Al Ain University

5.6 > SDG5 - 5.6.1

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SDG 5: GENDER EQUALITY

Al Ain University

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SUSTAINABLE DEVELOPMENT GOAL 5

Policy of Non-Discrimination Against Women

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

Al Ain University maintains a published Non-Discrimination Policy that expressly protects gender and marital status, rejects prejudicial treatment and harassment, and applies to students and employees while extending the University's non-tolerance standard to faculty, administrative staff and other stakeholders. The policy is reinforced by equal-opportunity recruitment, role-based employment conditions, pay-scale equity evidence, grievance and discipline procedures, maternity and paternity provisions, childcare and maternity-support facilities, and current women-empowerment activity.

INSTITUTIONAL RESPONSE

1. AAU meets THE Indicator 5.6.1

THE's 2026 methodology classifies this question as Indicator 5.6.1, Policy of non-discrimination against women, and requires the policy to have been in place by 2024. AAU's Non-Discrimination Policy was in force during the evidence year and remains publicly accessible through the University's policy and SDG portals. The policy expressly identifies gender and marital status among its protected characteristics and requires fair and equal treatment within the University environment.

THE requirement	AAU institutional control	Scope	Public confirmation
Policy exists	Published Non-Discrimination Policy	Students and employees; policy statement covers faculty, staff and other stakeholders	AAU policy and SDG 5.6.1 evidence pages
Women are protected	Gender and marital status are expressly protected	Academic participation, employment, services and institutional treatment	Policy, handbooks and diversity statement
Discrimination is prohibited	Discrimination, prejudicial treatment and harassment are not tolerated	Decisions, conduct and participation	Policy, rights, grievance and discipline procedures
Policy is operational	Governance, Human Resources, academic	Recruitment, promotion, pay, support, reporting	AAU employment evidence and QAA

THE requirement	AAU institutional control	Scope	Public confirmation
	management and case-management routes	and accountability	2024 review
Policy is current	In place by 2024 and currently published	Both campuses and current University activity	Current AAU website, handbooks and 2025-2026 continuity

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

Non-Discrimination

Diversity In the University

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.

Students' Grievance Committee

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/Deputy Dean (AD)

2. The Dean/Deputy Dean meets with the parties to the complaint to try to settle the complaint amicably. If the amicable settlement efforts succeed, the Dean/Deputy Dean proves this and notifies the President/Vice President. If the settlement efforts fail, the Dean/Deputy Dean refers the complaint to the President/vice president; Which in turn refers it to the Grievances Committee to take the 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.

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.

1.1 Correct indicator alignment

The current methodology separates this policy question from Indicator 5.3.1, which measures and tracks women's application and entry rates. This submission is therefore confined to the policy against discrimination toward women and its supporting employment, pay, safeguarding and participation controls.

Public evidence: E01

FORMAL POLICY ARCHITECTURE

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

AAU's policy provides a safe working and learning environment in which members of the University community are treated fairly and equally. Its protected grounds include gender, marital status, ethnicity or nationality, age, religion, disability and special needs. Its institutional statement rejects discriminatory or prejudicial treatment of students, faculty, administrative staff and other stakeholders, and it treats harassment within the non-discrimination framework.

Policy component	AAU provision	Protection for women
Purpose	Fair, equal and safe environment	Women must receive equal treatment in study, work and services
Protected characteristics	Gender and marital status are express grounds	Protection is specific to sex and family status, not implied only through a general statement
Prohibited conduct	Discrimination, prejudicial treatment and harassment are not tolerated	Women are protected from exclusion, adverse treatment and gender-based harassment
Scope	Employees and students, with the statement extending to faculty, administrative staff and stakeholders	Both academic and employment relationships are covered
Reporting	Experienced or witnessed discrimination may be raised through grievance procedures	Affected women and witnesses can activate institutional review
Accountability	University governance, Human Resources and academic or administrative authorities	Responsibility is assigned to institutional decision-makers

Public evidence: E04 | E05 | E06 | E13 | E14 | E18 | E19

Student Rights and Responsibilities

Student Grievances

Staff Grievances

INSTITUTIONAL STANDARD

A woman's access, participation, employment, progression, remuneration, support and treatment are governed by the same institutional commitment to merit, fairness, dignity and equality.

