Al Ain University

4.3 > SDG4 - 4.3.5

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SDG 4: QUALITY EDUCATION

Al Ain University

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SUSTAINABLE DEVELOPMENT GOAL 4

Inclusive Access and Non-Discrimination Policy

DIRECT RESPONSE: YES - FORMAL, PUBLIC, INSTITUTION-WIDE POLICY

Al Ain University maintains a published Non-Discrimination Policy and supporting student, staff, grievance, counselling, discipline, recruitment, professional-development, research and accessibility frameworks. Together they require fair and equal treatment and protect access to University educational resources, public events, short courses, vocational training and outreach activities without discrimination on grounds including gender, marital status, ethnicity or nationality, age, religion, disability or special needs.

INSTITUTIONAL RESPONSE

1. AAU ensures inclusive access through a formal policy framework

Al Ain University's response is Yes. Its publicly available Non-Discrimination Policy establishes respect, equality and fair treatment as University requirements. It identifies protected characteristics, applies to employees and students, extends the University's non-tolerance statement to faculty, administrative staff and other stakeholders, and connects reporting to formal grievance procedures. The policy is supported by current student and staff handbooks and by dedicated student, staff, faculty, counselling, health and discipline procedures.

This framework applies to the educational resources, public lectures and community events, executive education and vocational training, and beyond-campus educational outreach described under SDG 4.3.1-4.3.4. Admission to an activity, participation, support and treatment must therefore be administered through the same institutional commitment to equality and respect.

Indicator requirement	**AAU control**	**People protected**	**Evidence of operation**
Policy applies University-wide	Published Non-Discrimination Policy, approved governance and public policies architecture	Students, employees and other University stakeholders	Policy, handbooks and QAA independent review
Access regardless of ethnicity or religion	Express protection for ethnicity or nationality and religion; diversity commitment for all backgrounds and origins	Learners, staff, applicants, partners and participants	Diversity statement and tolerance programming
Access regardless of gender	Express gender and marital-status protection, fair employment controls and	Students and staff of all genders	Recruitment, grievance, counselling and

Indicator requirement	AAU control	People protected	Evidence of operation
	reporting routes		discipline framework
Access regardless of disability	Express protection for disability or special needs plus dedicated support and accessible facilities	People with physical, sensory or learning-support requirements	Support Office, facilities and 2024 inclusion activity
Access to SDG 4.3 activities	Equal-treatment framework governs resources, public learning, short courses and outreach	Enrolled and non-enrolled participants	Institutional policy plus operational services

Public evidence: E01 | E02 | E03 | E04 | E05 | E08 | E09 | E11

1.1 Public availability and institutional accountability

AAU publishes the Non-Discrimination Policy within its University Policies architecture and publishes the associated policies and handbooks through its website. Governance approval, Human Resources implementation, the Deans' Council, student and staff grievance routes, and discipline processes convert the commitment into an accountable institutional control rather than a stand-alone statement of values.

Public evidence: E04 | E05 | E06 | E08 | E14 | E18 | E19 | E20

FORMAL POLICY ARCHITECTURE

2. The Non-Discrimination Policy defines protection, scope and remedy

The policy's purpose is to provide a safe environment in which people are treated fairly and equally. Its institutional statement affirms respect and equality and rejects discriminatory or prejudicial treatment of students, faculty, administrative staff and other stakeholders. Harassment is treated within this non-discrimination framework, and members of the University community are encouraged to report discrimination they experience or witness through the applicable grievance procedures.

Policy component	Institutional provision	Operational effect
Purpose	Safe working and learning environment; fair and equal treatment	Inclusive access and participation are institutional expectations

Policy component	**Institutional provision**	**Operational effect**
Scope	Employees and students, with the policy statement covering faculty, administrative staff and other stakeholders	Protection reaches the principal groups delivering and using AAU activities
Protected grounds	Gender, marital status, ethnicity or nationality, age, religion, disability or special needs	Explicit protection for the characteristics central to THE 4.3.5
Prohibited conduct	Discrimination, prejudicial treatment and harassment are not tolerated	Access cannot be restricted by discriminatory treatment
Reporting	Experienced or witnessed concerns may be raised through grievance procedures	Both affected persons and witnesses can activate review
Institutional responsibility	University governance, Human Resources, academic and administrative management	Implementation is embedded in decision-making and employment practice

Public evidence: **E04** | **E05** | **E06**

POLICY EFFECT

AAU rejects discrimination in access, participation, employment and treatment. The same standard applies before an activity begins, while it is delivered and when a complaint or support need is raised.

