

# Gender Equality

# GENDER EQUALITY

Proportion of women first-generation - 12%



**712** Number of women starting a degree

**88** Number of first-generation women starting a degree





Proportion of senior female academics - 47%



**107** Number of senior academic staff

**50** Number of female senior academic staff

## Proportion of women receiving degrees

	Number of graduates	Number of female graduates
STEM	 <p>205</p>	 <p>79</p>
Arts & Humanities / Social Sciences	 <p>481</p>	 <p>335</p>
Total	686	414

## Policies

### Anti-Discrimination Policy

Prince Sultan University PSU  
Policy Management System  
Anti-Discrimination Policy



Policy Code:	GV0007
Policy Name:	Anti-Discrimination Policy
Handler:	PSU President
Date Created:	15 August 2020
Date of Current Review:	<input type="text" value="01 November 2022"/> (Click to see previous review dates)
Approved by:	University Council
Date of Approval:	02/09/2020

### Gender Equality Policy

Prince Sultan University PSU  
Policy Management System  
Gender Equality Policy

Policy Code:	GV0008
Policy Name:	Gender Equality Policy
Handler:	The President Office
Date Created:	15 July 2020
Date of Current Review:	<input type="text" value="01 November 2022"/> (Click to see previous review dates)
Approved by:	PSU University President
Date of Approval:	11 November 2022



## Personnel governing polices and regulations

### Article (80)

A Muslim female employee whose husband passes away shall be entitled to a fully paid leave for 130 days as of the date of her husband's death. A non-Muslim employee whose husband passes away is entitled to a fully paid fifteen-day leave.

### Article (81)

A pregnant employee shall be entitled to a maternity leave for ten weeks, starting with a maximum of four weeks before the expected date of delivery.

### Article (82)

During maternity leave, the employee shall be entitled to the following:

1. Extend the leave for one-month unpaid leave.
2. Fully paid one-month leave in the event of giving birth to a sick child or a person with a disability, whose health condition requires continuous accompaniment.

### PERSONAL LEAVE (Female Staff)

#### Article (83)

A female employee shall have the right to have a leave with full pay in the following cases:

- a. Five days upon getting married.
- b. Two days in case of a family emergency.
- c. Five days in case of a death of a spouse, or one of her ascendants or descendants.

The University may request any supporting documents for all mentioned cases.



## Faculty governing polices and regulations

**Article (60):** The faculty member who proves his illness by virtue of a medical report issued by a certified medical reference is entitled to sick leave during a year, according to the following:

1. Full pay for the first thirty days.
2. Three-quarters of full salary for the next sixty days.
3. Without pay for the next thirty days.

**Article (61):** The faculty member shall not be entitled to a sick leave in case of sickness during travel outside the Kingdom for a reason other than an official delegation.

**Article (62):** Sick leave provided for in Article (59) shall be doubled in case of sickness caused by work.

**Article (63):** A Muslim female faculty member shall be entitled upon death of her spouse to a period of 130 days commencing from the day following the date of the spouse's death. She will be entitled for full pay against such period if she has already spent three years in service before her entitlement for "Iddah" (period of waiting) Leave and half of its net pay if she did not complete three years of service.

**Article (64):** A female faculty member who is pregnant shall be entitled to a paid maternity leave of (45days) starting the date of birth.



## Compliance Confidentiality Policy

### Policy

It is the Compliance and Legal Office Policy at Prince Sultan University to put all necessary efforts to maintain the confidentiality of all complaints and investigations and to keep the files (hard copies) in a locked file in the Compliance and Legal Office.

Confidential information must be maintained properly by the Compliance and Legal Office, which has the right to access, use, and disclosure within the limits of his/her authority. Any confidential information, whether oral, written or electronic should be maintained in a manner that safeguards its confidentiality.

The release of any such confidential information or the unauthorized or inappropriate use of the confidential information may affect negatively Prince Sultan University and may result in the worst of cases in a cause of action.



## Writing and Tutoring Center (WTC)

We are the center of excellence here at PSU, aiming to support undergraduate and graduate students through our academic tutoring and writing services. The WTC is your go-to center to reach your highest academic performance. The WTC offers its services in Arabic and English.