COMPLEMENTARY AND SUBSTANTIVE GENDER EQUALITY

3. AAU combines equal rights with support for different circumstances

AAU's approach reflects substantive and complementary gender equality: women and men have the same institutional rights, duties and access to opportunity, while sex-specific and family-related needs are addressed through maternity, paternity, childcare, health, counselling and facility provisions. These supports do not create different academic or employment standards; they remove barriers that could prevent women from participating on equal terms.

Equality principle	Common standard	Differentiated support	Result
Equal educational rights	Same academic rights, responsibilities, conduct and completion standards	Counselling, health and maternity-related support where required	Women participate and progress without reduced standards or disadvantage
Equal employment rights	Role-based recruitment, promotion, contract, duties and discipline	Maternity, paternity and family-support measures	Women retain equal career opportunity alongside family responsibilities
Equal facilities and opportunity	Co-education policy states equal facilities and educational opportunities for both sexes	Separate or dedicated facilities where culturally or practically appropriate	Equal access is preserved within the UAE social context
Equal voice and remedy	The same grievance and appeal routes apply	Counselling, health, referral and protection against	Women can seek support and redress

Equality principle	Common standard	Differentiated support	Result
		retaliation	without loss of rights
Equal dignity and human rights	Respect, non-discrimination and contribution-based treatment	Targeted women-empowerment and leadership activity	Formal equality is reinforced by practical opportunity

Public evidence: E04 | E07 | E09 | E10 | E11 | E12 | E13 | E15 | E16 | E34 | E35 | E36 | E38 | E39 | E40

Student Counseling

Health Services

Co-education Policy

Purpose

This policy aims at providing an effective active learning environment to meet UAE needs concomitant with preparing a knowledgeable, conscious and refined generation in an academic and social context proper to the Emirati society.

Policy Implementation Area

Al Ain University Students

Definitions of the Policy

University: Al Ain University

Policy Statement

Based on the instructions issued by the Abu Dhabi Department of Education and Knowledge on the policy of co-education and separate education in institutions of higher education in the Emirate of Abu Dhabi, the university adopts both mixed-gender education and single-gender education policy as follows:

- The University applies the policy of complete separation and partial mixing and has taken exclusive measures to implement this policy.
- Al Ain University Science and Technology follows the policy of separating both genders

in public facilities and partially separating them in classrooms and laboratories.
- The university provides equal facilities and education opportunities for both sexes.
- The University believes in the positive impact of cultural, gender and linguistic diversity in the enrichment of its intellectual and social environment.

Policy Procedures

The University's infrastructure, facilities and services are adequate enough to support the implementation of this policy which is being applied following the measures mentioned below:

Classrooms and laboratories:

The classrooms and laboratories are equipped to accommodate students of both sexes where male students sit separately form female students in the same classroom in the sections numbered (61, 62, 63), as well as the allocation of separate classrooms bearing section numbers (51, 52, 53) for female students and section numbers (1, 2, 3) for male students.

Service facilities for students:

There are separate entrances and parking spaces for male students and for female students.

A separate room for female students and for male students in the admission and registration services as well as in the finance services.

The university provides the following facilities independently and separately for students:

- Restaurants
- Library
- Praying area
- Recreation areas
- Sports facilities

Responsibilities

- The Board of Trustees is the authorized body to adopt this policy and the procedures for its implementation
- The University President oversees the implementation of this policy and its procedures.
- The College Deans and members of the academic and administrative bodies apply the procedures of this policy.
- The Quality Assurance and Institutional Research Center evaluates the effectiveness of this policy and its procedures.

Campus facilities for disable and maternity care

3.1 Gender justice and human rights

Gender justice at AAU means that sex or marital status cannot be used to restrict access, impose disadvantage or reduce recognition for contribution. The University's diversity statement supports interaction based on contribution and character, and AAU's policy aligns with the UAE's constitutional, employment and women's-rights framework.

