



Gender Diversity Inclusion Policy	Action number	-----
	Release Date	01/2023
	Review and modification date	09/2022
	Review and modification number	01
	number of pages	02
	Date the procedure was approved	12/2022
	Deans Council Resolution No.: 2023/33	
Policy Statement	AAU is committed to fostering a culture of respect, equity, and inclusion. We recognize and value the diversity of our students, faculty, and staff, respected, and supported.	
Policy Purpose	<p>The purpose of this policy is to affirm AAU's commitment to:</p> <ul style="list-style-type: none"> ▪ Promote gender diversity, equity, and inclusion throughout the university community. ▪ Create an inclusive environment that respects and values the contributions of all individuals. ▪ Prevent and address gender-based discrimination, harassment, and violence. 	
Policy Scope	This policy applies to all members of the AAU community, including students, faculty, staff, contractors, and visitors.	
Policy Provisions	<ol style="list-style-type: none"> 1. Non-Discrimination: AAU does not discriminate on the basis of gender, or gender expression in its programs, activities, or employment practices. 2. Inclusive Facilities: All facilities, including restrooms and housing, shall accommodate the needs of individuals genders. 3. Training and Education: AAU will provide training and educational resources to students, faculty, and staff on gender diversity, inclusivity, sensitivity, and how to prevent and respond to gender-based discrimination and harassment. 4. Complaint and Grievance Procedure: A clear and accessible process for reporting and addressing complaints related to discrimination, harassment, or exclusion based on gender will be maintained and communicated to all members of the university community. 5. Support Services: AAU will provide support services, including counseling and health services, that are sensitive to the needs of individuals of genders. 	



Policy Responsibility and Enforcement	<ol style="list-style-type: none">1. The Human Resources and Institutional Development Unit will be responsible for regular policy reviews and updates.2. Violations of this policy will be handled by AAU's disciplinary procedures and may result in sanctions up to and including termination or expulsion.
Policy Review	This policy will be reviewed and updated every year or as necessary to ensure that it meets the needs of the university community and reflects current legal and educational standards.