



Al Ain University

10.6 > SDG10 - 10.6.5

Does your university as a body have a diversity and equality committee, office and/or officer (or the equivalent) tasked by the administration or governing body to advise on and implement policies, programmes, and trainings related to diversity, equity, inclusion and human rights on campus?

Diversity in the University

<https://aau.ac.ae/en/about-aau/diversity>

AAU strongly believes diversity to be fundamental to academic excellence as the values of equal opportunity to access education are deeply-rooted in the UAE diverse community. Experience has shown that the more varied the backgrounds and perspectives of students and faculty, the richer the academic experience becomes.

For faculty and professional staff, diversity reinforces ties in the workplace leading to the ultimate success and realization of goals. Similarly, for students, learning in a diverse educational environment affords students the opportunity for personal growth, instills the values of mutual respect, and builds the spirit of teamwork leading to a generation of professionals who will be able to help build a closely-knit community.

Moreover, working towards the future requires raising a generation of professionals who are able to work in a diverse, pluralistic workplace, and who deal with others on the basis of contribution and character. To that end, AAU strives to create a healthy diverse atmosphere where students and faculty from all backgrounds and origins can positively interact and effectively contribute to the exchange of information and the flow of knowledge in a way that assists each and every one of them in the pursuit of their goals hence contributing to achieving the mission of AAU.

At AAU's diverse learning environment, faculty and students come together in a welcoming and respectful setting that allows access to education for all and offers them the maximum opportunity for a culturally diverse experience.

Standing Committees

<https://www.aau.ac.ae/en/about-aau/committees>

- Appointment and Promotion Committee
- Risk Management Committee
- University Publications Committee
- Quality Assurance for Academic Affairs Committee
- Quality Assurance for Administrative Affairs Committee
- Ethical Considerations in Research Committee
- eLearning Committee
- Library Committee
- Community Engagement Committee
- Scholarships and Humanitarian Aid Committee
- **Student Disciplinary Committee**
- **Student Grievances Committee**
- **Student Appeals Committee**
- Faculty Members' Issues Committee
- Faculty Members' Grievances Committee
- Faculty Members' Appeals Committee
- Administrative Members Issues Committee
- Administrative Members Grievances Committee
- Administrative Members Appeals Committee
- Students of Determination Affairs Committee

Code of Conduct

https://aaau.ac.ae/uploads/2019/09/al_ain_university_student_handbook_2019_2020_en.pdf

The statements hereunder define some areas of ethical conduct that govern AAU members' behaviour towards their peers, faculty members, the University, and the community. These statements do not address every situation; rather, they aim at providing the student with an overview of a general perspective on the code of ethics governing Al Ain University.

Compliance with AAU's Rules and Regulations

All students at AAU shall abide by the rules and regulations applicable at AAU. If the student is uncertain about any issue, s/he may refer to the HR Manager, the Department Head, the

College Dean, AAU Vice President, or AAU President.

Harassment or Discrimination

Al Ain University upholds the principle that all individuals have the right to be treated with respect and equality. Any harassment, discrimination, or prejudicial treatment towards peers, faculty members, or administrative staff on grounds of ethnicity, religion, national origin, gender, age, or disability status undermines the AAU's essential ethics and shall not be tolerated.

Conflict of Interest

Students are in obligation to avoid any situation where their personal interests conflict or could be interpreted as being in conflict, with those of AAU.

Intellectual Property

Al Ain University advocates the ownership of intellectual material as stipulated by copyright laws. Students have the obligation to comply with AAU's Copyright Policy.

Confidentiality

Al Ain University prohibits any form of disclosure or dissemination of confidential information obtained during or after studying in AAU.

Possession of Dangerous Weapons

Possession of firearm, weapons, dangerous chemicals, illegal knives, or any dangerous device are totally forbidden on University grounds.

Possession of Controlled Substances and Alcoholic Beverages

It is an offence to possess, distribute, or consume any drugs or alcoholic beverages on University grounds.

Disciplinary Policies

https://aau.ac.ae/uploads/2019/09/al_ain_university_student_handbook_2019_2020_en.pdf

- The articles of these regulations apply to all students enrolled at AAU.

