GMU-POL-S05-024 - Anti-discrimination and Anti-harassment

Standard 05: Faculty and Professional Staff

Process Owner Vice Chancellor Academics

Prepared by Quality Assurance & Institutional Effectiveness deanship

Reviewed by Task Force Committee for Policies and Procedures Review

BOT Approval Approved

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Modification History

Policy / Version Number	Date	Revision Summary
1.1	10.11.2020	Revision-Format changed as per revised Template
1.2	23.10.2023	Revised section 3.9. Updated the link to the UAE labor laws on the employment of children.
1.3	06.02.2026	Added explicit definition and policy clause on sexual harassment, including coverage of clinical training environments.

Relevant to Colleges, Academic & Admin Support Units, Faculty, Staff and Students.

Used with Faculty and Professional Staff Grievances, Student Grievances, Undergraduate and Graduate Admissions Policy

Purpose and Scope

GMU seeks to have a diverse student body and employee body. This policy is intended to promote GMU's compliance with various federal and state laws that prohibit discrimination and harassment in employment and in educational institutions because of specified traits, characteristics, and conduct. The purpose of this policy is to govern and regulate the practice of non-discrimination and harassment in various units, functions and services offered by the University.

Abbreviations and Definitions

Discrimination: "Discrimination" means treating a person or group of persons less advantageously than another person or group of persons because of one or more of the protected characteristics listed above. Discrimination can manifest itself in many forms, including denying or excluding a person or a group of persons from participation in or receiving the benefits of any program or activity of the University, including employment decisions, because of one or more of the protected characteristics specified above.

Harassment: "Harassment" means unwelcome verbal or physical conduct directed toward a person or group of persons motivated by a protected characteristic that unreasonably interferes with the person's work or educational performance or creates an intimidating or hostile work or educational environment.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor and **human trafficking**, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Sexual Harassment: "Sexual harassment" means any unwelcome sexual advances, requests for sexual favors, or other verbal, non-verbal, written, electronic, or physical conduct of a sexual nature that interferes with an individual's academic, clinical, or professional performance, creates an intimidating, hostile, or offensive environment, or is made a condition of academic, clinical, or employment-related decisions.

Policy

1. GMU shall acknowledge its ethical and statutory responsibility to afford equal treatment and equal opportunity to all students and employees.

2. GMU shall comply with all applicable laws and directives regarding non- discrimination and equality of opportunity.

3. GMU shall not discriminate and prohibit discrimination and harassment against its employees, students, and applicants based on race, ethnicity, color, sex, gender, gender identity, gender expression, genetic information, religion, creed, age, national origin or ancestry, sexual orientation, physical or mental disability, marital status, parental status, pregnancy, military or veteran status, political activities/ affiliations, or other impermissible reason in its programs and activities.

4. GMU shall not discriminate on the basis of any of those groups listed above in administration of its educational policies, admissions policies, scholarship and loan programs, and other University administered programs.

5. GMU shall prohibit retaliation against an employee, student, or applicant who files a complaint of discrimination.

6. GMU shall prohibit retaliation against an employee, student, or applicant who files a complaint of any kind of harassment.

7. GMU shall respond promptly to all complaints of discrimination, harassment or retaliation. Any person, regardless of position or title, who is determined to have engaged in discrimination, harassment or retaliation as prohibited by this policy will be subject to prompt and appropriate corrective action, up to and including dismissal or termination from the University, or in the case of visitors, exclusion from University property and/or programs.

8. GMU shall prohibit all forms of sexual harassment against students, faculty, staff, trainees, visitors, contractors, and individuals engaged in University-affiliated clinical training sites, whether on or off campus, and shall take appropriate corrective and disciplinary action in accordance with University regulations and applicable UAE laws.

9. Anti- Forced labour, Anti-human trafficking and Anti-slavery: GMU shall comply and operate in full compliance with the section 54(1) of the Modern Slavery Act 2015 including law relating to anti-human trafficking and anti-slavery. GMU shall show zero-tolerance approach to modern slavery. GMU shall commit to act ethically and with integrity in all its dealings and relationships to implementing effective systems and controls to ensure modern slavery is not tolerated in its scope of operations, transactions and relationships. GMU shall expect and ensure the same high standards from all of its external stakeholders including strategic partners, outsourcing partners, suppliers, vendors, etc.

10. GMU shall operate in full compliance with the UAE labor laws Chapter II and Section II Article 20 to 26 on Employment of Children. In line with this, the Organization does not employ people below the age of 18 years. (https://u.ae/en/information-and-

services/jobs/employment-and-training-of-minors)

11. GMU shall treat the employees of its outsourcing partners equally, fairly and with respect in compliance with the UAE Labor law.

12. All GMU HR practices and operations including selection, recruitment, compensation & benefits, payroll, annual performance appraisal, training & development, employee grievance addressal, termination, etc. shall fully comply with non-discrimination policy.

Procedures

1. Any person who experiences or observes discrimination, harassment or retaliation as prohibited by this policy should report the matter immediately to any of the following:

- Office of Vice Chancellor Academics.
- Office of Human Resources
- Student Affairs Department

2. In addition, employees who experience or observe discrimination, harassment or retaliation as prohibited by this policy are encouraged to report complaints to their supervisors, unless the supervisor is the person who is discriminating, harassing, or retaliating against the employee, in which case the employee should report the matter to the next highest supervisor in the chain of command.

Complaints will normally be investigated by the following offices:

- Employee complaints regarding discrimination, harassment or retaliation in the workplace will be investigated by the Office of Human Resources. The Office of Human Resources has the authority to take remedial action regarding employee conduct that violates this policy.
- Student complaints regarding discrimination, harassment, or retaliation in their educational environment by another student will be investigated by the Student Affairs Department. The Department has the authority to take remedial action regarding student conduct that violates this policy.
- Student complaints regarding discrimination or harassment in their educational environment by an employee will be investigated by the Office of Human Resources. The Office of Human Resources has the authority to take remedial action regarding employee conduct that violates this policy.
- Guest or visitor complaints will be investigated by the Office of Human Resources if the accused is an employee, volunteer, or visitor and by Student Affairs Department if the accused is a student. If the accused is neither an employee nor a student, the complaint may be investigated by the office of Vice Chancellor Academics to the extent that the conduct may constitute a crime.
- To the extent practicable, the identity of individuals involved in any investigation under this policy as well as information obtained during the investigation will be kept confidential. All employees and students are encouraged to cooperate in investigations under this policy.