EQUITY, DIVERSITY AND PROTECTED CHARACTERISTICS

3. AAU protects diversity across identity, background and circumstance

AAU's Non-Discrimination Policy expressly protects gender, marital status, ethnicity or nationality, age, religion, disability and special needs. The University's diversity statement broadens the operating culture: diversity is fundamental to academic excellence; different backgrounds and perspectives enrich the educational experience; and faculty and students from all backgrounds and origins should interact in a welcoming, respectful setting with access to education for all.

Characteristic	**AAU policy basis**	**Inclusive-access application**	**Supporting evidence**
Ethnicity, nationality, race and colour	Ethnicity or nationality is explicit; AAU diversity covers all backgrounds and	Equal invitation, admission, participation and employment treatment	Policy, diversity page and QAA review

Characteristic	**AAU policy basis**	**Inclusive-access application**	**Supporting evidence**
	origins; QAA records race-neutral recruitment		
Religion or belief	Religion is an express protected ground	No faith-based restriction on access to learning and public activities	Policy, handbooks and tolerance initiatives
Gender and marital status	Both are expressly protected	Equal opportunity in participation, employment, training, research and leadership	Policy, recruitment and women's leadership activity
Disability, special needs and learning support	Disability or special needs is express; dedicated support and accessible facilities are published	Reasonable access, guidance, accommodation and referral	Support Office, facilities and inclusion programmes
Age	Age is an express protected ground	Access encompasses school pupils, adult learners, staff and community members	Policy and SDG 4.3 delivery portfolio
Social or economic background and class	All-backgrounds commitment, grants and financial-aid arrangements reduce access barriers	Participation is supported where financial or social circumstances could restrict opportunity	Diversity and financial-aid policies

Public evidence: **E04** | **E07** | **E13** | **E30** | **E41** | **E46** | **E48**

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.

3.1 Students and staff are covered by complementary instruments

Student rights and responsibilities, student grievance, counselling, health and discipline policies protect learners' participation and provide routes for support and redress. Staff and faculty grievance, discipline, recruitment, professional-development and benefits policies apply the same equal-opportunity principle to employment, progression and professional life. Current 2024-2025 and 2025-2026 handbooks make the framework accessible to both communities.

Public evidence: **E09** | **E10** | **E11** | **E12** | **E13** | **E14** | **E18** | **E19** | **E21** | **E24**

Code of Conduct

https://aau.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' behavior 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.

17.1 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.**

EQUAL ACCESS TO SDG 4.3 ACTIVITY

4. The policy governs participation in resources, events, training and outreach

AAU's equality framework is University-wide and therefore governs how the lifelong-learning and public-engagement activities reported under SDG 4.3 are offered. Inclusive access covers communication and invitation, registration or admission, physical and digital participation, use of facilities, access to information and guidance, and the response to any concern raised by a participant.

SDG 4.3 activity	**Equal-access commitment**	**Delivery controls**	**Protected participants**
Educational resources (4.3.1)	Fair access to knowledge, library, digital resources, lectures and facilities	Published services, guidance, disability support and grievance routes	Researchers, visitors, school pupils and other non-enrolled users
Public lectures and community events (4.3.2)	Open participation without discrimination	Public communication, accessible venues, respectful conduct and support	Community members of different identities, faiths, ages and abilities
Executive education and vocational training (4.3.3)	Equal access to short, non-degree learning and professional development	Transparent course information, delivery support and fair treatment	Graduates, professionals, organisations and adult learners
Beyond-campus outreach (4.3.4)	Inclusive participation where AAU delivers in schools and community settings	Partner coordination, supervised activity and University conduct requirements	School pupils, families, civil-society groups and the public
Research, extension and volunteering	Equal opportunity to contribute, lead, learn and receive recognition	Research ethics, academic freedom, research support and student governance	Students, researchers, staff, volunteers and partners

Public evidence: E02 | E03 | E04 | E07 | E13 | E26 | E28 | E29 | E31

4.1 Equal opportunity across the academic community

The framework protects opportunity in training, research, community extension, professional activity, employment, academic work and administrative management. It supports entry, continued participation, progression and access to institutional support, rather than limiting

equality to admissions alone.

