



Prince Sultan University PSU Policy Management System

Accessibility, Non-discrimination, and Harassment Policy

Policy Code: GV 0007

Policy Name: Accessibility, Non-discrimination, and Harassment Policy

Handling Unit: The President Office

Date of Current Revision: August 2020

Approved by: University Council

Date of Approval: 02/09/2020

Purpose

Prince Sultan University provides a healthy equal-opportunity educational environment free from discrimination and all types of harassment. The main purpose is to foster a pleasant atmosphere where all can learn, innovate and achieve.

Definitions:

Discrimination: is treating a person differently based on gender, race, disability, nationality, or religion

Harassment:

Any behavior or attempts to offend, harm or offend a person. This includes verbal, physical, written or published using social media

Policy Statement:

- Prince Sultan University is an equal-opportunity institute that strongly prohibits all forms of discrimination based on gender, race, ethnicity, religion, nationality, or disability.
- All university services, facilities and opportunities are equally accessible by all members and candidates based only on merit, eligibility and credentials.
- Services include, but not limited to, admission, registration, placement, scholarship, mentorship, recruitment, subscriptions, complaints, appeals, plus other similar categories.
- Facilities include classrooms, labs, meeting rooms, sporting facilities and other similar resources.
- Participation in all university activities is open for all members of the university based on eligibility and qualifications.
- Activities include, but not limited to, learning, teaching, mentoring, and research.
- Eligibility is based on the rules of university, and member specialization, department, scheduling and other regulatory measures.
- PSU applies the same pay scale for both female and male faculty and non-academic employees. Salaries and allowances are based on the description of the job and position irrespective of the gender

- To maintain a healthy campus, PSU strongly prohibits all forms of **harassment**, verbal, physical or using social media and similar channels.
- All violations related to harassment should be reported to the PSU disciplinary office

Reporting Violations:

- University members are required and encouraged to report violations of this policy to the “*Engagement, Diversity and Accessibility Committee*”.
- The Engagement, Diversity and Accessibility committee shall investigate cases, recommend the appropriate actions, and raise the matter to the university disciplinary committee or the responsible party.
- Harassment violations should be reported to the Disciplinary Council

Implementation:

- The “Engagement, Diversity and Accessibility Committee” will be responsible for the implementation of this policy.
- It is recommended that this policy is referenced by all other service policies and guidelines.
- The committee is responsible for raising awareness and protection of members who report violations.