



UNIVERSITY
OF BAHRAIN

Policy on Combating Discrimination Against Women

Authority / Owner of Policy: Director General of Administrative Services

Effective: November 6, 2025

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POLICY INFORMATION

Title:	Policy on Combating Discrimination Against Women
Policy Description:	This policy outlines the procedures to be followed to eliminate any form of discrimination against women in the academic, administrative, and social contexts at the university.
Policy Scope:	☐ Academic ☐ Administrative ☐ Research ☐ Student ☒ General
Policy Status	☒ New policy ☐ Revision of existing policy
Approval Authority:	University of Bahrain Council
Authority/ Owner of Policy:	Director General of Administrative Services
Relevant Sustainable Development Goals (SDGs):	Sustainable Development Goal 5 – Gender Equality Indicators: 5.5.1 Policy on Combating Discrimination against women 5.5.2 Policy on Sexual Harassment 5.5.3 Women’s Representation in Governance
Approval Date:	November 6, 2025
Effective Date:	November 6, 2025
Approval Date of Last Revision:	November 6, 2025
Date of Next Revision:	November 2030
University Council Decision No.:	603/3/2025
Document ID:	UOB-GDAS-PO-004
Related Documents:	Civil Service Law issued by Decree law No. (48) of 2010 and its amendments, its Executive Regulations issued

by Decision No. (51) of 2012, and its Financial Regulations issued by Decision No. (77) of 2013; Decree No. (5) of 2002 regarding the accession to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); the Equality, Diversity, and Inclusion Policy; and the Academic Staff Grievance System.

Policy Stakeholders

- | | |
|---|---|
| ☐ President | ☐ Faculty members |
| ☐ Vice President | ☐ Students |
| ☐ Legal Advisor | ☐ Admin Staff |
| ☐ Deans | ☒ All University Affiliates |
| ☐ Directors | |

1 Definitions

University:	University of Bahrain
President:	University President
Student:	An individual who has been admitted to the University and is registered for courses at the undergraduate or postgraduate level.
Discrimination:	Any behavior or decision that harms a woman on the basis of gender, social status, or pregnancy.
Harassment:	Any statement, act, gesture, or behavior of a sexual nature that violates another person's body, dignity, or modesty, by any means, including modern or electronic means of communication.
Gender Bias:	The preferential or systematic treatment of individuals based on gender stereotypes.

Non-Retaliation: Protection from any form of retaliation as a result of reporting discrimination.

2 Policy Purpose

To ensure all women within the university enjoy equal opportunities in education, employment, and leadership; and to promote a safe and inclusive environment that strictly prohibits and addresses harassment and discrimination through transparent mechanisms.

3 Policy Scope

This policy applies to all female students, female employees, and female faculty members across the university campus, in all departments, and in all university-sponsored activities, whether on or off campus.

4 Policy Statement

State the policy here. The policy statement should include the principles of the policy and answer the following questions: What is permitted and/or prohibited? What is required and why? How will issues be handled? In other words, the reader will have a general idea of the policy when reading this section.

Use the following Outline format:

4.1 Institutional Commitment

The University is committed to upholding the principles of equality and constitutional justice of the Kingdom of Bahrain, as well as the international standards related to gender equality as outlined in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), to the extent accepted by the Kingdom of Bahrain. The University recognizes gender equality as a fundamental element for academic excellence and social development.

4.2 Core Principles

- a. Zero Tolerance: Any form of discrimination or harassment is strictly prohibited and is subject to disciplinary procedures.
- b. Equality: Men and women at the University enjoy equal rights and opportunities and are engaged on an equal footing in policies related to education, employment, leadership, promotion, and training.
- c. Confidentiality: All complaints are handled with strict confidentiality to protect the privacy and dignity of the individuals involved.
- d. Transparency: Investigations and decisions must be conducted fairly, documented in writing, and formally communicated to the relevant parties.
- e. Non-Retaliation: Complainants and witnesses must be protected from any form of retaliation or harm resulting from reporting.

5 Roles and Responsibilities

1. University Council: Approves the policy and reviews annual reports on cases and preventive measures.
2. Director General of Administrative Services: Oversees the implementation of the policy and ensures compliance across organizational units. Receives complaints from female employees, assesses their severity, and either resolves the issue or refers it to the President to take necessary steps to initiate an investigation.

3. Vice President for Academic Affairs: Receives complaints from female faculty members, assesses their severity, and either resolves the issue or refers it to the President to take necessary steps to initiate an investigation.
4. Dean of Student Affairs: Receives student complaints, addresses and resolves their causes, provides guidance, and refers complaints to disciplinary committees or relevant authorities as needed.
5. Legal Affairs Department: Ensures that investigations and outcomes comply with national laws and university regulations.
6. Sustainability Committee: Reports on gender equality data and results in coordination with the University's Equal Opportunities Committee, within the framework of Sustainable Development Goal 5 (SDG 5), for the annual THE Impact Report.

6 Policy Procedures

6.1 Reporting Mechanisms

- a. Any female student may submit a complaint regarding unlawful discrimination, bias, or harassment to the Dean of Student Affairs.
- b. Any faculty member may submit a complaint regarding unlawful discrimination, bias, or harassment to the Vice President for Academic Affairs.
- c. Any female university employee may submit a complaint regarding unlawful discrimination, bias, or harassment to the Director General of Administrative Services.
- d. The complaint must include the nature of the incident, its date, location, and the parties involved.
- e. An acknowledgment of receipt of the complaint must be issued within five (5) working days of the date the complaint is submitted.

6.2 Investigation and Resolution

- f. The complaint must be reviewed, its causes addressed, or referred for investigation within ten (10) working days of its submission.
- g. Both the complainant and the accused shall be granted the opportunity to present their statements and evidence.
- h. In cases where complaints are referred to disciplinary procedures before investigation committees, these committees shall submit their recommendations to the competent authority in accordance with the regulations, and the complainant shall be notified of the outcome.
- i. Procedures shall be conducted in a manner that ensures the protection of complainants and witnesses from any form of retaliation or harm resulting from the reporting.

6.3 Disciplinary Actions

Depending on the severity of the violation, penalties may include written warnings, suspension, or termination in accordance with University and Civil Service regulations.

6.4 Appeal

Both the complainant and the accused have the right to appeal the decision issued regarding the complaint in accordance with the appeal mechanisms stipulated in the applicable laws and regulations, within fourteen (14) days from the date of their notification of the decision.

6.5 Awareness and Training

- j. Mandatory annual training sessions on gender equality and anti-harassment must be conducted for all employees and students.
- k. Awareness and educational campaigns must be organized throughout the university campus to promote a culture of respect and inclusivity.

6.6 Monitoring and Reporting

- l. All complaints and decisions must be recorded without disclosing the identities of the involved parties for statistical purposes.
- m. The Sustainability Committee shall conduct an annual review of incident reports related to violations of this policy's provisions, compile annual data for the Sustainable Development Goal 5 Impact Report, and submit them to the Director General of Administrative Services.

7 Contact Information

For further assistance regarding the implementation of this procedure, inquiries may be directed to:

Human Resources Directorate: uobhr@uob.edu.bh

Dean of Student Affairs: students@uob.edu.bh