Public evidence: E21 | E24 | E26 | E27 | E28 | E29

DISABILITY INCLUSION AND REASONABLE ACCESS

5. Policy protection is reinforced by dedicated people, facilities and practice

Disability and special needs are explicit protected grounds. AAU reinforces the policy through a People of Determination Support Office and public evidence on accessible campus facilities. The facilities record identifies disabled access, accessible bathrooms and transportation, together with maternity-care, nursery and kindergarten provision. These arrangements support physical participation and help students, staff and visitors manage disability, caregiving and family responsibilities.

Access layer	**AAU provision**	**Barrier addressed**	**Public evidence**
Policy	Express protection for disability or special needs	Discriminatory exclusion or prejudicial treatment	Non-Discrimination Policy
Specialist support	People of Determination Support Office	Need for coordinated guidance, accommodation and liaison	Published Student Affairs service
Physical access	Accessible routes, bathrooms and transport	Mobility and facility barriers	AAU campus-facilities evidence
Family and maternity support	Maternity-care facilities, diaper changing, nursery and kindergarten	Caregiving and family-life barriers	AAU campus-facilities evidence
Awareness and capability	Etiquette and sports workshops and external training activity	Knowledge, confidence and inclusive practice	Dated 2024 implementation

Public evidence: E04 | E31 | E32 | E33 | E34

Campus facilities for disable and maternity care

5.1 Dated 2024 implementation

In 2024 AAU's College of Engineering participated in training for students of Zayed Higher

Organization for People of Determination. AAU also documented a workshop on etiquette for dealing with people of determination and student participation in a workshop on sports for people of determination. These activities show that inclusion is implemented through learning, staff and student capability, community partnership and practical participation.

Public evidence: E35 | E36 | E37

CoE Participates in Training Program for Students of ZHO for People of Determination

For the second consecutive year, Al Ain University, represented by its College of Engineering at both its Abu Dhabi and Al Ain campuses, participates in the training program for students of the Zayed Higher Organization for People of Determination. The training aims to prepare students to participate in the "Global IT Challenge for Youth with Disabilities 2024" competition, which will be held in the Philippines. This program is part of Al Ain University's efforts to support and empower people of determination in the field of information technology and digital sciences.

The role of the College of Engineering includes providing laboratories for training and exams, in addition to training students in various fields such as creating and editing presentations using PowerPoint, handling data using Excel, learning research skills using the internet, making and editing videos, Internet of Things projects, and programming self-driving cars. The number of students was 19 at the Abu Dhabi campus and 11 at the Al Ain campus.

Engineering students at the Abu Dhabi campus participated in the different aspects of the training program, including students Mohammad Khafash and Omar Al Kendi, under the supervision of laboratory engineers, enhancing the diversity and richness of the training experiences offered to the students. The training phase lasts for five months, ending at the end of October this year.

It is worth noting that the UAE team won first place in the Internet of Things Challenge for the year 2023, with the participation of a student from the College of Engineering among the people of determination.

A training workshop entitled “Etiquette for Dealing with People of Determination”

The Deanship of Student Affairs at Al Ain University (Abu Dhabi headquarters) organized a training workshop entitled “Etiquette for Dealing with People of Determination,” presented by the professor. Amin Al-Attas - Psychologist and certified trainer.

The workshop included a detailed explanation of the concept and definition of disability, an explanation of the different types of disabilities, including auditory, visual, motor, and sensory disabilities, and how to deal with the different categories of disabilities correctly, such as not looking at them for a long time in a staring manner to avoid embarrassing them, meeting them with a smile when dealing with them, and not showing any strange reaction. When seeing them and other correct behaviors when dealing with people of determination.

The workshop aimed to enhance awareness and understanding of how to deal correctly and professionally with people of determination, which had a positive impact on students and further strengthened understanding and respect towards people of determination, increasing students' awareness and motivating them to interact positively and building bridges of communication with people of determination and all members of society in various areas of life.

EQUAL OPPORTUNITY IN ACADEMIC AND PROFESSIONAL LIFE

6. Recruitment, development, research and management follow equal-opportunity controls

AAU applies non-discrimination to the academic and administrative workforce through faculty recruitment and appointment, staff policy, professional-development, research-support, academic-freedom and research-ethics instruments. Human Resources guidance requires those involved in recruitment and promotion to observe the Non-Discrimination Policy. Opportunities are therefore governed by qualification, role requirements and institutional criteria rather than protected characteristics.

