

Policy subject: Anti-Discrimination Policy	Policy number: 36/A.A/2018	Date of last revision: 1/1/2022
Implementing body: Administrative Affairs	Implementing start date: 1/9/2018	Policy reference: Administrative Affairs

Policy overview:

The "Anti-Discrimination Policy" reaffirms Palestine Ahliya University's commitment to providing equal opportunities and treatment for all individuals, irrespective of their race, ethnicity, nationality, gender, age, disability, sexual orientation, religion, socioeconomic status, or any other protected characteristic. This policy prohibits discrimination in all aspects of university life and establishes procedures for addressing and resolving complaints of discrimination.

Objectives:

The objectives of this policy are to:

1. Ensure that Palestine Ahliya University provides an inclusive, diverse, and welcoming environment where all individuals are respected and valued.
2. Promote equality of opportunity and eliminate discriminatory practices and behaviors within the university community.
3. Provide mechanisms for reporting, investigating, and addressing complaints of discrimination in a fair, prompt, and transparent manner.
4. Educate members of the university community about their rights and responsibilities regarding non-discrimination and foster awareness and understanding of diversity and inclusion issues.

scope:

This policy applies to all members of the Palestine Ahliya University community, including students, faculty, staff, administrators, contractors, volunteers, and visitors. It encompasses all university activities, programs, events, and interactions, whether on campus or off-campus, in person or online.

Policy statements:

1. Prohibition of Discrimination: Palestine Ahliya University prohibits discrimination in all its forms, including direct and indirect discrimination,

harassment, victimization, and retaliation, based on protected characteristics such as race, ethnicity, nationality, gender, age, disability, sexual orientation, religion, or any other characteristic protected by law.

2. **Definition of Discrimination:** Discrimination is defined as treating individuals unfairly or less favorably because of their protected characteristics, or imposing requirements or conditions that disadvantage individuals based on their membership in a protected group.
3. **Reporting Procedures:** Individuals who believe they have experienced discrimination or witnessed discriminatory behavior are encouraged to report incidents promptly to a designated university official, such as the Equal Opportunity Officer, Human Resources, or a trusted supervisor. Reports may be made verbally or in writing, and confidentiality will be respected to the extent possible.
4. **Investigation and Resolution:** Palestine Ahliya University will promptly and impartially investigate all reports of discrimination, taking appropriate action to address the behavior and prevent its recurrence. Investigations will be conducted in accordance with university policies and procedures, ensuring fairness, transparency, and respect for the rights of all parties involved.
5. **Support Services:** The university will provide support services, counseling, and resources to individuals who experience discrimination, including access to confidential counseling services, academic accommodations, and referrals to external support agencies as needed.
6. **Non-Retaliation:** Retaliation against individuals who report discrimination or participate in an investigation is strictly prohibited and will be subject to disciplinary action. The university will take measures to protect individuals from retaliation and ensure their safety and well-being.
7. **Training and Awareness:** Palestine Ahliya University will provide regular training and educational programs on discrimination prevention, diversity awareness, bystander intervention, and the university's anti-discrimination policies and procedures for all members of the university community.

Procedures:

1. **Reporting Process:** Establish clear procedures for reporting incidents of discrimination, including information on whom to report to, how to make a report, and the steps involved in the investigation and resolution process.
2. **Investigation Protocol:** Define the protocol for conducting investigations into reports of discrimination, including the roles and responsibilities of

investigators, the collection of evidence, interviews with parties involved, and the determination of findings and disciplinary actions.

3. Confidentiality Protocols: Ensure that confidentiality is maintained to the extent possible throughout the reporting, investigation, and resolution process, while balancing the need for transparency and accountability.
4. Disciplinary Measures: Outline the range of disciplinary measures that may be imposed on individuals found to have engaged in discrimination, including warnings, probation, suspension, termination of employment or enrollment, and legal action if warranted.
5. Appeals Process: Provide a mechanism for individuals to appeal the outcome of an investigation or disciplinary decision if they believe it was reached unfairly or in error, ensuring a fair and impartial review by an appropriate authority.