

<b>Policy Title:</b>	<b>1.n Non-Discrimination Policy (NDP)</b>		
<b>Policy Number:</b>	GM-PO-1N	<b>Date Created:</b>	08-12-2023
<b>Responsible:</b>	President	<b>Approved by:</b>	Board of Trustees

### **Purpose**

The Non-Discrimination Policy is designed to ensure that the principles of equality, Diversity, inclusion, fairness, and respect are upheld within the University, aligning with the cultural and normative values of the United Arab Emirates and the Canadian perspective. This policy supports the University’s commitment to providing an environment in which all individuals are treated with dignity and are able to participate in academic, employment and campus life free from discrimination and harassment.

### **Scope**

The Canadian University Dubai (CUD) is committed to fostering a diverse and inclusive university community that values and respects the dignity of all individuals. This policy applies to all CUD community members.

### **Policy Statement**

CUD embraces diversity in all its forms, including but not limited to age, gender, race, ethnicity, national origin, religion, status as People of Determination (People with Disabilities/People with Special Needs), socioeconomic status, marital status, pregnancy and maternity status, and cultural background. The University is dedicated to creating an environment that is free from discrimination, harassment, and bias.

### **Equal Opportunity**

CUD is committed to providing equal opportunities to all students, faculty, staff, and stakeholders, regardless of their background and status. Admission, employment, educational programs, and extracurricular activities will be administered without discrimination.

### **Respect for Cultural Diversity**

CUD recognizes and respects the cultural diversity within its community. The University is committed to creating an atmosphere where individuals can freely express their cultural identities without fear of discrimination.

### **Accommodations for Persons with Disabilities**

CUD is committed to providing reasonable accommodations to ensure that individuals with disabilities have equal access to education, employment, and all University services. The University will strive to create an inclusive environment that supports the needs of all members of the community.

### **Prevention of Harassment**

CUD strictly prohibits any form of harassment, including but not limited to verbal, physical, or visual harassment. Harassment based on any of the protected characteristics/rights outlined in this policy will not be tolerated. Matters relating to harassment and related misconduct shall be addressed in accordance with the Anti-Harassment Policy.

### **Reporting Mechanism**

CUD encourages individuals who believe they have experienced discrimination or harassment to report such incidents promptly to the Director of HR Department. The University will investigate complaints thoroughly and take appropriate actions to address violations of this policy.

### **Education and Training**

CUD is committed to providing education and training programs to promote awareness and understanding of diversity and inclusion in every semester. These programs will empower members of the University community to contribute to a culture of respect and acceptance.

### **Conclusion**

The Canadian University Dubai is dedicated to fostering an inclusive and supportive environment that reflects the values of the UAE and Canadian culture and norms. This Non-Discrimination Policy is a testament to our commitment to diversity, equality, and the well-being of our entire academic community.

### Policy Revision History

Version No.	Update Brief	Approved Date
V1.0	New policy	10-05-2024