Behavioural Misconduct

The following actions are considered offences and any student who is convicted of committing

any such action is subject to the disciplinary punishment set forth in the regulations below:

1. Violation of AAU rules, regulations, decisions, or the incitement to violate any such rules.
2. Refraining intentionally from attending lectures and lessons which require attendance by regulations, or the incitement of others to be absent from a lecture.
3. Conducting an action which contradicts with honour, dignity, ethic, and is contrary to good conduct or jeopardizes the reputation of the university or any of its staff. This applies to any act committed by a student including those outside the campus in activities involving AAU, or in which AAU takes part.
4. Cheating in an exam, participating in cheating, having the initiation of cheating, breaching exam regulations, and/or disrupting the quiet atmosphere of an exam.
5. Taking part or organizing any activity on campus without issuing prior permit from the relevant authorities at AAU, or the participation in any activity in violation of the regulations in force at AAU, or the incitement to perform such actions.
6. The use of university buildings and facilities for purposes other than those intended for.
7. The distribution of leaflets, the issuance of bulletins, or the collection of signatures or donations, prior to obtaining approval from the relevant authorities at AAU or the misuse of such approval.
8. Damaging or stealing any AAU property.
9. Engaging in any act of violence, whether physical, or verbal abuse.
10. Causing disorder during lectures, seminars or events organized by the university.
11. Impersonating others in any matter related to AAU affairs.
12. Providing incorrect information in any forms or applications that are submitted to AAU.
13. Not complying to AAU dress code, and not respecting the culture of the nation.
14. Engaging in any conduct not in line with the university culture (playing cards, board game, backgammon.... etc.);
15. Not complying to the AAU smoking policy.

Students' Grievance Committee

https://aaau.ac.ae/uploads/2019/09/al_ain_university_student_handbook_2019_2020_en.pdf

At the beginning of each academic year the Deans Council forms a Student Grievance Committee. Its mission is to consider the complaints reported by students regarding issues not listed within the university's instructions, such as a complaint from a student against another or from the student against the university.

The Mechanism of the Student Grievance Committee:

1. The student submits the complaint to his/her dean.
2. The Dean/ Deputy Dean (AD) refers the complaint to the President/ Vice President, who in turns forwards it to the Grievance Committee for necessary action.
3. The Chairperson of the Grievance Committee calls the Committee members to meet to consider the complaint.
4. The Chairperson summons the student, the complainer, to appear before the Committee in order to make a statement as is attributed to him/ her. The written meeting minutes are signed by the student and the Chairperson.
5. The student has the right to report on what s/he pleases of information in front of the committee, including calling for witnesses to the incident as attributed to him/ her.
6. The Students' Grievance Committee has the right to ask for the testimony of any person seen to be of use to the investigation.
7. The Grievance Committee meets to discuss and decide on the complaints referred to in the light of all the documents in its possession, then a report is written and signed by all Committee members.
8. The Chairperson submits the recommendations to the President of the University, along with all documents adopted by the Commission in its recommendations.
9. The University President decides whether to approve or reject the recommendations of the Student Grievance Committee.
10. Via the Presidency Office; the President's decision is forwarded to the relevant entities for appropriate actions to be taken.
11. The Student Affairs Deanship notifies the concerned student with the final decision as well as the student's College Deanship; in order to record it in the student's file.

Students' Appeal Committee

https://aau.ac.ae/uploads/2019/09/al_ain_university_student_handbook_2019_2020_en.pdf

At the beginning of each academic year the Deans Council forms a Student Appeal Committee. Its mission is to consider the appeals done by students regarding issues not listed within the university's instructions, such as a complaint from a student against another or from the student against the university.