Public evidence: **E04** | **E07** | **E42** | **E44** | **E45**

EQUAL RIGHTS AND DUTIES AS EMPLOYEES

4. Employment conditions are role-based and gender-neutral

AAU's employment framework applies the same professional rights and duties to women and men performing equivalent roles. Recruitment and appointment are based on qualifications and role requirements; promotion and contract renewal follow published criteria; duties are determined by the position; compensation and benefits are governed by institutional policy; and grievance, appeal and discipline routes apply to employees without gender distinction.

Employment stage	AAU control	Equal-rights effect	Women's protection
Recruitment and appointment	Faculty and staff recruitment policies plus Non-Discrimination Policy	Selection is based on qualification, merit and role need	Gender cannot be used as an adverse selection criterion
Job duties and performance	Faculty and professional staff roles and employment contracts	Responsibilities are attached to the role, not to the employee's gender	Women and men in equivalent roles carry equivalent professional duties
Promotion and renewal	Published staff promotion and contract-renewal controls	Progression is linked to institutional criteria and performance	Women have the same route to continued employment and advancement
Compensation and benefits	Compensation policy and public pay-equity evidence	Salary and benefits follow job value and institutional scales	Equal pay applies to work of equal value and quality
Grievance and appeal	Staff, faculty and SDG 8.2.8 appeal routes	Employees can challenge treatment, rights or pay decisions	Women have an accountable remedy for disadvantage
Discipline	Published staff discipline procedures	The same conduct standards and process apply	Accountability is consistent and gender-neutral

Public evidence: E04 | E11 | E12 | E18 | E19 | E20 | E21 | E22 | E23 | E24 | E25 | E26 | E27 | E33

SAME RIGHTS AND DUTIES

AAU's employment rules attach rights, responsibilities, progression and remuneration to the job and its requirements. They do not create a separate or inferior employment status for women.

EQUAL PAY FOR WORK OF EQUAL VALUE

5. Pay equity is supported by policy, measurement and legal obligation

AAU publishes a dedicated employment pay-scale equity evidence page under SDG 8.2.6 and a dedicated gender pay-scale tracking evidence page under SDG 8.2.7. These public controls sit alongside the University's Compensation and Benefits Policy, non-discrimination requirements, employment-grievance routes and appeal process. Together they establish that remuneration should be determined by the value and quality of work, role, qualification and performance rather than gender.

Pay-equity layer	Evidence and mechanism	Institutional effect
Non-discrimination	Gender is an express protected ground	Compensation decisions cannot lawfully or institutionally disadvantage women
Pay-scale equity	AAU SDG 8.2.6 public page and evidence document	AAU publishes an institutional commitment to equitable pay scales
Gender tracking	AAU SDG 8.2.7 public page and evidence document	Gender equity in pay scales is subject to measurement and review
Compensation administration	Compensation and Benefits Policy and role-based employment documents	Pay and benefits are linked to employment classification and job requirements
Appeal and remedy	Staff or faculty grievance and employment appeal routes	Employees can challenge rights or pay-related disadvantage
UAE legal floor	Federal employment and equal-wage legislation	Women are entitled to equal pay for the same work or work of equal value

Public evidence: E04 | E18 | E19 | E24 | E29 | E30 | E31 | E32 | E33 | E42 | E43 | E45

5.1 National alignment and current pay-equity practice

The UAE's employment framework prohibits sex-based discrimination and requires equal wages for men and women performing the same work or work of equal value. In 2025, the UAE Gender

Balance Council and World Bank convened public- and private-sector leaders to advance objective job evaluation and practical mechanisms for identifying and addressing gender pay gaps. AAU's pay-scale equity and tracking evidence operates within this national standard.

Public evidence: E42 | E43 | E45 | E46

PARTICIPATION, MATERNITY AND FAMILY SUPPORT

6. Family-related provisions protect women's continued participation

AAU complements formal equality with measures that address pregnancy, maternity, childcare and shared family responsibility. The University publishes evidence for a maternity policy, childcare facilities for students, childcare facilities for staff and faculty, and a paternity policy. Its campus-facilities record identifies maternity-care facilities, diaper-changing provision, nursery and kindergarten services. These measures reduce barriers to study and employment without changing academic or professional standards.