Opportunity area	**AAU framework**	**Equality effect**	**Independent/public confirmation**
Recruitment and appointment	Non-discrimination and faculty recruitment controls	Clear, fair and qualification-based selection	QAA records equal-opportunity recruitment regardless of gender, race, religion or physical disability
Promotion and management	HR implementation and published staff policies	Policy applies to employment decisions and academic or administrative progression	QAA records HR guidance to recruitment and promotion decision-makers
Training and professional development	Professional Development Centre and policy	Staff at different grades, roles and locations can access appropriate development	QAA records face-to-face, online, customised and funded development
Research and extension	Research support, ethics and academic freedom	Fair access to research participation, support and responsible knowledge exchange	Public research policy architecture
Work, family and academic life	Benefits, flexible service delivery and family-supporting facilities	Participation is supported across work, study and caregiving responsibilities	Handbooks, benefits and maternity/nursery facilities

Public evidence: E04 | E11 | E12 | E21 | E22 | E24 | E25 | E26 | E28 | E29 | E32 | E41

EQUAL OPPORTUNITY ACROSS THE EMPLOYEE LIFECYCLE

The framework covers recruitment, appointment, promotion, development, research, academic freedom, management participation, grievance and discipline. It therefore protects both entry to AAU and continued opportunity within the institution.

HARASSMENT AND GENDER-BASED VIOLENCE

7. AAU provides reporting, care, monitoring, referral and accountability routes

AAU addresses gender-based harassment and violence through its broader non-discrimination, grievance, counselling, health and discipline framework. Gender is an express protected ground, harassment is not tolerated, and students and employees can report concerns through dedicated grievance procedures. The pathway applies when conduct connected with University study, work, services or authorised activity affects a member of the AAU community, including concerns communicated through institutional physical or digital channels.

Safeguarding function	**Institutional route**	**Response provided**	**Relevant groups**
Prevention	Non-Discrimination Policy, handbooks, rights and responsibilities	Clear prohibition, standards of respectful conduct and awareness	Students, faculty, staff and other stakeholders
Reporting	Student, staff and faculty grievance procedures	Documented route to raise experienced or witnessed conduct	Affected persons and witnesses
Immediate care	Student counselling and health services	Confidential support within professional service boundaries and assessment of needs	Students requiring academic, social, psychological or health support
Monitoring and review	Responsible administrative or academic authority under grievance procedure	Receipt, review, documentation, communication and follow-up	Complainant, respondent and relevant decision-makers
Referral and escalation	Counselling, health and institutional management routes	Referral to specialised internal or external support where required	Persons needing clinical, protective or specialised assistance
Accountability	Student and staff discipline procedures	Proportionate institutional action where misconduct is established	Students and employees

Public evidence: E04 | E09 | E10 | E11 | E12 | E13 | E14 | E15 | E16 | E17 | E18 | E19 | E20

7.1 Awareness and specialist partnership

AAU's public record includes a partnership activity with the Dubai Foundation for Women and Children addressing violence and a 2025 awareness workshop on human trafficking delivered with the Family Care Authority. These initiatives reinforce prevention, rights awareness and knowledge of specialist protection systems beyond the internal case-management route.

Public evidence: E45 | E52 HUMAN RIGHTS, DIGNITY AND INSTITUTIONAL CULTURE

8. AAU rejects discrimination and promotes respect, tolerance and participation

AAU's policy commitment is grounded in respect for human dignity, equality and the right to participate in education. It aligns with the UAE's official anti-discrimination and human-rights framework and with national protection of the rights of people of determination. AAU's diversity statement and student and staff instruments translate these principles into the daily learning and working environment.

