

Policy Subject: Workplace Anti-Discrimination Policy	Policy No.: 22/A. A/2018	Date of last revision: 1/1/2022
Policy Reference: Administrative Affairs	Implementation start date: 1/9/2018	Implementing Body: Human Resources

Policy Overview: This policy outlines the principles implemented by Palestine Ahliya University to maintain equality among employees and prevent discrimination in the workplace

Objective: Palestine Ahliya University (PAU) is dedicated to fostering a work environment that is free from discrimination based on religion, sexuality, gender, age, or any other protected characteristic. This policy aims to encourage diversity, respect, and inclusivity within the workplace.

Scope: This policy is applicable to all employees, contractors, vendors, visitors, and those conducting business with PAU.

Policy Statements and Procedures:

1. **Non-Discrimination:** PAU strictly prohibits discrimination, harassment, or any form of unfair treatment based on religion, sexuality, gender, age, race, ethnicity, disability, or any other protected characteristic recognized by law.
2. **Recruitment and Hiring:** All recruitment, hiring, promotions, and other employment-related decisions at PAU are based solely on merit, qualifications, and job-related criteria. Discrimination in any form during these processes is strictly prohibited.
3. **Work Environment:** PAU is committed to maintaining a work environment that is respectful, inclusive, and free from discrimination. Employees are expected to treat each other with dignity and respect, fostering a culture of diversity and acceptance.

4. Harassment Prevention: Any form of harassment, including verbal, physical, or written conduct that creates an intimidating, hostile, or offensive work environment, is prohibited at PAU. The university promptly investigates all complaints of harassment and takes appropriate disciplinary action.
5. Accommodation and Accessibility: PAU provides reasonable accommodations for employees with disabilities to ensure they can perform their job duties effectively. Additionally, the workplace is designed and maintained to ensure accessibility for all employees.
6. Training and Education: PAU provides regular training and educational programs to employees to raise awareness about discrimination, diversity, and inclusion. These programs emphasize the importance of respect for differences and maintaining an inclusive workplace culture.
7. Reporting and Action: Employees who experience or witness discrimination, harassment, or any violation of this policy are encouraged to report it immediately to the HR department, or through designated reporting channels.
8. PAU conducts thorough and confidential investigations into all reported incidents of discrimination and takes appropriate corrective actions, which may include disciplinary measures against violators.
9. Compliance and Enforcement: PAU requires all employees to comply with this policy. Any employee found violating this policy will be subject to disciplinary action, up to and including termination of employment.
10. Review and Revision: This policy will undergo periodic reviews to ensure its effectiveness and relevance. Necessary revisions will be made to address

emerging issues and maintain alignment with legal standards and best practices.

Issued by the Policies and Procedures Committee pursuant to Resolution No. () for the academic year 2023/2024, Reference No.: //RC/2023.