

<b>Policy subject:</b> Anti-Discrimination and Anti-Harassment Policy	<b>Policy number:</b> 45/P.D/2024	<b>Date of last revision:</b> 2024/11/15
<b>Implementing body:</b> Administrative Affairs Department	<b>Implementing start date:</b> 2024/11/20	<b>Policy reference:</b> Planning and Development Department

### 1. Overview:

Palestine Ahliya University (PAU) is committed to maintaining a discrimination- and harassment-free environment. The Anti-Discrimination and Anti-Harassment Policy ensures all members of the PAU community are treated with dignity, respect, and fairness. PAU promotes an inclusive environment that supports diversity and equality, providing every individual the opportunity to participate in academic, social, and professional activities without fear of discrimination or harassment.

### 2. Objectives:

- **Promote Equal Treatment:** Treat all members equally, regardless of race, ethnicity, gender, sexual orientation, disability, religion, nationality, or other protected characteristics.
- **Create a Safe Environment:** Ensure a harassment-free and safe environment for academic and professional pursuits.
- **Encourage Accountability:** Hold individuals and the institution accountable for preventing and addressing discrimination and harassment.
- **Provide Clear Procedures:** Establish clear mechanisms for reporting incidents and investigating claims.
- **Raise Awareness:** Educate the community on the importance of inclusion and the harmful effects of discrimination and harassment.

### 3. Scope:

This policy applies to:

- **Students:** All enrolled students, including undergraduates, graduates, and diploma students.
- **Faculty and Staff:** All employees, including faculty, administrative staff, teaching assistants, and contractors.
- **Visitors:** Guest speakers, volunteers, contractors, and service providers who interact with PAU.
- **University-Related Activities:** This policy applies on-campus, off-campus, and during university events, research, internships, and virtual platforms.

### 4. Statements:

- **Commitment to Equality:** PAU ensures an environment where all individuals are treated equally without discrimination.

- **Commitment to a Harassment-Free Environment:** Harassment of any kind (verbal, physical, psychological) based on personal characteristics is prohibited.
- **Zero Tolerance for Retaliation:** PAU enforces a zero-tolerance policy for retaliation against anyone reporting discrimination or harassment.
- **Encouragement of Respectful Discourse:** PAU promotes open, respectful dialogue, ensuring differences are expressed constructively without intimidation or disrespect.

## 5. Definitions:

- **Discrimination:** Unfair treatment or denial of opportunities based on personal characteristics such as race, gender, disability, religion, or nationality.
- **Harassment:** Unwanted behavior that creates an intimidating, hostile, or offensive environment, affecting participation in university activities.
- **Sexual Harassment:** A specific form of harassment involving unwanted sexual advances or conduct creating a hostile or offensive environment.

## Key Performance Indicators (KPIs):

1.	Number of Discrimination and Harassment Complaints
2.	Number of Anti-Discrimination Training Workshops