## College of Humanities and Sciences offers scholarships for female students



WTC Statistics Apr. 22- Sep. 23

- Faculty
- Students

Category	Male	Female
Faculty & Student Tutors	19	115
Student Tutors	97	583

Statistics of WTC hired tutors (faculty & students)

Statistics of WTC conducted appointments (male and female students)



# 40-50%

# SCHOLARSHIPS FOR FEMALE STUDENTS

## LIMITED SEATS AVAILABLE

For Second Semester  
2022-2023

BA in Translation  
BA in Applied Linguistics

[www.psu.edu.sa](http://www.psu.edu.sa)  
PSURUHEDU | PSU\_RUH | PSUofficial

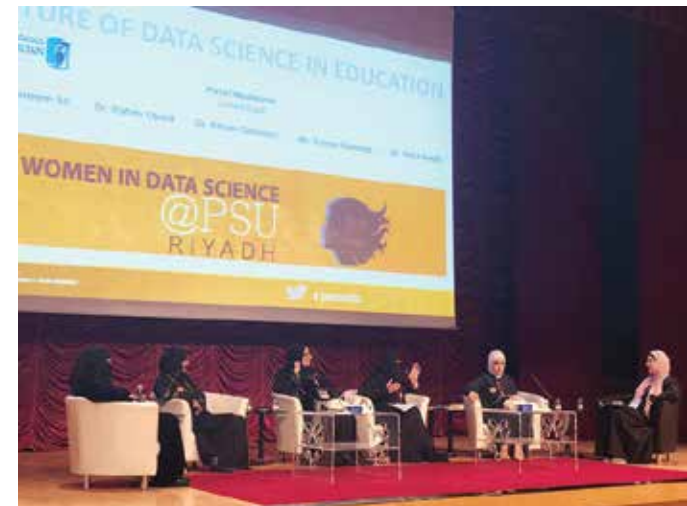
For more information  
0114948208 - 0114948201  
[ltd@psu.edu.sa](mailto:ltd@psu.edu.sa)  
Rules and restrictions apply



### Women in Data Science

Sixth International Women in Data Science(WiDS) Sixth International Conference of Women in Data Science @ Prince Sultan University, Riyadh, Saudi Arabia, March 14-15, 2023, Prince Sultan University, Location - Building 105 , Auditorium

**Sixth International Women in Data Science(WiDS) Conference** was organized by Prince Sultan University(PSU), Artificial Intelligence & Data Analytics (AIDA) Lab, in collaboration with Stanford University. The aim of the conference was to foster women's interest and professional participation in both data science and engineering and computer science as a whole. WiDS PSU 2023 brought together high-profile international researchers and industry pioneers. Prince Sultan University (PSU) is the WiDS Ambassador for Stanford, and the conference aims to expose the latest data science research and practices in the Arab Middle East by promoting the exchange of ideas, encouraging mentorship, and interdisciplinary collaboration in line with technological advances in the Kingdom under the umbrella of the Saudi Vision 2030.



## STEM Exhibition Day, Sunday 12th Feb 2023 - Women & Girls in Science

The WGiS Day mission aimed at exposing female students and faculty' products, prototypes and research projects to the community for women's role in STEM. To support this mission, we focus on increasing the diversity in the pool of STEM experts by concentrating on women experts in fields such as data science, artificial intelligence, digital technologies, cybersecurity, mathematics, general sciences etc. This exhibition was useful for academics, researchers, undergraduate and postgraduate students. The event was outstanding with huge support & participation.



Data Science Club under the supervision of Artificial Intelligence and Data Analytics (AIDA ) Lab at Prince Sultan University, Riyadh, KSA is pleased to invite you to the STEM Exhibition Day (Sunday, 12th Feb, 2023 / 09:00 AM - 02:00 PM) aligned to Women & Girls in Science Day.

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This exhibition will be useful for academics, researchers , undergraduate and postgraduate students. We look forward to seeing you at this outstanding event.

Special prizes and certificates will be awarded to the winners. All participants will get the certificates.

**Join us to support gender equity in STEM!**

Finally, my team and I will do everything we can to support women's advancement in science and innovation, as well as to empower girls to be agents of change!





**AIDA**  
Artificial Intelligence  
& Data Analytics Lab

جامعة الامير سلطان  
PRINCE SULTAN  
UNIVERSITY

**PSU WiDS  
Next Gen 2023  
Data Science for Schools**

مؤتمر المرأة في علم البيانات  
الجيل القادم 2023م  
علم البيانات في المدارس

**ورش عمل  
WORKSHOPS**

Thursday  
2nd Feb 2022  
8:00am-1:00pm

**MATH DAY**  
The Magic and Beauty of Math

**TECH DAY**  
1- Be Cyber Smart  
2- AI with MIT APP Inventor

**مسابقة المدارس  
Schools Competition**

Thursday  
9th Feb 2022  
8:00am-1:00pm



For more details visit  
[www.psu.edu.sa](http://www.psu.edu.sa)

## PSU WiDS Next Gen Program 2023

WiDS Next Gen strives to inspire secondary female students to take relevant courses and consider future careers involving data science, Artificial Intelligence (AI), and other related areas. We particularly encourage younger women and girls to consider these STEM fields by showing examples of successful women in technology roles. In addition, we strive to impress on all students that diversity and inclusion are extremely important. WiDS Next Gen emphasizes real-world applications and data science's societal and environmental impact.

## International Day of Women & Girls in Science, Feb. 12, 2023

Education is an essential tool to empower women & girls to gain confidence and achieve economic stability and success. Today's digital era has been largely defined by technological advancements, where access to technology is essential to anyone's educational and economic success. Due to the fastest-growing technical advancement in jobs, STEM needs women.





## PSU Takes a Progressive Step to Support Female Faculty, Staff, and Students by Enhancing Childcare Facilities



In a progressive move aimed at supporting female faculty members, staff and students, Prince Sultan University implemented a set of initiatives on its campus to enhance childcare facilities. These measures reflect the institution's commitment to gender equality and providing comprehensive support to members of its community. In this regard, the university has implemented some initiatives to support women on campus. One such initiative is the establishment of a dedicated breastfeeding area. PSU highlights the importance of maintaining a consistent and healthy feeding routine for infants, supports the overall well-being of both mothers and children. It is worth noting that PSU approves a one-hour workload release per day for all female staff who have infants under the age of two.

## Educational Enhancement Unit (EEU)

The Educational Enhancement Unit (EEU) is committed to the ideal that all students should have the opportunity to participate fully in all university activities. To this end, it will cooperate with departments and management to ensure that all appropriate facilities are available to accommodate all individual needs. Two of the Unit's pivotal services are the hotline service; which has been in operation since 2017, and Student Counseling which was established in 2010: both services have helped in providing guidance to students and helped them overcome some of their difficulties. In 2022, the Educational Enhancement Unit served 60 female and 24 male students.

عمادة شؤون الطلاب  
Deanship of Student Affairs

جامعة الامير سلطان  
PRINCE SULTAN  
UNIVERSITY

وحدة  
تعزير التعلم  
الاندماج و الالتزام والتنوع

**EDUCATIONAL ENHANCEMENT  
Unit**

INCLUSION with DIVERSITY

The Educational Enhancement Unit exists to ensure that all students are given the opportunity to fulfil their potential regardless of disability. This is achieved by cooperation with colleges/departments to ensure that all individual needs are accommodated.

نحرص وحدة تعزيز التعلم من عمادة شؤون الطلاب لمناصرة احتياجات طلاب وطالبات الجامعة المختلفة وتضيق الدعم والمساعدة لهم، كما نعمل الوحدة بالاطلاع ذوي الاحتياجات الخاصة (ذوي الاماقة، صرط الحركة، الاكفان، الخ....).

**DIRECT CONTACT**

You can make direct contact through this email

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للتسجيل

نق لماما  
ان المعلومات المتعلمة بالظروف الصحية والنفسية  
سنتفقت سرية للصابه

**Confidentiality**  
you can be sure that information about personal conditions (for example, ADHD or anxiety) will be kept strictly confidential

## PSU's commitment to SDG 2030

### Mission

PSU is committed to United Nations Sustainable Development Goals (SDGs) through effective institutional resource management, innovative teaching and learning, research, national and international partnerships, continuous studies, and outreach. PSU shall undertake the following activities: form higher and steering committees, evaluate each SDG, formulate and develop related SDG policies, conduct awareness campaigns to the PSU community, establish a sustainability office, identify the SDGs related to each college, program, and course, and lab centers at PSU, and implement sustainability-related initiatives.

### Vision

Prince Sultan University strives to support Saudi Arabia's Vision 2030 and the United Nations Sustainable Development Goals (SDGs) by paving the way for higher education in KSA and Middle East.

### Mission

Supporting the Saudi Arabia's Vision 2030 and the PSU's strategic directions, PSU aligns its mission with SDGs by providing quality education, sustainability initiatives, lifelong learning, scientific research, and community service



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