Provision	Primary beneficiary	Equality function	Public evidence
Maternity policy	Women employees and students as applicable	Protects participation during pregnancy, birth and recovery	AAU SDG 5.6.3
Paternity policy	Fathers	Supports shared childcare duties and reduces the unequal care burden on women	AAU SDG 5.6.9
Student childcare	Student parents	Allows recent mothers and other student parents to continue study	AAU SDG 5.6.4
Staff and faculty childcare	Employees with children	Supports retention and work-family balance	AAU SDG 5.6.5
Maternity and family facilities	Students, employees and visitors	Provides practical on-campus support	Maternity-care, nursery and kindergarten facilities
Counselling and health services	Students requiring academic, social, psychological or health support	Provides care, guidance and referral where family or health circumstances affect participation	AAU student policies

Public evidence: E15 | E16 | E34 | E35 | E36 | E38 | E40

SUBSTANTIVE EQUALITY

Equal treatment is paired with practical support so that pregnancy, parenthood and caregiving do not become indirect barriers to women's education, employment or progression.

SAFETY, INAPPROPRIATE SEXUAL BEHAVIOUR AND REMEDY

7. Women are protected through prevention, reporting, support and accountability

THE's guidance requires a non-discrimination policy to cover inappropriate sexual behaviour. AAU addresses this requirement through its prohibition of harassment and gender-based discrimination, student and employee conduct standards, grievance procedures, counselling and health services, reporting protection, and student or staff discipline. The framework covers concerns affecting study, work, services or University-authorised activity and enables both an affected person and a witness to report conduct.

Safeguarding function	AAU route	Protection provided	Accountability
Prevention and prohibition	Non-Discrimination Policy and handbooks	Gender discrimination, prejudicial treatment and harassment are not tolerated	Clear institutional conduct standard
Reporting	Student, staff and faculty grievances	Experienced or witnessed conduct can be raised	Responsible authority receives and reviews the concern
Protection from disadvantage	AAU SDG 5.6.8 reporting-protection evidence	Reporting must not result in educational or employment disadvantage	Retaliation risk is addressed institutionally
Care and referral	Counselling and health services	Academic, social, psychological and health needs can be assessed and supported	Referral to specialised support where required
Monitoring and follow-up	Grievance procedure and responsible management	Documentation, communication and institutional follow-up	Case is reviewed through an accountable route
Discipline	Student and staff discipline procedures	Misconduct can lead to proportionate action	Consistent institutional enforcement

Public evidence: E01 | E04 | E09 | E10 | E11 | E12 | E13 | E14 | E15 | E16 | E17 | E18 | E19 | E20 | E37

7.1 Rights and protection awareness

AAU's 2025 human-trafficking awareness workshop with the Family Care Authority adds current prevention and specialist-protection awareness to the formal case-management framework. It reinforces women's rights, recognition of exploitation and access to appropriate protection systems.

Public evidence: E44 | E58

DATED 2024 IMPLEMENTATION

8. Policy principles are visible in AAU's 2024 institutional practice

AAU's evidence-year record combines formal policy with activity that recognises women's contribution, strengthens practical capability and supports family and community participation. These activities are implementation evidence: they demonstrate an institutional culture consistent with the policy, while the policy and employment controls remain the primary proof for this indicator.

2024 evidence	Partner or unit	Gender-equality contribution	Link to policy
Emirati women's celebration	AAU and Burjeel Hospital	Recognises women's professional and social contribution	Women are visible, valued and included in institutional partnership activity
My Farming, My Self-Sufficiency	AAU and General Women's Union	Supports practical capability, sustainability and self-sufficiency	Equal opportunity is connected to economic and community empowerment
Mother's Day activity	College of Law	Recognises caregiving and women's social contribution	Family roles are respected alongside academic and professional participation
Equal-opportunity recruitment	Human Resources and academic management	Recruitment and promotion decision-makers receive non-discrimination guidance	Institutional employment decisions apply the policy
Equitable support	Both AAU campuses	Resources and support are available across locations	Women receive the same institutional access and support

Public evidence: E04 | E41 | E47 | E48 | E49

POLICY IN PRACTICE

AAU's 2024 record shows women participating as students, employees, professionals, partners, caregivers and community contributors. The institutional framework protects each of these roles from gender-based disadvantage.

INDEPENDENT EXTERNAL CORROBORATION

9. QAA's 2024 review confirms non-discriminatory employment practice

The Quality Assurance Agency for Higher Education conducted an International Quality Review of AAU from 12 to 14 February 2024 and concluded that the University 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 and describes AAU's equal-opportunity approach as selecting qualified candidates without discrimination on grounds including gender, race, religion or physical disability. It reports 209 full-time faculty members, with women representing 35% of the faculty profile, and identifies extensive professional-development opportunities for academic and administrative staff.

Independent finding	QAA confirmation	Relevance to women
Formal policy	AAU has a Non-Discrimination Policy	Protection is documented and institutional
Implementation	Human Resources guides recruitment and promotion decision-makers	The policy governs consequential employment decisions
Fair recruitment	Recruitment is clear, transparent, fair and qualification-based	Women compete on merit under the same criteria
Express gender protection	Equal-opportunity recruitment is reported regardless of gender	Independent review confirms no gender-based employment exclusion
Development	Face-to-face, online, customised and funded professional development is available	Women have access to career and capability development
Two-campus equity	Resources and support are equitably provided across both campuses	Location does not create a lesser institutional entitlement

Public evidence: E04 | E21 | E41

INDEPENDENT CONFIRMATION

QAA's 2024 findings corroborate both the existence of AAU's policy and its operational use in recruitment and promotion. This directly supports the policy's credibility during the required evidence year.

CURRENT INSTITUTIONAL CONTINUITY

10. Women’s opportunity and participation remain active in 2025-2026

AAU's current public record shows that the University's formal non-discrimination framework is accompanied by continuing opportunity, leadership, entrepreneurship, research partnership, recognition and safeguarding activity for women.

Year	Current public evidence	Women's opportunity supported	Institutional continuity
2025	Empowering Women, Building Futures	Leadership, professional development and future participation	Women's advancement remains an explicit institutional theme
2025	Industry Business Day and Women Leadership Forum	Leadership, enterprise and professional networks	Women participate in high-level academic-industry engagement
2025	Emirati Women's Day participation	Recognition of Emirati women's achievement	AAU participates in national gender-equality culture
2025	General Women's Union collaboration	Research and community partnership	Institutional links support knowledge exchange benefiting women
2025	My Store for Productive Families	Economic participation and entrepreneurship	Women entrepreneurs receive a platform and public visibility
2025	AAU-AIWF memorandum of understanding	Entrepreneurship and economic inclusion in the UAE and MENA	External partner independently confirms a formal opportunity-building platform
2026	International Women's Day programme	Recognition of women's roles and contributions	Gender-equality awareness continues into the current year

Public evidence: E50 | E51 | E52 | E53 | E54 | E55 | E56 | E57

10.1 Independent partnership confirmation

The Arab International Women's Forum independently reported the October 2025 memorandum

of understanding signed at AAU's Abu Dhabi Campus. The partnership is designed to advance women's entrepreneurship and economic inclusion and to nurture innovation, leadership and opportunity for the next generation of women leaders in the UAE and wider MENA region.

Public evidence: E56

INSTITUTIONAL CONCLUSION

11. AAU has a comprehensive policy of non-discrimination against women

Al Ain University has a formal and publicly available Non-Discrimination Policy that expressly protects gender and marital status and rejects discrimination, prejudicial treatment and harassment. It applies to students and employees and extends the University's non-tolerance statement to faculty, administrative staff and other stakeholders. It was in place during the 2024 evidence year and remains part of AAU's current public policy architecture.

Women and men have the same academic and employment rights and duties. Recruitment, appointment, role responsibilities, promotion, contract renewal, discipline, grievance and appeal are administered through published, role-based controls. AAU's compensation framework, SDG 8.2.6 pay-scale equity evidence and SDG 8.2.7 gender pay-scale tracking evidence support equal pay for work of equal value and quality, aligned with UAE employment and equal-wage legislation.

AAU also achieves substantive gender justice by pairing common standards with maternity, paternity, childcare, health, counselling and family-supporting facilities. Reporting protection, grievance, counselling, health, referral and discipline routes address harassment and inappropriate sexual behaviour. QAA's independent 2024 review confirms the policy's operation in recruitment and promotion, while 2024 implementation and 2025-2026 continuity show that women continue to be recognised, supported and connected to leadership, research, entrepreneurship and economic opportunity.

FINAL RESPONSE: YES

AAU's policy framework protects women's equal dignity, rights, duties, participation, employment, progression and remuneration. It combines formal non-discrimination with practical support, accountable remedy and equal pay for work of equal value.

11.1 Submission evidence summary

THE evidence theme	AAU evidence	Institutional result
Policy and protected status	Public Non-Discrimination Policy; gender and marital status expressly protected	Women are specifically protected by an institution-wide policy
Equal rights and	Role-based recruitment, employment,	Women and men are

THE evidence theme	AAU evidence	Institutional result
duties	promotion, grievance and discipline	governed by the same professional standards
Equal pay	Compensation policy, pay-scale equity evidence, gender tracking and UAE law	Equal pay applies to work of equal value and quality
Substantive equality	Maternity, paternity, childcare, counselling, health and family facilities	Different circumstances are supported without lowering common standards
Safety and remedy	Harassment prohibition, reporting protection, support, referral and discipline	Women can report concerns and obtain care and institutional redress
Independent and current proof	QAA 2024 review and 2025-2026 opportunity-building activity	Policy implementation is externally corroborated and current

Public evidence: **E01** | **E02** | **E04** | **E24** | **E29** | **E31** | **E34** | **E37** | **E41** | **E56**

PUBLIC EVIDENCE

12. Evidence register

The following public sources support the policy, protected characteristics, employment rights and duties, pay equity, substantive gender equality, safeguarding, dated 2024 implementation, independent corroboration and current continuity presented in this submission.

ID	Year/type	Public source	Evidence supported
E01	THE 2026	THE Sustainability Impact Ratings Methodology 2026	Current indicator number, scoring basis and policy guidance
E02	AAU SDG	AAU public SDG 5.6.1 evidence page	Public institutional SDG 5.6.1 evidence page
E03	AAU SDG	AAU SDG 5.6.1 public evidence document	Downloadable public SDG 5.6.1 evidence document
E04	AAU policy	AAU Non-Discrimination Policy	Core policy, gender protection, scope, harassment 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, equal opportunity, respect and contribution-based culture
E08	AAU current	AAU SDG 5: Gender Equality	Public SDG 5 institutional framework
E09	AAU 2024-25	AAU Student Handbook 2024-2025	Student policy framework during the evidence year

ID	Year/type	Public source	Evidence supported
E10	AAU 2025-26	AAU Student Handbook 2025-2026	Current Student Handbook and policy continuity
E11	AAU 2024-25	AAU Staff Handbook 2024-2025	Staff policy framework during the evidence year
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 conduct
E14	AAU policy	AAU Student Grievances	Student reporting and grievance route
E15	AAU policy	AAU Student Counseling	Counselling, care and referral support

PUBLIC EVIDENCE CONTINUED

12.1 Employment, pay and remedy

ID	Year/type	Public source	Evidence supported
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 policy	AAU Employment - Staff Recruitment	Role-based staff recruitment
E23	AAU policy	AAU Employment - Staff Promotion	Published staff promotion criteria
E24	AAU policy	AAU Compensation and Benefits	Compensation and benefits administration
E25	AAU policy	AAU Employment - Faculty and Staff Contract Renewal	Faculty and staff contract renewal
E26	AAU policy	AAU Faculty and Professional Staff Role	Role-based faculty and professional duties
E27	AAU SDG	AAU SDG 8.2.3 employment non-discrimination page	Employment non-discrimination evidence page
E28	AAU SDG	AAU SDG 8.2.3 public evidence document	Employment non-discrimination evidence document
E29	AAU SDG	AAU SDG 8.2.6 employment pay-scale equity page	Employment pay-scale equity evidence page
E30	AAU SDG	AAU SDG 8.2.6 public evidence document	Employment pay-scale equity evidence document

PUBLIC EVIDENCE CONTINUED

12.2 Family support, legal alignment and independent review

ID	Year/type	Public source	Evidence supported
E31	AAU SDG	AAU SDG 8.2.7 gender pay-scale tracking page	Gender pay-scale tracking evidence page
E32	AAU SDG	AAU SDG 8.2.7 public evidence document	Gender pay-scale tracking evidence document
E33	AAU SDG	AAU SDG 8.2.8 employment appeal process	Employment-rights and pay appeal process
E34	AAU SDG	AAU SDG 5.6.3 maternity policy	Maternity policy supporting women's participation
E35	AAU SDG	AAU SDG 5.6.4 childcare facilities for students	Childcare facilities supporting student parents
E36	AAU SDG	AAU SDG 5.6.5 childcare facilities for staff and faculty	Childcare facilities supporting staff and faculty
E37	AAU SDG	AAU SDG 5.6.8 protection for persons reporting discrimination	Protection against disadvantage after reporting discrimination
E38	AAU SDG	AAU SDG 5.6.9 paternity policy	Paternity policy and shared childcare responsibility
E39	AAU policy	AAU Co-education Policy	Equal facilities and educational opportunities for both sexes
E40	AAU current	AAU facilities for disability, special needs and maternity care	Maternity, nursery, kindergarten and family-support facilities
E41	Independent 2024	QAA International Quality Review of Al Ain University - February 2024	QAA confirmation of policy and non-discriminatory recruitment
E42	UAE law	UAE Federal Decree-Law No. 33 of 2021 on Employment Relationships	Employment non-discrimination and equal-pay framework
E43	UAE law	UAE Federal Decree-Law concerning equality in wages between men and women	Specific equal-wage legislation for women and men
E44	UAE official	UAE official women's rights page	Women's human rights and national protection
E45	UAE official	UAE official gender equality in the workplace	Gender equality in the workplace

12.3 Implementation and current continuity

ID	Year/type	Public source	Evidence supported
E46	External 2025	UAE Gender Balance Council: Equal Pay for Work of Equal Value workshop	National pay-equity practice and objective job evaluation

ID	Year/type	Public source	Evidence supported
		- 2025	
E47	AAU 2024	AAU and Burjeel Hospital celebrate Emirati women - 2024	Recognition of Emirati women's contribution
E48	AAU 2024	My Farming, My Self-Sufficiency with the General Women's Union - 2024	Capability and self-sufficiency with General Women's Union
E49	AAU 2024	College of Law celebrates Mother's Day - 2024	Recognition of motherhood and caregiving
E50	AAU 2025	Empowering Women, Building Futures - 2025	Women's leadership, development and future opportunity
E51	AAU 2025	Industry Business Day and Women Leadership Forum - 2025	Women Leadership Forum and industry participation
E52	AAU current	AAU Women Leadership Forum	Permanent Women Leadership Forum platform
E53	AAU 2025	AAU participation in Emirati Women's Day celebrations - 2025	Participation in Emirati Women's Day
E54	AAU 2025	AAU and General Women's Union research and community collaboration - 2025	Research and community collaboration with General Women's Union
E55	AAU 2025	My Store for Productive Families supports women entrepreneurs - 2025	Economic participation for women entrepreneurs
E56	External 2025	Arab International Women's Forum and AAU memorandum of understanding - 2025	Independent confirmation of AAU-AIWF opportunity partnership
E57	AAU 2026	International Women's Day highlights women's role and contributions - 2026	International Women's Day continuity
E58	AAU 2025	Awareness workshop on human trafficking with Family Care Authority - 2025	Safeguarding and protection awareness

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