2024 implementation	**Equality dimension**	**Institutional meaning**	**Evidence**
International Day for Tolerance student panorama	Religion, culture and mutual respect	Students publicly affirm love, humanity and coexistence	AAU event record
Student participation promoting tolerance	Belonging and non-discrimination	Values are carried into community-facing participation	AAU event record
Tolerance Clubs orientation	Sustained student organisation	Tolerance is supported through a repeatable student-engagement mechanism	AAU event record
AAU and Burjeel Hospital celebrate Emirati women	Gender equality and recognition	Women's contribution and participation are institutionally visible	AAU event record
Student Council discussions	Voice and participation	Students have a representative forum for issues and initiatives	AAU event record
Research presented by students from eight Arab countries	Nationality and cultural diversity	Academic participation crosses national backgrounds	AAU event record
People of Determination workshops and training	Disability inclusion	Policy is reinforced through capability and practical engagement	AAU 2024 records

Public evidence: E07 | E31 | E35 | E36 | E37 | E38 | E39 | E40 | E42 | E43 | E44 | E46 | E47 | E48

HUMAN-RIGHTS STANDARD

AAU respects the dignity and rights of its students, staff and stakeholders; rejects discrimination and harassment; enables participation and voice; and maintains routes for support and redress.

INDEPENDENT EXTERNAL CORROBORATION

9. QAA's 2024 International Quality Review confirms policy implementation

The Quality Assurance Agency for Higher Education conducted an International Quality Review of AAU from 12 to 14 February 2024 and found that AAU met all ten applicable European Standards and Guidelines. The published review independently records AAU's Non-Discrimination Policy and Human Resources guidance requiring staff involved in recruitment and promotion to observe it.

QAA also records clear, transparent and fair recruitment; equal-opportunity selection without discrimination on grounds including gender, race, religion or physical disability; extensive professional-development provision; counselling that covers academic, career, pastoral and crisis needs; and learning resources and support that are readily accessible and equitably provided across both campuses. Flexible morning, evening and weekend scheduling and evening counselling availability support students with differing circumstances and responsibilities.

QAA finding	**Independent confirmation**	**Relevance to inclusive access**
Non-discrimination	AAU has a formal policy and HR provides implementation guidance	Policy is applied in recruitment and promotion decisions
Fair recruitment	Processes are clear, transparent, fair and equal-opportunity based	Gender, race, religion and physical disability do not determine selection
Professional development	Face-to-face, online, customised and funded development is available	Different roles, locations and learning needs are supported
Student support	Academic, career, pastoral and crisis counselling is provided	Students with differing personal circumstances can obtain support
Equitable delivery	Resources and services are available across both campuses, with flexible scheduling	Location, timing and individual circumstances are addressed

Public evidence: E04 | E21 | E24 | E31 | E41

9.1 Demonstrated diversity

QAA reported a 2023-2024 student population of 1,663, comprising 28% Emirati, 34% from

other Gulf Cooperation Council countries and 38% international students. It also reported 209 full-time faculty members, with more than three quarters drawn from Jordan, Egypt, Canada and Pakistan, and a faculty gender profile of 65% men and 35% women. These data evidence a genuinely multinational University community operating under the published equality framework.

Public evidence: E41 CURRENT INSTITUTIONAL CONTINUITY

10. Inclusive access remains active in 2025-2026

AAU's public record after the 2024 core evidence year confirms continued gender empowerment, cultural diversity, disability inclusion, safeguarding awareness and tolerance activity. The policy is therefore accompanied by ongoing institutional practice rather than presented as a historical document only.

Year	Current public evidence	Equality or inclusion outcome	Policy continuity
2025	Empowering Women, Building Futures	Women's empowerment and future participation	Gender equality remains visible in programming
2025	Industry Business Day and Women Leadership Forum	Professional leadership and opportunity	Gender inclusion extends to careers and leadership
2025	Russia in the Heart of AAU	Cultural exchange and appreciation	Diversity of nationality and background is celebrated
2025	Human-trafficking awareness with Family Care Authority	Rights, prevention and specialist safeguarding awareness	Protection activity complements grievance and support routes
2025	Lecture on inclusion of people of determination	Awareness of inclusive participation	Disability inclusion remains an active learning priority
2025	Innovation for Inclusion with National Multiple Sclerosis Society	Partnership-based inclusion and innovation	External collaboration strengthens access
2026	MoU with Al Ain Training and Rehabilitation Center	Training, rehabilitation and community inclusion	Formal partnership extends disability support
2026	Our Life in the UAE forum	Belonging, tolerance and coexistence	Respect and non-discrimination remain student-facing values

Public evidence: E49 | E50 | E51 | E52 | E53 | E54 | E55 | E56 INSTITUTIONAL CONCLUSION

11. AAU meets THE Indicator 4.3.5

Al Ain University has a formal, publicly accessible and institution-wide policy framework that ensures access to educational resources, public events, executive education, vocational training and educational outreach without discrimination. The Non-Discrimination Policy expressly protects gender, marital status, ethnicity or nationality, age, religion, disability and special needs; the University's diversity commitment covers people from all backgrounds and origins; and the wider legal and institutional framework addresses race, colour, social circumstance and equal human dignity.

