



Anti-Harassment Policy

Last Updated November 2024

Scope:

Jadara University takes pride in fostering an environment free from harassment. By following this policy, we cultivate respect, dignity, and equality for everyone. This policy applies to all members of Jadara University community such as students, faculty, staff, contractors, and visitors. It covers all university-related activities, both on campus and off campus.

Goals:

The goals are:

1. Prevention: Creating a safe and respectful environment by stopping all forms of harassment.
2. Education: Raising awareness about harassment, its impacts, and ways to prevent it.
3. Support: Helping and resources for those affected by harassment.

Implementation:

1. Definitions:

Harassment: Any unwanted behavior based on race, color, religion, sex, gender identity, disability, age, or any other protected status.

Examples: Harassment includes verbal, physical, or written actions that put down, intimidate, or make an environment feel hostile.



2. Reporting:

Anyone who experiences or sees harassment should report it right away. You can report it to the Office of Equity and Inclusion in the Deanship of Student Affairs (if you are a student) or through HR Department (if you are an employee/visitor) and your case will be passed to the Ethical Compliance Committee at the Faculty of Law.

3. Investigation & Confidentiality:

The university will investigate all complaints quickly. They will keep things as private as possible during the investigation.

4. Disciplinary Action towards Violation:

Those who break this policy will face discipline, like warnings, probation, suspension, or even being fired. People who do it again will face stronger consequences.

5. Prevention & Awareness:

The university will have regular training sessions to teach the community about preventing harassment. They will also run awareness campaigns to emphasize respectful behavior and getting involved if you see something.

6. Support Services:

The university provides counseling and support services for people who have been harassed. This includes things like counseling centers, legal advice, and mental health services.

Assessment & Policy Review:

The Data in this policy is to be assessed and evaluated every 3 years by Stakeholders, mainly **the University Board, Sustainability Committee, Ethical Compliance Committee** and **Legal Consultant**. Any updates on policy must be approved and shared electronically with staff and students via the Sustainable Development page on Jadara's Website (http://www.jadara.edu.jo/main.php?type=mod_gmetric) as well as emails.