

POLICY OF NON-DISCRIMINATION AGAINST WOMEN

The Princess Nourah Bint Abdulrahman University targets all the community regardless of ethnicity, religion, disability, or gender. "No one left behind" is a goal that every leader at the PNU wants to approve. Free education is given to local and international students equally. Males and females can visit the central library and get the knowledge they seek.

PNU have a policy that ensures accessibility and inclusion regardless of ethnicity, religion, disability or gender.

The policy includes the institutional guidelines for implementing public policy on standards, awareness, prevention and punishment of forms of violence and discrimination based on gender at the University. These guidelines contribute to improving the quality of life of the academic community in accordance with the commitment assumed in the Institutional Development Plan to guarantee human dignity from a biopsychosocial and cultural perspective. This policy seeks to transform social relations between people in the university community, ***through the implementation of equitable and inclusive practices for gender equality.***

The purposes equity policy are:

- Strengthen the generation of knowledge through research and extension processes by promoting the practice of inclusion in the areas of scientific development and innovation.
- Develop actions that promote equal opportunities for the academic community in training, research, extension, professional, labor, academic and administrative management activities, and harmonize work, family and academic life
- Strengthen measures for the care, assistance, monitoring and referral of acts of gender-based violence, committed in any physical or virtual space, in the institution or outside it, within the framework of missionary functions
- Transform gender notions, imaginations and practices through the implementation of education and communication strategies that

affirm a university culture that values and respects difference and rejects all forms of discrimination

- Progressively incorporate the differential approach to human rights in the design processes, curricular reform, teaching-learning processes and in the analysis of indicators in institutional processes.



Policy to ensures accessibility and inclusion

Over the past twenty years, Saudi women's access to education has increased dramatically. The Saudi Government has spent billions of dollars to improve women's education. The development of Princess Nourah University, an institution dedicated to women's education, was a five-billion-dollar investment. Saudi Arabia's first women's college, the Princess Nourah bint Abdulrahman University, was founded in 2010. With room for about 60,000 undergraduate students – the world's largest all-women's campus – the school aims to give female students better access to male-dominated fields like medicine, computer science, management, and pharmacology.

One of the main initiatives that PNU has also created to empower women is the establishment of the Center for Women's Studies. The center aims at activating scientific research and addressing community issues and

problems, especially those related to women, in order to reach the most appropriate solutions, and investing the specialized cadres of faculty members in making and evaluating social policy and communicating with planners and decision makers in order to contribute to development plans at the national level.

In addition, PNU launched a new Masters programs in Women's Studies, which an interdisciplinary program and the first of its kind in the Kingdom of Saudi Arabia. The program aims at qualifying participants to be leaders capable of identifying and studying the challenges of women's participation in economic and social development, proposing organizational and legislative solutions, and formulating initiatives that contribute to achieving the goal of increasing the percentage of women's participation in the labor market. The program started in September 2020 and has about 20 students enrolled.

Saudi Government

Saudi Government has taken a serious step towards universal Education for all Males and females national, freed from charge with none discrimination. This right is embedded within the elementary provisions of the essential Law of Governance and all told education and training laws, which makes education mandatory for youngsters between the ages of six and fifteen, with equal conditions for access to free education. According to the United Nations 2010 Human Development Report, Saudi Arabia is ranked 128th nation in terms of gender equality.

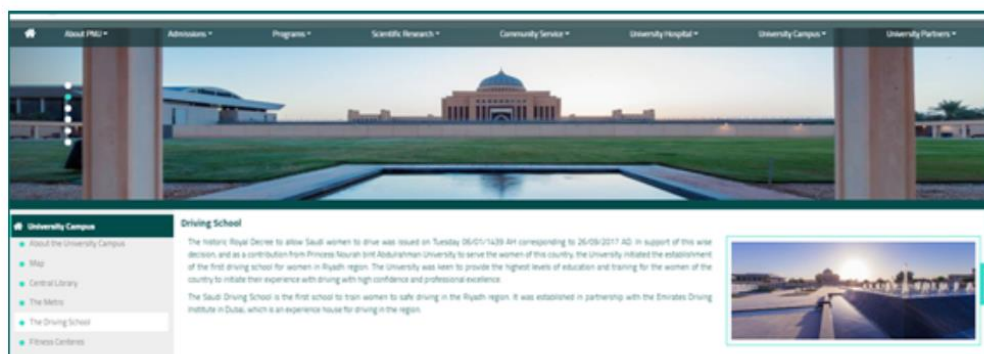
Saudi Arabia has ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), that in Article 10 requires States Parties to "take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education" and to ensure equality in education opportunities for men and women through "the same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories"; "access to the same curriculum, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality" and "the same opportunities to benefit from scholarships and other study grants."[\(Saudi Arabia: Give women](#)

[Equal Opportunities to Education and end male guardianship over women, Published, 5th April, 2011\).](#)

Princess Nourah bint Abdulrahman University

The historic Royal Decree to allow Saudi women to drive was issued on Tuesday 06/01/1439 AH corresponding to 26/09/2017 AD. In support of this wise decision, and as a contribution from Princess Nourah bint Abdulrahman University to serve the women of this country, the University initiated the establishment of the first driving school for women in Riyadh region. The University was keen to provide the highest levels of education and training for the women of the country to initiate their experience with driving with high confidence and professional excellence, also to avoid discrimination they might have.

