

Non-Discrimination (Equality, Diversity and Inclusion), Harassment and Modern Slavery Policy

1. Policy Title – Non-Discrimination (Equality, Diversity and Inclusion), Harassment and Modern Slavery Policy

2. Policy Number - DU-SU-003 - V-2

3. Effective Date - February 2022

4. Next Review Due - Spring 2025-26

5. Purpose and Need

Discrimination is the process of making unfair or prejudicial distinction between people based on their gender, age, disability, race, colour, religion, economic or social status, nationality etc. It involves depriving the members of one group the opportunities or privileges that are available to the members of another group. Non-discrimination is an integral part of the principle of equality.

Harassment is a behavior that troubles, demeans, humiliates, and intimidates a person. It makes the harassed person uncomfortable, humiliated, or mentally distressed. It normally evolves from discriminatory grounds.

Modern Slavery refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and (or) abuse of power. It covers practices such as forced labour debt bondage, and human trafficking.

Discrimination and harassment can take place in case of students, faculty and staff in various situations. DU is firmly against such behaviour and, as such, needs to have a well-defined policy and procedure to deal with these situations.

6. Scope of Application

The policy applies to all internal stakeholders (Faculty, Staff and Students) of DU and all activities and decisions of DU (academic and non-academic), where discrimination or harassment of any sort is possible.

7. Policy Statement

Ensure equal opportunity to all stakeholders in all DU activities without discrimination or harassment on the basis of gender, age, disability, race, colour, religion, economic or social status, nationality etc., while showing full commitment against modern slavery.

8. Procedure

- 8.1. Re-constitute a high level committee at the University level called “Anti-Discrimination (Equality, Diversity and Inclusion - EDI) and Harassment Committee” every three years to investigate the cases of discrimination and harassment referred to it by the Vice-Chancellor (VC).
- 8.2. Create awareness about discrimination and harassment, and their consequences among faculty, staff and students.
- 8.3. Build confidence among the faculty, staff and students that DU does not encourage or support any sort of discrimination or harassment at work place.
- 8.4. Encourage the faculty, staff and students to bring to the notice of VC the instances of discrimination or harassment, if any.

Alternatively, they can lodge an anonymous complaint with the Anti-Discrimination (EDI) and Harassment Committee.

- 8.5. Assure the stakeholders that anonymity shall be maintained and no punitive action shall be taken against those who bring the instances of discrimination or harassment to the notice of VC.
- 8.6. The VC shall strive to find the genuineness of the matter (i.e. whether the reported instance is genuine or fake with mala-fide intentions) and, based on his findings, refer the case to the Anti-Discrimination (EDI) and Harassment Committee for further investigation.
- 8.7. The Anti-Discrimination (EDI) and Harassment Committee shall thoroughly investigate the matter and submit its report confidentially to the VC within ten working days.
- 8.8. If the investigation of Anti-Discrimination (EDI) and Harassment Committee reveals that the case is genuine, the matter will be referred by the VC to the Disciplinary Committee for further action.
- 8.9. All cases of discrimination or harassment shall be treated by the Disciplinary Committee as non-academic violations and the penalty shall be as per Article 58 of DU Personnel Bylaws in case of faculty or staff and as per Article 74 of DU Internal Bylaws in case of a student.

9. Guidelines

- 9.1. The Anti-Discrimination (EDI) and Harassment Committee shall consist of a College Dean nominated by the VC as Chairperson and Deputy Director of the Department of Human Resources and Director of Student Hostel Services as members.

- 9.2. The committee shall advise the VC about various initiatives and programmes concerning diversity, equality, inclusion, and human rights for the stakeholders.
- 9.3. The Anti-Discrimination (EDI) and Harassment Committee shall ensure that confidentiality is maintained in the entire process and a comprehensive record of the proceedings is maintained.
- 9.4. The Anti-Discrimination (EDI) and Harassment Committee shall accept the anonymous complaints. However, the committee may be limited in its ability to investigate such anonymous complaints.
- 9.5. If the anonymous complaint contains sufficient information regarding the misconduct, the committee shall investigate the matter and submit its report to the VC for further action within ten working days.
- 9.6. The University encourages the stakeholders to make complaints of discrimination and harassment as soon as possible since late reporting may limit the University's ability to investigate and respond the complained in best possible manner.
- 9.7. In line with the policy of the Sultanate of Oman, DU has a commitment and is strictly against forced labour, child labour, human trafficking and modern slavery.
- 9.8. Considering the fact that some of the routine services like cleaning, gardening, cafeteria and security are outsourced, DU would strives to ensure that the same policy against modern slavery is followed by these companies. In case of any violation brought to the notice, DU shall blacklists such companies and will not renew their contract.
- 9.9. DU should ensure that the workers of private contracting companies have rights equivalent to those of the full time workers of the university in the same category while being engaged at workplace at DU and during the official working hours.
- 9.10. DU is an equal opportunity employer. As such, it should be ensured that there is "Pay Scale Equality" and there is "No Gender Pay Gaps". All female employees at DU, both Omani and expats, should be paid salary that is equivalent to their male counterpart in the same position with same qualification and experience.
- 9.11. While making new recruitment, at the time of sending a "Letter of Intent" to the selected candidates the Director of the Department of Human Resources should tracks and ensures that there is pay scale equality and no gender pay gaps whatsoever.
- 9.12. The university does not support any inappropriate sexual behavior on the

part of faculty, staff or students. It shall be treated as a case of harassment and dealt appropriately as per the policy.

- 9.13. While admitting the new students, no discrimination should be made on the basis of gender, age, disability, race, colour, religion, economic or social status, nationality etc., provided they are otherwise qualified for admission.
- 9.14. The Community Service and Continuing Education Center (CSCEC) should ensure that the activities of CSCEC are accessible to all members of the community in general regardless of their gender, age, disability, race, colour, economic or social status etc. There should be no discrimination whatsoever in the provision of their services

10. Custodian

Director QAD

11. Responsibility for implementation

All Academic and Non-academic Heads

12. Contact Person for answering queries

Director QAD

13. Key Stakeholders consulted

VC, DVC, Deans, FP Director, QA Director and QA Consultant.

14. Approval details

14.1. Approval by University Council

UC Meeting number: 2021-2022/2

Meeting date: 10th February 2022

14.1. Approval by Board of Trustees (If required)

Not Required