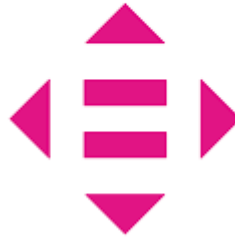


# SUSTAINABLE DEVELOPMENT GOALS

## 10 REDUCED INEQUALITIES



**10.6.11 Does your university have anti-harassment policy that covers the institutions and its operation?**

**Yes, In alignment with Royal Decree No. M/96, issued on May 31, 2018 (Articles 2, 3, 4, 5, 6, 7), UBT is firmly committed to preventing and addressing harassment within its**

community. This decree establishes the framework for combating harassment, safeguarding victims, and ensuring that privacy, dignity, and personal freedom—values upheld by both Sharia and national law—are fully respected.

UBT's Harassment Policy includes the following key points (See Evidence No. 1):

**Zero Tolerance for Harassment:** Harassment or bullying of any kind—whether verbal, physical, or digital—is strictly prohibited. This applies to all lectures, academic and non-academic activities, and interactions among employees, students, and staff.

**Prohibition Across Channels:** UBT strongly prohibits any form of harassment, whether it occurs in person or through social media and similar channels. We are committed to ensuring a safe, respectful environment for all members of our community.

**Preventive and Protective Measures:** UBT is dedicated to creating a safe and supportive workplace environment by establishing proactive measures to prevent and address harassment. Key components include:

**Complaint Mechanism:** A dedicated and accessible process for individuals to submit complaints regarding harassment, ensuring that all grievances are heard and taken seriously.

**Confidential Verification Procedures:** Robust procedures are in place to verify complaints and maintain strict confidentiality throughout the process.

To further ensure student awareness and reinforce UBT's commitment to a safe and respectful campus environment, information regarding harassment policies and associated penalties is prominently displayed on digital screens throughout the university (See evidence No. 2). These displays serve as a continual reminder of the serious consequences of harassment and the university's zero-tolerance stance. This proactive approach not only educates students and staff on acceptable behavior but also underscores UBT's dedication to creating a campus culture where everyone feels secure and respected.