The Saudi Driving School is the first school to train women to safe driving in the Riyadh region. It was established in partnership with the Emirates [Driving Institute in Dubai](#), which is an experienced house for driving in the region.

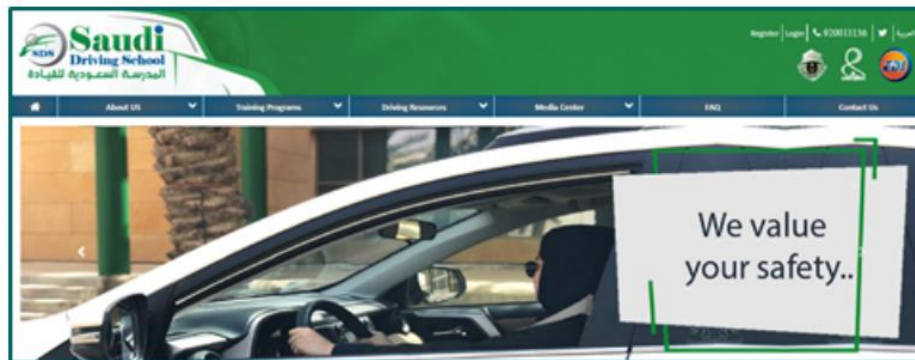


إنقر لتحميل النص

On Tuesday, 26th of September 2017, His Majesty King Salman bin Abdulaziz of Saudi Arabia, issued a royal decree allowing women in Saudi Arabia to drive cars. In support of this historic decree, and realizing its vision for women in Saudi Arabia, Princess Nourah University (PNU) took the lead in attaining the first driving school permit in the city of Riyadh from the General Department of Traffic. Through this school, PNU will provide high caliber training sessions to ensure that the first driving experience of women in the Kingdom would be in a safe and professional environment.

[The Saudi Driving School](#) is the first institute in Riyadh to obtain a professional driver training permit for women. This school has been

established in partnership with the Emirates Driving Institute in Dubai, which has been in the business of professional driver training in the region since 1991. The Saudi Driving School is also one of the biggest institutes in Saudi Arabia to train driving instructors. Our mission is to provide our trainees with the guidance to become skilled drivers. We also aim to spread a culture of safety in our community, because your safety comes first!



Saudi Driving School

[Equity and diversity policy of the university](#)

The University Agency for Academic Support and Student Services seeks to achieve leadership and excellence locally and internationally in an attractive

environment with integrated services, in addition to providing special and diverse programs to discover female students talents and nurture them, and to build

and develop their personal skills and improve them, according to the university's strategic plans and aspirations.

To achieve this, the agency works to develop its policy and procedures, train its employees, using the best techniques and administrative concepts in line with the

university's mission and vision, and activate the principle of active participation and participation among its employees to ensure the application of quality systems

and academic accreditation at the university.

The agency is also committed to the administrative review and periodic follow-up of the quality goals to ensure the continuity of the implementation of the ISO 9001

quality system efficiently and effectively.

2. Equality and diversity statement:

College of medicine is committed to the advancement and promotion of equality and diversity. We aim to provide a learning and working environment which values individuals equally.

It is our duty and obligation to:

- Eliminate discrimination, harassment and victimization.
- Advance equality of opportunity.
- Foster good relations between different groups.

The College does not disadvantage individuals by discriminating on any grounds, particularly:

Disability, Age, Race, Gender (Sex), Religion and Belief, Pregnancy & Maternity and Marriage.

This procedure is implemented in accordance with our policies on equality and diversity, disability and race equality. Decisions/actions taken in relation to a student grievance are not influenced by the student's background or situation, and each case is dealt with on its own merits.

Discrimination

it is worth noting that the Kingdom believes that an integrated relation between the two sexes is an ideal way to promote and protect human rights, including women's rights and eliminate discrimination against women. It should be noted that the definition of the term "discrimination against women" stated in Article (1) of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is consistent with the practices in force in the Kingdom. The Kingdom's laws do not provide for any distinction, exclusion or restriction resulting in impairing or nullifying the recognition, enjoyment or exercise by women of human rights and fundamental freedoms in all fields. The principle of equality,

which is essentially in contrast to discrimination, including discrimination against women, which is set out in Article (8) of the Basic Law of Governance, stipulating: "The system of government in the Kingdom of Saudi Arabia is established on the foundation of justice, Shura (consultation) and equality in compliance with Islamic Shariah" and which is implicitly contained in Article (26) of the same Law which stipulates: "The State shall protect human rights in accordance with Islamic Shariah" in addition to other principles and provisions of the Basic Law of Governance and the Kingdom's laws derived from it – is consistent with the relevant international standards. These provisions criminalize discrimination and violence against women and are implemented by institutions established or supported for the purpose of promoting and protecting human rights, including women's rights, such as the Human Rights Commission, the National Society for Human Rights and other institutions, as well as the existing government agencies.