

Policy subject: Non-Discrimination Against Women Policy	Policy number: 20/P.D/2024	Date of last revision: 2024/11/15
Implementing body: Administrative Affairs Department	Implementing start date: 2024/11/20	Policy reference: Planning and Development Department

1. Overview:

Palestine Ahliya University is dedicated to ensuring that women have equal opportunities to succeed academically, professionally, and personally. This Non-Discrimination Against Women Policy aims to eliminate gender-based discrimination and promote gender equality, ensuring women have access to the same opportunities and resources as men.

2. Objectives:

- **Ensure Equal Opportunities:** Provide women with equal access to academic, professional, and extracurricular activities.
- **Promote Gender Equality:** Foster an environment where women are supported and valued equally.
- **Eliminate Discrimination:** Address gender biases and prevent discrimination in all forms.
- **Provide Safe Spaces:** Ensure women feel safe, free from harassment or intimidation.
- **Encourage Participation:** Empower women to take on leadership roles and engage in all activities.
- **Support Development:** Promote resources for women's academic and career growth.

3. Scope:

This policy applies to:

- All members of Palestine Ahliya University, including students, faculty, staff, and visitors.
- All University activities and services, including admissions, hiring, academic programs, extracurricular events, and online platforms.
- All University interactions, both inside and outside the classroom.

4. Statements:

- **Commitment to Gender Equality:** Women will have the same rights and opportunities as men, with equal access to resources and leadership roles.
- **Prohibition of Gender-Based Discrimination:** The University does not tolerate any form of gender-based discrimination or harassment.
- **Support for Women's Participation:** The University will actively promote women in leadership positions.

- **Zero Tolerance for Harassment or Violence:** The University enforces a strict zero-tolerance policy toward sexual harassment, gender-based violence, and abuse, ensuring victims receive support and that offenders are held accountable.

5. Procedures:

- **Reporting Discrimination or Harassment:** Reports can be made to the Student Affairs Office, Human Resources, Title IX Coordinator, or anonymously. The University ensures confidentiality and protection from retaliation.
- **Investigation and Response:** Reports will be investigated impartially. Corrective actions may include counseling, mediation, or disciplinary measures, with support services provided to victims.
- **Training and Awareness:** Regular training will be offered to students, faculty, and staff on gender equality, discrimination, unconscious bias, and harassment prevention.
- **Gender Equality in Curriculum:** Gender equality will be integrated into the curriculum, and women's involvement will be encouraged in extracurricular programs.
- **Equal Access to Resources:** Women will have equal access to scholarships, grants, and academic resources, with special efforts to ensure they are encouraged to apply.

Key Performance Indicators (KPIs):

1.	Number of Complaints Related to Gender Discrimination
2.	Percentage of Female Representation in Academic Programs and Positions
3.	Number of Anti-Discrimination Workshops Conducted