The policy applies to students and employees and extends AAU's non-tolerance standard to faculty, administrative staff and other stakeholders. It is implemented through rights and responsibilities, grievance, counselling, health, discipline, recruitment, professional-development, research, accessibility and financial-aid arrangements. These controls provide equal opportunity across training, research, community extension, professional activity, employment, academic and administrative management, while facilities and flexible services support work, family and academic life.

AAU also provides a complete institutional pathway for gender-based harassment and violence: prevention and prohibition; reporting by affected persons or witnesses; counselling and health support; administrative monitoring and review; referral or escalation where specialist assistance is required; and discipline where misconduct is established. Dated 2024 implementation, current 2025-2026 activity and QAA's independent 2024 findings confirm that the policy operates in practice.

FINAL RESPONSE: YES

AAU ensures that access to its SDG 4.3 activities is available to all without discrimination on grounds of ethnicity or nationality, race or colour, religion, gender, marital status, age, disability or special needs, or social background. The commitment is formal, public, implemented through accountable procedures and independently corroborated.

11.1 Submission evidence summary

THE evidence theme	**AAU evidence**	**Institutional result**
Formal policy and protected characteristics	Published Non-Discrimination Policy, explicit protected grounds and all-backgrounds diversity commitment	Institution-wide accountability and access irrespective of identity, belief, gender or disability
Students, staff and academic opportunity	Handbooks, rights, recruitment, development, research, grievance and discipline	Equal treatment across study, employment, training, research and management
Disability access and safeguarding	Dedicated Support Office, accessible facilities, counselling, health, reporting, referral and discipline	Reasonable access plus a complete response to harassment and gender-based violence
Independent verification	QAA International Quality Review 2024 and	Policy and equitable

THE evidence theme	**AAU evidence**	**Institutional result**
and continuity	current 2025-2026 implementation	practice externally corroborated and currently active

Public evidence: E02 | E04 | E07 | E13 | E14 | E18 | E21 | E24 | E31 | E32 | E41 PUBLIC EVIDENCE

12. Evidence register

The following public sources support the policy, protected characteristics, institutional scope, equal-access controls, disability inclusion, safeguarding pathway, 2024 implementation, external corroboration and current continuity presented in this submission.

ID	**Year/type**	**Public source**	**Evidence supported**
E01	THE 2026	THE Sustainability Impact Ratings Methodology 2026	Indicator definition and evidence requirement
E02	AAU SDG	AAU public SDG 4.3.5 evidence page	Public institutional SDG 4.3.5 evidence page
E03	AAU SDG	AAU SDG 4.3.5 public evidence document	Downloadable public institutional evidence document
E04	AAU policy	AAU Non-Discrimination Policy	Core Non-Discrimination Policy, protected grounds and reporting
E05	AAU current	AAU University Policies index	Public University Policies index
E06	AAU policy	AAU consolidated University Policies	Consolidated University policy architecture
E07	AAU current	AAU Diversity	Diversity, all backgrounds and access to education for all
E08	AAU current	AAU Policies and Procedures index	Public Policies and Procedures index
E09	AAU 2024-25	AAU Student Handbook 2024-2025	Current reporting-year Student Handbook
E10	AAU 2025-26	AAU Student Handbook 2025-2026	Current Student Handbook and policy continuity
E11	AAU 2024-25	AAU Staff Handbook 2024-2025	Current reporting-year Staff Handbook
E12	AAU 2025-26	AAU Staff Handbook 2025-2026	Current Staff Handbook and policy continuity
E13	AAU policy	AAU Student Rights and Responsibilities	Student rights, responsibilities and respectful participation
E14	AAU policy	AAU Student Grievances	Student reporting and grievance route

