

Non-Discrimination Policy

Policy Owner	Chancellor	Responsible Office	Office of the Chancellor
Policy Number	FS-39	Effective Date	October 2026
Approved By	Chancellor	Next Review Date	October 2029

Purpose

Ajman University, in keeping with its values and in accordance with applicable UAE legislation, including [Federal Decree-Law No. 34 of 2023 Concerning Combating Discrimination, Hatred and Extremism](#), is committed to providing and promoting a safe, inclusive, and respectful educational and working environment free from discrimination and harassment. This policy applies to all members of the AU community, including administrators, faculty, staff, and students.

Definition

Discrimination: Any distinction, restriction, exclusion or preference between individuals or groups on the basis of religion, creed, sect, race, colour, ethnic origin, gender or sex, taking into account the laws in force in the UAE.

Harassment: Unwelcome conduct that creates an intimidating, hostile, or offensive educational or working environment.

Statement

- Ajman University, in accordance with UAE tradition and its core values, is committed to providing and fostering an environment that is free from discrimination and harassment, and which inspires tolerance and respect, as well as promotes diversity and transparency amongst its staff and students.
- Ajman University does not discriminate on the basis of nationality, sex, age, religious belief, race, color, or marital status. Hence, it is the policy of the University, with the commitment of its senior management, to prevent and not tolerate any unlawful or unfair discrimination in any matters related to admission, recruitment, or access to education programs or services. The policy warrants equal treatment and opportunity for faculty, staff and student (particularly students of Determination) in a multicultural environment such as the one in UAE where people from all over the world come to work, live and study.
- The University uphold a continuous commitment to take the necessary actions to advance its values of equality and diversity. It is the responsibility of senior management to champion this commitment and enforce it. University officials, deans and managers have therefore the responsibility to support the policy by ensuring impartiality and fairness in all their operations, and consequently promote a culture that is free from discrimination and harassment.
- Any member of AU community, who has witnessed or has been the subject of any type of discrimination and wishes to see it pursued and resolved, should report the incident through the applied university procedures. Complaints for alleged discrimination are taken seriously, and the University will take swift action to correct (when proven correct) its discriminatory consequences and avoid future recurrences. Discrimination incidents are reported using the following protocol:



- a. **Faculty** can use the “Faculty Complaint, Grievance and Appeal Policy” to formally raise their complaints.
- b. **Staff** can raise their complaint by using the “Professional Staff Complaint, Grievance and Appeal Policy”.
- c. **Students** can formally submit their complaints in accordance with the “Student Complaint, Grievance and Appeal Policy”, through the Student Grievance Online Request System (ORS). The policy is available in the [Student Handbook](#).

Document History

Version	Date	Update Information	Author/ Reviewer
V 1.0	03/11/2019	New policy	The Cabinet
V1.1	03/09/2021	The Academic Freedom section has been removed and developed into a new policy.	OIPE
V1.2	26/04/2023	Minor update – made reference of the Student Grievance Form	OIPE
V1.3	14/10/2026	Updated the legal reference from Federal Decree-Law No. 2 of 2015 to Federal Decree-Law No. 34 of 2023. Refined the purpose and definitions to strengthen alignment with applicable UAE legislation and the University's commitment to equality, inclusion, and non-discrimination.	OIPE