Arabian law

The university is committed to fostering an environment where all individuals are treated with respect and dignity, free from bias and prejudice.

5. RESPONSIBILITIES

- **University Administration:**

- Promote a culture of inclusivity and respect across the campus.
- Implement measures to prevent discrimination and ensure compliance with this policy.
- Provide resources and training to raise awareness about discrimination and harassment.

- **Human Resources and Student Affairs:**

- Serve as the main points of contact for concerns or complaints related to discrimination.
- Investigate all reports promptly and take appropriate action based on the findings.

- **Faculty, Staff, and Students:**

- Treat all members of the university community with respect and fairness.
- Report any incidents of discrimination or harassment to the designated offices.
- Cooperate with investigations related to discrimination complaints.



جامعة الإمام عبد الرحمن بن فيصل
IMAM ABDULRAHMAN BIN FAISAL UNIVERSITY
مستشفى الملك فهد الجامعي - King Fahd Hospital of the University

POLICY AND PROCEDURES

Date: 24.10.2023

Revision: 2

IAU

DEPARTMENT : ADMINISTRATION

Effectivity: 30 Oct 2023

Supersedes: 2

Review Date: 01 Sep 2024

No. of Pages: 4

6. REPORTING AND COMPLAINT PROCEDURES

1. Filing a Complaint:

- Complaints can be submitted in person, via email, or through the IAU online reporting system. Complaints should include details of the incident, names of involved parties, and any supporting evidence.

2. Investigation Process:

- The Human Resources Department (for staff) or the Student Affairs Office (for students) will conduct a thorough investigation of the complaint.
- The investigation process will ensure confidentiality, fairness, and impartiality, giving both the complainant and the respondent the opportunity to present their accounts.

3. Outcome and Actions:

- If the investigation finds that discrimination occurred, appropriate disciplinary action will be taken, which may include warnings, suspension, or dismissal, depending on the severity of the incident.

4. Appeals:

- Individuals who believe the outcome of the investigation was unfair may submit an appeal to the university's grievance committee within 10 working days of the decision.

○

7. CONFIDENTIALITY

All reports and investigations of discrimination will be handled with the utmost confidentiality. Information will only be shared with those involved in resolving the issue.

8. NON-RETALIATION

The university strictly prohibits retaliation against anyone who reports discrimination or participates in an investigation. Any acts of retaliation will be subject to disciplinary action.



جامعة الإمام عبد الرحمن بن فيصل
IMAM ABDULRAHMAN BIN FAISAL UNIVERSITY
مستشفى الملك فهد الجامعي | King Fahd Hospital of the University

POLICY AND PROCEDURES

Date: 24.10.2023

Revision: 2

IAU

DEPARTMENT : ADMINISTRATION

Effectivity: 30 Oct 2023

Supersedes: 2

Review Date: 01 Sep 2024

No. of Pages: 4

9. TRAINING AND AWARENESS

Imam Abdulrahman Bin Faisal University will provide regular training sessions and workshops to educate the university community about the importance of anti-discrimination practices, cultural sensitivity, and inclusivity.

10. COMPLIANCE WITH SAUDI ARABIAN LAWS

This policy is in compliance with relevant Saudi Arabian laws, including the **Labor Law** and the **Anti-Harassment Law**, as well as the **Saudi Vision 2030** goals for fostering a diverse and inclusive society.

11. REVIEW AND MONITORING

The Anti-Discrimination Policy will be reviewed annually by the university's legal department and the Human Resources Division to ensure alignment with evolving laws and best practices.

Approved by:

Date Signed:

.....

Dr. Ahmed Al Kuwaiti

Dean,

Deanship of Quality and Academic Accreditation