

SUSTAINABLE DEVELOPMENT GOALS

10 REDUCED INEQUALITIES



10.6.4 Does your university as a body have anti-discrimination and anti-harassment policies?

Yes, UBT is committed to fostering a safe, inclusive, and equal opportunity learning environment where all members of the university community can thrive without fear of discrimination or harassment. The university strictly adheres to the Kingdom's anti-discrimination and anti-harassment policies, ensuring that everyone on campus is treated with respect and dignity (see Evidence No. 1).

To uphold these values, UBT has implemented policies and procedures that guarantee equal access to all university services for students and staff, regardless of background or identity. The university explicitly prohibits any form of discrimination based on gender, religion, ethnicity, race, or color. These principles are applied across all areas of campus life, including admissions, academics, employment, and extracurricular activities.

UBT also promotes awareness and understanding of anti-discrimination standards through regular training sessions and workshops. These initiatives aim to educate the university community on recognizing and preventing discriminatory behaviors, fostering a culture of mutual respect. Additionally, the university provides confidential reporting mechanisms and support systems to address incidents of discrimination or harassment swiftly and effectively.

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:

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. 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 (See evidence No. 3)