



|                     |  |                |
|---------------------|--|----------------|
| Human Rights Policy | Action number  | -----          |
|                     | Release Date   | <b>01/2023</b> |
|                     | Review and modification date   | <b>09/2022</b> |
|                     | Review and modification number   | <b>01</b>      |
|                     | number of pages  | <b>03</b>      |
|                     | Date the procedure was approved  | <b>12/2022</b> |
|                     | Deans Council Resolution No.: 2023/38  |                |
| Policy Statement    | <p>AAU is committed to:</p> <ol style="list-style-type: none"> <li>1. Non-Discrimination and Equality: <ul style="list-style-type: none"> <li>• Ensuring equal opportunities in admission, education, employment, and all university activities without discrimination based on race, color, religion, gender, national origin, age, disability, or any other characteristic protected by law.</li> <li>• Promoting diversity and inclusion within the university community.</li> </ul> </li> <li>2. Freedom from Harassment: <ul style="list-style-type: none"> <li>• Prohibiting harassment in any form, including sexual harassment and bullying.</li> <li>• Providing mechanisms for reporting harassment and ensuring that reports are investigated promptly and impartially.</li> </ul> </li> <li>3. Right to Education: <ul style="list-style-type: none"> <li>• Providing access to quality education for all members of the university community.</li> <li>• Ensuring that educational programs and facilities are accessible and accommodate the diverse needs of students.</li> </ul> </li> <li>4. Freedom of Expression and Association: <ul style="list-style-type: none"> <li>• Respecting the rights of individuals to freely express their ideas and opinions, within the bounds of respect for human rights and university policy.</li> <li>• Recognizing the right of individuals to assemble and form associations for lawful purposes.</li> </ul> </li> <li>5. Privacy and Confidentiality: <ul style="list-style-type: none"> <li>• Respecting the privacy of individuals and ensuring the confidentiality of personal</li> </ul> </li> </ol> |                |



|                         |  |
|-------------------------|--|
|                         | <p>information, in accordance with applicable laws and regulations.</p> <p>6. Workplace Rights:</p> <ul style="list-style-type: none"> <li>• Ensuring that employment practices are fair, equitable, and consistent with human rights principles.</li> <li>• Providing a safe and healthy work environment.</li> </ul> <p>7. Accountability and Transparency:</p> <ul style="list-style-type: none"> <li>• Holding individuals accountable for actions that violate this policy.</li> <li>• Ensuring transparency in the procedures for reporting, investigating, and addressing human rights concerns.</li> </ul> <p>8. Education and Awareness:</p> <ul style="list-style-type: none"> <li>• Providing education and training on human rights to all members of the university community.</li> <li>• Promoting awareness and understanding of human rights issues and responsibilities.</li> </ul> |
| Policy Purpose          | <p>The purpose of this policy is to affirm AAU's commitment to upholding and promoting human rights within its community. This policy aims to provide a safe, inclusive, and respectful environment for all students, faculty, staff, and visitors, free from discrimination, harassment, and any form of human rights abuse.</p>  |
| Policy Scope            | <p>This policy applies to all members of the AAU community, including students, faculty, staff, contractors, and visitors. It covers all university activities, programs, and operations, both on and off campus.</p>  |
| Policy Responsibilities | <p>1. The Sustainability Office and Deanship Of Student Affairs are responsible for:</p> <ul style="list-style-type: none"> <li>• Overseeing the implementation of this policy.</li> <li>• Providing support and resources for education, training, and awareness initiatives.</li> <li>• Coordinating the investigation and resolution of human rights complaints.</li> </ul> <p>2. All university members are responsible for:</p> <ul style="list-style-type: none"> <li>• Understanding and complying with this policy.</li> <li>• Respecting the human rights of others.</li> <li>• Reporting any incidents or concerns related to human rights violations.</li> </ul>  |
| Policy Compliance       | <p>Non-compliance with this policy may result in disciplinary action, up to and including termination of employment or</p>   |



|               |  |
|---------------|--|
|               | expulsion from the university, in accordance with university procedures and applicable laws.   |
| Policy Review | This policy will be reviewed and, if necessary, revised every two years or as needed to ensure it remains effective, relevant, and aligned with legal requirements and best practices in human rights. |