



Non-Discrimination and Anti-Harassment Policy

Introduction

Aswan University maintains an unwavering commitment to fostering an academic environment built on the pillars of respect, inclusivity, and dignity for all members of our community. This Non-Discrimination and Anti-Harassment Policy reflects our resolute dedication to eradicating all forms of discrimination and harassment within the university's purview.

Policy Statement

Aswan University staunchly upholds the principle of non-discrimination and unequivocally condemns all manifestations of harassment. We affirm our unwavering dedication to equality, respect, and the safeguarding of individual rights irrespective of characteristics such as race, color, religion, gender, gender identity or expression, national origin, age, disability, or other protected attributes.

Scope

This policy serves as a steadfast beacon of our core values, encompassing students, faculty, staff, visitors, and participants in university endeavors, whether on-campus or within digital realms. It holds sway over all university premises, facilities, and virtual domains.

Definitions

- a. **Discrimination:** Unjust differential treatment or disparate actions against individuals on the basis of protected characteristics, leading to the denial of privileges, opportunities, or rights.
- b. **Harassment:** The unwelcome conduct, whether verbal, written, or physical, that creates an atmosphere of intimidation or hostility based on protected characteristics.
- c. **Protected Characteristics:** Attributes safeguarded under prevailing laws, encompassing, among others, race, color, religion, gender, gender identity or expression, national origin, age, and disability.



Policy Guidelines

- a. **Prohibition of Discrimination and Harassment:** Aswan University unequivocally prohibits all forms of discrimination or harassment. Our members are held to a standard of respect and are expected to refrain from any discriminatory or harassing behavior.
- b. **Reporting and Response:** Individuals who experience or witness discrimination or harassment are urged to promptly report the matter to the EDI Committee. The university will respond promptly and decisively to address reported incidents.
- c. **Confidentiality:** Reports pertaining to discrimination and harassment will be treated with the utmost confidentiality, respecting the constraints of the law. The university is committed to safeguarding the privacy of all parties involved.
- d. **Investigation and Resolution:** Thorough and impartial investigations will be conducted by the university into reported incidents. Upon substantiation, appropriate disciplinary actions will be taken, including potential sanctions.
- e. **Retaliation Prohibition:** The University takes a strong stance against any form of retaliation against individuals reporting discrimination or harassment or participating in ensuing investigations. Robust measures are in place to prevent and address any retaliatory actions.
- f. **Prevention and Education:** Aswan University proactively engages in ongoing educational initiatives, raising awareness about discrimination, harassment, and fostering proactive bystander intervention. These efforts underscore our commitment to nurturing a culture of mutual respect and empathy.
- g. **Accommodation:** The University is committed to providing reasonable accommodations to individuals who have experienced discrimination or harassment, ensuring their well-being and continued participation within the academic community.

Reporting and Complaint Procedure

If you believe you have been subjected to or have witnessed any conduct that violates this policy, you are encouraged to report the matter promptly. The University is committed to addressing such reports in a fair, prompt, and effective manner. To report an incident, you can follow these steps:

1. **Contact the EDI Committee:** Any individual who believes they have experienced or witnessed discrimination or harassment should promptly report the incident to the Committee of Equality, Diversity, and Inclusion.



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2. **File a Formal Complaint:** If you wish to file a formal complaint, you may be required to provide specific details about the incident, parties involved, and any supporting documentation. The University will conduct a thorough investigation into the matter.
3. **Confidentiality:** The University will make efforts to handle all reports and investigations with the utmost confidentiality to the extent permitted by law and University policy.

Review and Continuous Improvement

This policy remains subject to regular rigorous reviews and updates, reflecting our commitment to sustained effectiveness, alignment with legal mandates, and unwavering adherence to best practices.

University Obligations

Aswan University firmly commits to:

- a. **Thorough Investigation:** Diligently and promptly investigating any alleged instances of discrimination, as delineated within this policy.
- b. **Behavioral Accountability:** Taking decisive actions to prevent, address, and if necessary, discipline individuals engaging in behavior contradicting this policy, fully in accordance with established university protocols.

Conclusion

This policy serves as a testament to Aswan University's steadfast resolve in upholding the principles of non-discrimination and anti-harassment. It stands as a testament to our unwavering dedication to fostering an academic milieu characterized by respect, inclusivity, and an unyielding commitment to the well-being of each member of our esteemed academic community.