

# DISCRIMINATION IN THE WORKPLACE

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Princess Nourah Bint Abdulrahman University (PNU) has policies on discrimination which included religion, sexuality, gender, age, that help to empower the staff, such as is established in the objectives of the Saudi Vision 2030. Thus, more information can be founded in the Executive Regulations of Human Resources in the Civil Service [1]. PNU recognizes labor rights for all, including women & international staff, these policies are obtained through the General Directorate of Human Resources, which was established after the decree of her excellency the Rector of Princess Nourah University in 19\3\1438A.H as an implementation of the King Salman Human Resources Development Program



Executive Regulations of Human Resources in the Civil Service

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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.

Kingdom of Saudi Arabia  
Ministry of Education  
Princess Nourah Bint  
Abdul Rahman University



## نورة الأميرة بجامعة الجنسين بين المساواة سياسة الرحمن عبد بنت

### السياسة تعريف

العامّة السياسة لتنفيذ المؤسسة التوجيهية المبادئ الوثيقة هذه تتضمن على والتمييز العنف أشكال على والمعاقبة والوقاية والتوعية المعايير بشأن نوعية تحسين في التوجيهية المبادئ هذه تساهم. الجامعة في الجنس أساس المؤسسي التطوير خطة في المفروض للالتزام وفقاً الأكاديمي المجتمع حياة السياسة هذه تسعى. وثقافي نفسي اجتماعي منظور من الإنسانية الكرامة لضمان خلال من ، الجامعة مجتمع في الناس بين الاجتماعية العلاقات تحويل إلى الجنسين بين للمساواة وشاملة عادلة ممارسات تطبق.

#### Executive Regulations of Human Resources in the Civil Service

[PNU, being a public university, is coherent and follows the guidelines of the executive Regulations of Human Resources in the Civil Service](#), it deals with issues such as Definitions and General Provisions, Work environment and work hours, Organizational Development, Fill positions, Performance Management, Leaves, Development and training, job duties, Termination of service, Delegation of powers, Terminate the services, Training, and scholarship entitlements and dispatch.



### Executive Regulations of Human Resources in the Civil Service

In this sense, the regulations adopted by the university through the General Directorate of Human Resources and that seek prevail the rights of workers are guidelines with the Labor Law (Royal Decree No. M / 51) of Saudi Arabia, where can be found Labor codes, general labor and employment acts, as well as with Executive Regulations of Human Resources in the Civil Service, dealing with issues such as, Definitions and General Provisions, Work environment and work hours, Organizational Development, Fill positions, Performance Management, Leaves, Development and training, job duties, Termination of service, Delegation of powers, Terminate the services.

## Employment & Labour Law: Saudi Arabia

12. What protection from discrimination or harassment are workers entitled to in respect of the termination of employment?

The KSA Labour Law also provides that “citizens are equal in the right to work without any discrimination on the basis of sex, disability, age or any other form of discrimination, whether during the performance of the work or when hiring or advertising it”.

The reference to citizens suggests that this anti-discrimination provision applies to Saudi nationals only and it therefore remains to be seen how widely this provision will be interpreted and applied in practice.

The KSA Labour Law also provides that employees cannot be dismissed whilst pregnant or on maternity leave (including during any period of sickness resulting from the pregnancy provided a medical certificate is provided).

Resolution No. 488 dated 14/9/1439H and Resolution No. 20912 dated Safar 1441 (the Anti-Harassment Laws) aim to protect an individual’s dignity, privacy and personal freedom in accordance with Sharia law by specifically prohibiting words, acts, implicit behaviour or innuendo of a sexual nature by one individual against another targeting that individual’s body, modesty or personal life by any means, including by modern technology and communications. Broadly, the Anti-Harassment Laws require employers to:

1. put in place, and publish to their workforce, an internal complaints procedure;
2. implement controls safeguarding the confidentiality of any complaints; and
3. take remedial action in respect of any breach of the Anti-Harassment Laws.

The Anti-Harassment Laws require any person who becomes aware of an act (or acts) of harassment to report the matter to the authorities. The Work Regulations (prescribed form work regulations published in 2015) set out a basic complaints procedure which employers should follow in the event of harassment complaints.

More recently, Resolution 39860 of 1440H makes it unlawful to treat women differently to men in terms of paying for work of equal value.

### 13. What are the possible consequences for the employer if a worker has suffered discrimination or harassment in the context of termination of employment?

A breach of the Anti-Harassment Laws may result in penalties of up to five years' imprisonment and/or a fine of up to SAR 300,000. Any person aiding or assisting harassment will be liable to the same punishment as if he or she had been the perpetrator of the harassment.

Any person making a false or malicious complaint of harassment may result in penalties being imposed under the Anti-Harassment Laws of up to two and a half years' imprisonment and/or a fine of up to SAR 150,000.

If an employee is dismissed whilst pregnant or on maternity leave, the employee will be able to claim invalid termination compensation, in addition to their statutory and contractual entitlements due on termination of their employment.

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