



POLICY AND PROCEDURES

DEPARTMENT : ADMINISTRATION	
Effectivity: 01.12.2018	Supersedes: 3
Review Date: 30.12.2023	No. of Pages: 4

1. TITLE: WOMEN'S RIGHTS (Maternity and Paternity Policy)

2. PURPOSE:

- 2.1. The women's rights in the Kingdom adopt the Islamic law and principle of complementary equality between the Saudi men and women such as rights to education, work, health, economic and others.
- 2.2. The Saudi government has established reforms to promote and allow women engagement in the economic development preventing gender discrimination in terms of occupation and wages.

3. DEFINITIONS:

- 3.1. Women Empowerment - promoting women's self worth, their capacity to make their own decisions, and their right to have an impact on societal change for both themselves and others.
- 3.2. Sharia Law - a body of law derived from Islamic tradition. It is derived from Islamic theological doctrine and is based on Hadith and the Quran, two of Islam's holy books.
- 3.3. Human Rights Commission - allowed both men and women to submit communications according to the requirements.

4. POLICY:

- 4.1. Equality in wages and workplaces:
 - 4.1.1. The labor law has created numerous obligations and rights on an equal basis for men and women, including equal pay for equal work.
- 4.2. Equality in education and training:
 - 4.2.1. Emphasized the free education of all its forms and stages. It is important to note that the enrollment mechanism, or with the exams, curricula, or what is related to the qualifications of teachers and lecturers.
- 4.3. Equality in grants and subsidies:
 - 4.3.1. Equal opportunities for women in accordance with the same legal requirements related to the admission procedures to programs provide educational and training.
- 4.4. Equality in healthcare:



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4.4.1. The Ministry of Health stipulated in Article 4 of the Saudi Health system the following:

4.4.1.1. Women can perform preventive and curative examinations for infectious, sexual, venereal and non-communicable diseases as this is done with privacy as required by the Sharia laws and procedures.

4.4.1.2. A woman 18 years or above has the right to accept or refuse to sign medical permission for her own surgical operation without the consent of her guardian.

4.4.1.3. Woman giving birth, must be provided with a safe environment until she delivered. A pregnant woman has the right to know the expected method of childbirth and or to refuse episiotomy unless it is vital after oral consent and all information and options available have been discussed.

4.5. Equality in Judicial Rights:

4.5.1. The Kingdom had approved of the alimony fund that provides support to the mother and her children during the litigation period.

4.5.2. Increase number of female lawyers by 120%

4.5.3. Saudi women granted the right over the child custody without a lawsuit. Also, fund assists mainly divorced women with difficulty pursuing deferring spouses who reject to pay maintenance to them and their children.

4.5.4. Employed women as notaries.

4.5.5. Employed women in five (5) fields such as a social researcher, legal researcher, Shariah researcher, administrative aide and senior program developer in the Ministry of Justice.

4.6. Equality in Marriage Rights:

4.6.1. Allow women to get copy of their marriage contract.

4.6.2. Women have the right to obtain a family registry from the Civil Status Department.

4.6.3. The government prevents force marriage or to marry someone they do not want.



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- 4.6.4. In line with the Executive Regulations of Child Protection Law, the government prohibits marriage contracts for anyone under the age of 18.
- 4.6.5. Women are allowed to get a copy of their marriage contract.
- 4.6.6. The divorce deed shall be delivered to the divorcee in person.
- 4.6.7. A judgment issued against a woman to return to the marital home shall not be enforced against her will.
- 4.6.8. The Legal Procedures Law specifies that a woman who has been prevented by her legal guardians from getting married is entitled to file a lawsuit against them.
- 4.6.9. The government stipulates that the “Adhl Cases” practiced by some parents is considered a crime.
- 4.6.10. The Marriage Officials shall hear the woman’s verbal consent before documenting the marriage contract.

5. PROCEDURES:

- 5.1. The Kingdom has established programs and services for empowering women to meet their needs in terms of protecting their rights in the websites of most ministries, such as:
 - 5.1.1. Ministry of Health
 - 5.1.2. Ministry of Education
 - 5.1.3. Ministry of Human Resources & Social Development
 - 5.1.4. Ministry of Commerce
 - 5.1.5. Ministry of Justice
 - 5.1.6. Human Rights Commission and many more.
- 5.2. IAU women (staffs) are encouraged to immediately disclose any complaints or concerns if they have been the target of behavior that is prohibited by this policy so that remedial action can be done before the situation becomes too serious.
- 5.3. IAU will promptly investigate any report of allegations, aggravation or harassment, discrimination and etc. IAU expects all workers to cooperate with the investigation and maintain the highest level of confidentiality possible. The investigating party who is typically the Human Resources, will present a thorough report and recommendation at the conclusion of the investigation. When the inquiry is complete, the staff member who initially reported the occurrence will be notified.



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6 RESPONSIBILITIES:

- 6.1. Human Rights Commission
- 6.2. Imam Abdulrahman University - Human Resources

7 ATTACHMENTS: N/A

8 DISTRIBUTION:

- 8.1. This policy shall be distributed university wide.
- 8.2. Signed original copy is maintained in IAU Documentation Department.
- 8.3. Available in the IAU website.

9 REFERENCES: