



Policy Name

Anti-Discrimination Policy at Al-Mamoun University

Policy Information

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Policy Statement

1. Introduction

Discrimination is the unfair or biased treatment of an individual or group based on characteristics such as gender, race, religion, age, disability, nationality, or other legally or ethically protected attributes. Such practices reduce individuals' opportunities to enjoy their rights equally, negatively affecting society and work environments.

Therefore, organizations and countries develop anti-discrimination policies to ensure equality, promote social justice, and create inclusive work and social environments.

2. Definition of Discrimination

Discrimination is:

- The act or practice of treating an individual or group unequally or unfairly based on protected characteristics (e.g., gender or race).
- It may be **direct discrimination** (such as refusing to hire someone because of their skin color) or **indirect discrimination** (neutral rules or policies that adversely affect a particular group).

3. Types of Discrimination

1. **Direct Discrimination:** Explicit unequal treatment based on protected attributes.
2. **Indirect Discrimination:** Policies or practices that appear neutral but lead to discriminatory outcomes.

3. **Positive Discrimination:** Policies aimed at addressing historical inequalities by supporting specific groups (e.g., quotas in education).
4. **Retaliation Discrimination:** Punishing someone for filing a complaint against discrimination.
5. **Structural Discrimination:** Discrimination embedded within institutional systems, laws, and practices.

4. Reasons for the Need to Combat Discrimination

- Promote justice and equality of rights.
- Improve work environment and productivity.
- Enhance diversity and inclusion.
- Comply with national and international laws and regulations.
- Protect fundamental human rights.
- Improve the institution's and society's reputation.

5. Legal Frameworks and International Policies

- **Universal Declaration of Human Rights (1948):** Calls for equality and non-discrimination.
- **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).**
- **International Convention on the Elimination of All Forms of Racial Discrimination.**
- National labor laws prohibiting discrimination in employment and promotion.
- Anti-discrimination policies within organizations and institutions.

6. Contents of an Anti-Discrimination Policy

- **Purpose:** Clarify commitment to prevent and combat all forms of discrimination.
- **Scope:** Define who is covered (employees, customers, suppliers).
- **Definitions:** Explain discrimination and its forms.
- **Prohibited Practices:** Detail actions and behaviors considered discriminatory.
- **Complaint Mechanism:** How to file complaints, who handles them, confidentiality.
- **Disciplinary Measures:** Sanctions imposed on violators.
- **Training and Awareness:** Programs to promote understanding of human rights and equality.
- **Monitoring and Evaluation:** How implementation is tracked and improved.

7. Steps to Implement Anti-Discrimination Policy

1. **Leadership and Management Awareness:** Strengthen leadership support for the policy.
2. **Policy Distribution:** Share with all employees and stakeholders.
3. **Continuous Training:** On human rights, diversity, and inclusion.
4. **Effective Complaint Mechanisms:** Easily accessible and confidential.
5. **Investigation Follow-Up:** Ensure objective investigation of complaints.
6. **Apply Sanctions:** Appropriate to the type and severity of violation.
7. **Periodic Evaluation:** Review policy based on monitoring results and complaints.

8. Role of Institutions and Society in Combating Discrimination

- **Institutions:** Strictly implement policies, foster equal work environment, support diversity.
- **Civil Society:** Raise awareness, support victims, advocate for law and practice reforms.
- **State:** Establish legal frameworks, enforce laws, provide effective protection mechanisms.

9. Challenges in Combating Discrimination

- Lack of awareness and knowledge of human rights.
- Resistance to change within institutions.
- Weak enforcement of laws.
- Indirect discrimination and deep-rooted stereotypes.
- Limited resources for policy implementation and monitoring.

10. Summary and Recommendations

- Combating discrimination is essential for justice and equality.
- The policy must be comprehensive and clear.
- Leadership support is critical for effective implementation.
- Investment in training and awareness is necessary.
- Provide transparent and effective complaint mechanisms.
- Continuous monitoring and evaluation to improve the policy.