



Women's Empowerment Policy	Action number	-----
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	Review and modification date	2023/12
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	Deans Council Resolution No.: 01/01/2023-2024	
Policy Statement	AAU is committed to fostering an environment where women are empowered to achieve their full potential. This policy outlines our commitment to promoting gender equality, ensuring equal opportunities, and addressing the barriers that hinder the empowerment of women in our academic and professional community.	
Policy Objectives	<ol style="list-style-type: none"> 1. Promote gender equality and create a culture of respect and inclusivity. 2. Support the academic and professional development of women students, faculty, and staff. 3. Provide mechanisms for addressing discrimination, harassment, and violence against women. 4. Ensure equitable representation and participation of women in leadership and decision-making roles. 5. Encourage research, dialogue, and advocacy on women's empowerment and gender equality. 	
Policy Scope	This policy applies to all students, faculty, staff, and stakeholders of AAU.	
Policy Provisions	<ol style="list-style-type: none"> 1. Non-Discrimination and Equal Opportunity <ul style="list-style-type: none"> ▪ The university commits to providing equal opportunities in all aspects of employment and education, regardless of gender. ▪ Measures will be implemented to prevent and address discrimination and biases against women. 2. Safety and Anti-Harassment <ul style="list-style-type: none"> ▪ The university enforces a zero-tolerance policy for sexual harassment, abuse, or violence. ▪ A safe and confidential reporting mechanism is established for victims of harassment or violence. 3. Support and Development <ul style="list-style-type: none"> ▪ Programs and initiatives are developed to support the professional and academic growth 	



	<p>of women, including mentorship programs, workshops, and grants.</p> <ul style="list-style-type: none"> ▪ The university strives to provide resources and support for work-life balance, including parental leave policies and childcare facilities. <p>4. Leadership and Participation</p> <ul style="list-style-type: none"> ▪ Efforts are made to ensure women's representation in the university's governance, leadership, and decision-making bodies. ▪ Encourage and support the participation of women in student organizations, research projects, and other extracurricular activities. <p>5. Awareness and Education</p> <ul style="list-style-type: none"> ▪ The university organizes awareness campaigns, seminars, and training on gender sensitivity, women's rights, and empowerment. ▪ Curriculum and teaching methodologies reviewed to ensure they promote gender equality and inclusiveness. <p>6. Monitoring and Evaluation</p> <ul style="list-style-type: none"> ▪ A committee was formed to monitor the implementation of this policy and assess its effectiveness regularly. ▪ Feedback mechanisms is established for the university community to contribute to the continuous improvement of the policy.
Policy Implementation	The specialized committee approved by the university presidency will be responsible for implementing, monitoring, and reviewing this policy. All university members are expected to cooperate and contribute to creating a supportive and empowering environment for women.
Policy Review	This policy will be reviewed every year or as necessary to ensure its relevance and effectiveness in promoting women's empowerment.