The Mechanism of the Student Appeal Committee:

1. The student submits the appeal to the Dean of the college
2. The Dean refers the appeal to the President, who in turns forwards it to the Appeals Committee for necessary action.
3. The Chairperson of the Appeals Committee invites the Committee members to meet to consider the appeal referenced to.
4. The Chairperson summons the student, the appellant, to appear before the Committee in order to make a statement as is attributed to him/ her. The written meeting minutes are signed by the student and the Chairperson.
5. The student has the right to report on what s/he pleases of information in front of the committee, including calling for witnesses to the incident as attributed to him/ her.
6. The Students' Appeal Committee has the right to ask for the testimony of any person seen to be of use to the investigation.
7. The Appeals Committee meets to discuss and decide on the appeal referred to in the light of all the documents in its possession, then a report is written and signed by all Committee members.
8. The committee issues its recommendation as seen appropriate through voting.
9. The Chairperson submits the recommendations to the President of the University, along with all documents adopted by the Commission in its recommendations

10. The Deans Council takes the best decision, whether to approve or reject the committee's recommendation

11. The final decision is forwarded to all AAU entity to act; accordingly, and a copy is kept in the student's file

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Human Resources Unit

<https://aau.ac.ae/en/units/hru/vision-and-mission>

Vision

To serve AAU by providing, retaining and developing qualified, diverse & highly motivated staff.

Mission

The mission of the Human Resources Unit is to develop, practice and facilitate the processes which create an environment where the entire staff can make a vital contribution to achieve the AAU's mission.

Goals and Objectives

In Alignment with AAU Goals, following are HR Unit's Goals and Objectives.

- To make AAU an "Employer of Choice" through continuous image improvement by providing best HR services.
- To cultivate the culture of trust and welfare; where employees are fully engaged as efficient individuals to AAU and social community.
- To motivate existing staff by inspiring long-term commitment, career development in order to achieve and sustain higher retention rate.
- To ensure the compliance of HR policies with (MOHRE) employment laws in order to make AAU a workplace that has all the necessary support for productive relationships.

Duties and Responsibilities

The Human Resources Unit at AAU renders a wide range of services. The key services are mentioned below:

- Job identification, advertisement, screening selection and recruitment.

- Job evaluation and grading.
- Issuance of employment visas, contracts, and associated paper work.
- Employee Relations Management.
- Provision of advisory service on employment legislation/terms and condition of service.
- Management of pre and post-arrival arrangements for new staff orientation and onboarding etc.
- Designing Training and development programs according to the requirements of the organization and Units.
- Management of compensation and benefits.
- Overseeing Time and Leave management.
- Performance management and Career Development.
- Development and review of HR policies and procedures.
- Budgeting and Periodic Reporting.
- Provision of support on conflict management i.e. disciplinary and grievance advice.
- Employees Separation management

[Students Recruitment Unit](#)

<https://aau.ac.ae/en/units/students-recruitment/mission-and-vision>

The importance of Students Recruitment Unit at Al Ain University lies in creating an ambitious and advanced generation that develops all areas that serve the labour market in the country. It works on effective planning for the definition of society in the university and for recruiting students through providing advice and guidance for correct academic choice. It also clarifies the acceptance conditions in the university and the nature of university life. The aim of the unit is to help the students achieve self-sufficiency in order to comply with the progressive educational development in the country.

The unit also seeks to communicate with students and follow up with their educational affairs from the moment they enter the university until graduation.

Vision

Our Vision is to make the “Students Recruitment Unit” a source for human development, to invest in the education of students and to play an effective role in achieving the academic self-sufficiency for the university to be capable in the contribution of creating a society that is knowledgeable by supporting the vision and mission of the university.

Mission

Upgrading the skills and methods of Recruitment and communication, including the university contributes to the image shows that achieve a competitive advantage. Also, the Students Recruitment Unit seeks to Develop and Maintain strong relation with AAU students and follows up their educational affairs, Answering inquiries, questions & complaints from the moment of their admission until their graduation.

Goals and Objectives

- Keep up with the growing technological development in the areas of Recruitment and communication.
- Achieving the excellence in providing the most effective ways of recruiting and communicating with students.
- Develop workers' skills in the department.

Duties and Responsibilities

- Answering inquiries, questions & complaints of Students in order to keep a strong relationship with them.
- Guiding and advising students on appropriate specialties to their preferences and the requirements of the labour market.
- Organizing visits to schools and government department to define the programs of the university for school students and the community.
- Participate in the Exhibitions and Conferences to introduce the University.
- Keeping a strong relationship with the Media to keep update the university news.
- Exchanging experiences and consulting with various training and development institutions.
- Developing and Maintaining healthy relationships with other institutes and sectors.

