

ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICIES

The Kingdom's laws included explicit texts aimed at protecting and promoting human rights, chief among them the Basic Law of Governance, the Judicial System, the Board of Grievances System, the Penal. Other regulations such as labor, health, education, social security.

The most prominent laws, regulations, and decisions that directly protect human rights, and which represent the legal framework for human rights:



[Rights of People with Disabilities in the Kingdom of Saudi Arabia](#)

The Abuse Protection System:

Issued by Royal Decree No. M / 52 dated 11/15/1434 AH corresponding to 09/21/2013 AD, this system constitutes one of the important national frameworks to address the various forms of harm that may face a number of groups of society. The system defines victimization, aiming to ensure protection from Mischief of all kinds, and provide assistance and treatment, and work to provide shelter and social, psychological and health care for his victims, take the necessary legal measures to hold the perpetrator accountable and punish him, and spread awareness among community members about the concept of victimization and its implications.

Disabled care system:

Issued by Royal Decree No. M / 37 dated 9/23/1421 AH corresponding to 12/19/2000 AD, and it included provisions that protect and promote the rights of persons with disabilities, the system knew all of the people with disabilities and the handicapped, and it was not satisfied with the provision on the therapeutic side, but went beyond it to the preventive aspect, as Article (2) of it stipulated that:" The state guarantees the right of the disabled person to care, prevention and rehabilitation services, and encourages institutions and individuals to contribute to charitable work in the field of disability...", and the system was in line with the relevant international standards.

Working to reduce inequalities at Princess Nourah University

Princess Nourah University operates within an explicit national framework that provides protection and justice for all individuals in various circumstances and cases.

1. The university has established a unit for the protection of female students' rights, which deals with looking into the legal and rights aspects of female students at all levels and regardless of nationalities.

The Female Students' Rights Protection Unit aims to achieve a homogeneous university community in which the spirit of mutual cooperation prevails between its affiliates and the establishment of principles of justice and fairness among all university employees. The unit also develops a culture of justice and fairness and provides legal advice.

A document was prepared to protect the rights of female students at Princess Noura University through units and committees distributed in all colleges

The next figures show the rules governing the female students' rights protection unit



PNU documents



PNU documents



PNU documents 2

2. The university made a document of the rights and obligations of female students:

This document is considered as a humanitarian and ethical framework that organizes the social relationship between the university and its students in terms of their rights and obligations, in which the spirit of love, friendliness and harmony prevails in a manner that guarantees a stable academic and educational life and qualify them to enter the throes of life in the future. This document is not considered a substitute for the applicable regulations, but rather revolves around the university rules and regulations and does not contradict them and aims to inform the university student of her academic and non-academic rights and obligations.

This document includes ethical regulations that oblige the student to adhere to public morals within the university, and not to carry out acts that violate morals or harm others.

A document on the rights and obligations of female students announced on the university's official website. See the figure 4.

3. The university has formed a permanent committee to protect the rights of female students headed by the Dean of Student Affairs, and the committee is concerned with looking into all legal and regulatory matters for female students. Figure 3. Show a copy of the committee's decision

In addition, the university depends on the disciplinary list, which includes a number of violations that require accountability, and it is a regulation published on the university's official website

The regulations are activated through the Permanent Committee for Student Disciplinary at the Deanship of Student Affairs, which is mandated to study student offenses filed by the various departments, colleges, centers, and departments of the university, to decide and estimate the punishment that the student deserves accordance with the rules and texts of the disciplinary list, and it is formed by a decision of His Excellency the Director of the University.

Violations: All that contradicts the provisions of Islamic Sharia, state regulations, university bylaws, and all that violates public order and morals and all that is included in the disciplinary list.

The most prominent violations mentioned in the disciplinary list:

1. Performing any act or statement that violates the honor or dignity and violates behavior, morals, and public morals.

2. Assault, by word or deed, on university employees or any person inside the university campus.

The next figure is the disciplinary list of Princess Nourah bint Abdul Rahman University



PNU disciplinary list

The Princess Nourah Bint Abdulrahman University (PNU) targets all the community regardless of ethnicity, religion, disability, or gender. “No one left behind” is a goal that every leader at the PNU. The following policy supports that admission to PNU is not discriminatory, it 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



جامعة الأميرة نورة بنت عبدالرحمن
Princess Nourah Bin Abdulrahman University

نورة الأميرة بجامعة الجنسين بين المساواة سياسة الرحمن عبد بنت

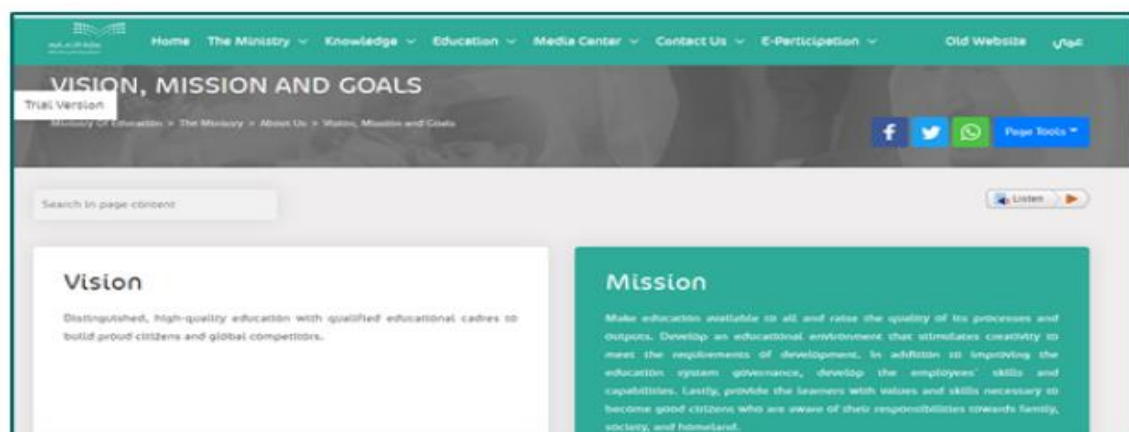
السياسة تعريف

العامية السياسة لتنفيذ المؤسسة التوجيهية المبادئ الوثيقة هذه تتضمن على والتمييز العنف أشكال على والمعاقبة والوقاية والتنوعية المعايير بشأن نوعية تحسين في التوجيهية المبادئ هذه تساهم. الجامعة في الجنس أساس المؤسسة 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 تطبيق.

[PNU, being a public university, welcomes and complies all government policies of Saudi Arabia, therefore it is consistent with the policies and guidelines established by the Ministry of Education](#), which have mission is "Make education available to all and raise the quality of its processes and outputs. Develop an educational environment that stimulates creativity to meet the requirements of development. In addition to improving the education system governance, develop the employees' skills and capabilities. Lastly, provide the learners with values and skills necessary to become good citizens who are aware of their responsibilities towards family, society, and homeland ". The ministry has the following strategic objectives, which seeks to ensure education for all and promoting lifelong learning opportunities. All strategic objectives are shown below.

Strategic Goals

- 1.Promoting values and national belonging.
- 2.Improving learning outcomes and the global positioning of the educational system.
- 3.Developing the education system to meet the requirements of the labor market.
- 4.Developing the capabilities of the educational cadres.
- 5.Enhancing participation in teaching and learning.
- 6.Ensuring education for all and promoting lifelong learning opportunities.
- 7.Empowering the private and non-profit sectors and increasing their participation to improve the financial efficiency of education.
- 8.Raising the quality and effectiveness of scientific research and innovation.
- 9.Developing the university system and educational and training institutions.



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.