PUBLIC EVIDENCE CONTINUED

12.1 Support, employment, research and accessibility

ID	Year/type	Public source	Evidence supported
E15	AAU policy	AAU Student Counseling	Student counselling, care and referral route
E16	AAU policy	AAU Health Services	Health support and referral route
E17	AAU policy	AAU Student Discipline	Student discipline and accountability
E18	AAU policy	AAU Staff Grievances	Staff grievance and reporting route
E19	AAU policy	AAU Faculty Grievances	Faculty grievance and reporting route
E20	AAU policy	AAU Staff Discipline	Staff discipline and accountability
E21	AAU policy	AAU Faculty Recruitment and Appointment	Fair faculty recruitment and appointment
E22	AAU current	AAU Staff Policies	Public staff-policy architecture
E23	AAU current	AAU Student Policies	Public student-policy architecture
E24	AAU policy	AAU Professional Development	Equitable professional-development opportunity
E25	AAU policy	AAU Compensation and Benefits	Benefits supporting employment participation
E26	AAU policy	AAU Research Support	Research support and opportunity
E27	AAU current	AAU Research Policies	Public research-policy architecture
E28	AAU policy	AAU Academic Freedom	Academic freedom and academic participation

PUBLIC EVIDENCE CONTINUED

12.2 Inclusion, implementation and independent review

ID	Year/type	Public source	Evidence supported
E29	AAU policy	AAU Research Ethics Policy	Research ethics and responsible participation
E30	AAU policy	AAU Grants and Financial Aid	Financial-aid route reducing economic barriers
E31	AAU current	AAU People of Determination Support Office	Dedicated People of Determination Support Office
E32	AAU current	AAU facilities for disability, special needs and maternity care	Accessible and family-supporting campus facilities
E33	AAU SDG	AAU SDG 10.6.7 disability access evidence	Public disability-access evidence
E34	AAU SDG	AAU SDG 10.6.8 disability support evidence	Public disability-support evidence
E35	AAU 2024	College of Engineering training for ZHO students - 2024	External training involving people of determination

ID	Year/type	Public source	Evidence supported
E36	AAU 2024	Etiquette for Dealing with People of Determination workshop - 2024	Inclusive-practice etiquette workshop
E37	AAU 2024	Sports for People of Determination workshop - 2024	Sports inclusion workshop
E38	AAU 2024	Student panorama for International Day for Tolerance - 2024	International Day for Tolerance student activity
E39	AAU 2024	AAU students promote tolerance values - 2024	Student participation promoting tolerance
E40	AAU 2024	AAU participation in Tolerance Clubs orientation - 2024	Tolerance Clubs orientation and sustainability
E41	Independent 2024	QAA International Quality Review of Al Ain University - February 2024	QAA confirmation of policy and equitable practice
E42	AAU 2024	AAU and Burjeel Hospital celebrate Emirati women - 2024	Recognition and participation of Emirati women

PUBLIC EVIDENCE CONTINUED

12.3 Participation, human rights and current continuity

ID	Year/type	Public source	Evidence supported
E43	AAU 2024	AAU Student Council discusses student issues and initiatives - 2024	Student voice through Student Council
E44	AAU 2024	Students from eight Arab countries present research at AAU - 2024	Research participation across eight Arab countries
E45	AAU partnership	AAU and Dubai Foundation for Women and Children combat violence	Violence-prevention awareness with specialist foundation
E46	UAE official	UAE official anti-discrimination laws and policies	National anti-discrimination framework
E47	UAE official	UAE official rights of people of determination	Rights of people of determination
E48	UAE official	UAE official human-rights constitutional guarantees	Constitutional human-rights guarantees
E49	AAU 2025	Empowering Women, Building Futures - 2025	Women's empowerment and future participation
E50	AAU 2025	Industry Business Day and Women Leadership Forum - 2025	Women in professional leadership
E51	AAU 2025	Russia in the Heart of AAU cultural-diversity event - 2025	Cultural-diversity event
E52	AAU 2025	Awareness workshop on human trafficking with Family Care Authority - 2025	Safeguarding awareness with Family Care Authority
E53	AAU 2025	Awareness lecture on inclusion of people of determination - 2025	Inclusion of people of determination

ID	Year/type	Public source	Evidence supported
E54	AAU 2025	Innovation for Inclusion partnership with National Multiple Sclerosis Society - 2025	Innovation for Inclusion partnership
E55	AAU 2026	AAU MoU with Al Ain Training and Rehabilitation Center - 2026	Training and rehabilitation partnership
E56	AAU 2026	Our Life in the UAE belonging and tolerance forum - 2026	Belonging, tolerance and coexistence forum

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