Anti-discrimination/Anti-hatred law

<https://u.ae/en/about-the-uae/culture/tolerance/anti-discriminationanti-hatred-law>

The UAE promoted and enforced non-discriminatory laws and policies for peaceful co-existence and sustainable society.

In July 2015, H. H Sheikh Khalifa has issued [Federal Decree Law No. 2 of 2015](#) (PDF) on Combating Discrimination and Hatred, which aims to protect everyone in the UAE and thus bring the concept of social security to a new level.

The law is intended to provide a solid legislative ground for the environment of tolerance, co-

existence and acceptance. It aims to fight discrimination against individuals or groups based on religion, caste, doctrine, race, colour or ethnic origin.

The law criminalises any acts that trigger religious hatred and/or insult religion through any form of expression, which covers speech and the written word, books, pamphlets or online media. The law prohibits any act that would be considered as insulting God, his prophets or apostles or holy books or houses of worship or graveyards.

The law prohibits any entity or group established specifically to provoke religious hatred and recommends stringent punishments for groups or supporters of any organisations or individuals that are associated with hate crimes.

It also bars any kind of events such as conferences and meetings within the UAE, which are organised with the sole purpose of sowing seeds of discrimination, discord or hatred against individuals or groups.

Receiving financial support for such activities is also punishable under the new law.

The law encourages anyone involved in any activity that violates the law to submit themselves voluntarily before the authorities and has provisions allowing the courts to waive penalties in such cases.

Diversity In the University

<https://aau.ac.ae/en/about-aau/diversity>

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Moreover, working towards the future requires raising a generation of professionals who are able to work in a diverse, pluralistic workplace, and who deal with others on the basis of contribution and character. To that end, AAU strives to create a healthy diverse atmosphere where students and faculty from all backgrounds and origins can positively interact and effectively contribute to the exchange of information and the flow of knowledge in a way that assists each and every one of them in the pursuit of their goals hence contributing to achieving the mission of AAU.

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Financial Aid and Scholarships

<https://aau.ac.ae/en/admission/undergraduate/financial-aid-and-scholarship>

Academic Scholarships

The purpose of the Scholarships and Financial Aid fund is to offer financial grants to students who excel academically or in extracurricular activities.

Academic Grants for the General Secondary School students		
Full grant	first five students in the country.	** This discount applies to the first semester (only) of the student's enrolment in the university, and then the terms and conditions of scholarships for the college honour list and the university's honour list apply.
40%	Students getting 98% and above	
30%	Students getting 94% up to 97.9%	
20%	Students getting 90% up to 93.9%	

Scholarships for the University's Students	
Academic excellence	40% discount for University's honour list of the credit hours.
	30% of the College's honour list from the fees of the credit hours.
	(Student should successfully completing a minimum of 15 credit hours in the first or second semester with a GPA of at least 3.6).
Brothers and Relatives	20% discount of the credit hours fees for the brothers registered in each semester (Exception of the first one).
	Parents, sons and daughters, and spouses registered in each semester are treated as brothers.
Students who lose their breadwinner	50% of the tuition fees for students who lose their breadwinner (During their studies), and continues until the student is awarded a Bachelor Degree by AAU.
	The following rules govern this type of grant: ◦ The student must have lost their breadwinner while studying at the university. ◦ As attested death certificate shall be submitted. ◦ The student has not been awarded another scholarship from any other official party.

Scholarships for the University's Students	
	◦ The student will only benefit from this grant in the semester following the submission of the relevant death certificate. ◦ The student does not have other resources which enable him/her to continue his/her university studies.
Children of Employees	50% of the credit hour fees for the sons and daughters of the university's academic and administrative staff. Exception of graduate students.
Outstanding Students in extracurricular activities	Scholarship for one semester with a specific percentage

Humanitarian Assistance and “Contribution” Fund

The University also provides humanitarian assistance to students who have harsh financial conditions preventing them from completing their undergraduate studies.

Humanitarian Aid	
The University offers grants for one semester for students who cannot afford to pursue their studies.	
“Contribution” Fund	
The funds come from the donations and grants from bodies that wish to help students facing financial difficulties.	

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