

# Qatar University

<b>Document Number:</b>	PR-PD-02-V1
<b>Document Type:</b>	President Decision
<b>Document Title:</b>	Anti- Discrimination
<b>Responsible Sector:</b>	University President
<b>Approval Date:</b>	02/08/2022
<b>Effective Date:</b>	02/08/2022

## President Decision Number (20) of (2022) Regarding Anti- Discrimination

<b>Related Legal Documents:</b>	<ul style="list-style-type: none"><li>• <a href="#">Permanent Constitution of the State of Qatar</a></li><li>• <a href="#">Cabinet Resolution No (18) of 2020 to Issue A Code of Conduct and Integrity of Public Officials' Charter</a></li><li>• <a href="#">Student Complaints Policy</a></li><li>• <a href="#">Qatar University Faculty Professional Conduct Bylaws</a></li></ul>
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<b>Approval of President:</b>	<b>Date:</b> 02/08/2022 <b>Stamp:</b>
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**President Decision**  
**Number (20) of (2022)**  
**Regarding Anti- Discrimination**

**(This is as true as possible translation, where the Arabic version is the only official document)**

The University President:

After perusal of:

- Decree-Law No. (34) of (2004) on regulating Qatar University;
- The Cabinet Resolution No. (18), 2020 issuing code of conduct and integrity charter of public officials and student complaints policy;
- Qatar University Faculty Professional Conduct Bylaws approved by the Board of Regents on 20/04/2020;
- And in consideration of the public interest

**Resolution**

**Article (1)**

- **Title of the Decision:** President Decision Regarding Anti-Discrimination
- This decision shall come into effect from the date of its issuance.
- This decision applies to all Qatar University members (Faculty, students, and administrative staff.)

**Definitions**

**Article (2)**

In the application of the provisions of this Decision, the following terms and phrases have the meanings ascribed to them:

- a. **University:** Qatar University (QU)
- b. **President:** President of Qatar University
- c. **Discrimination:** Discrimination includes:

1. Any distinction, exclusion or preference made on the basis of race, color, gender, political opinion, national extraction, social origin, age, religious beliefs, or disability, which has the effect of nullifying or impairing equality of opportunity or treatment.
2. Such other distinction, exclusion or preference that negatively affects the principles of equal opportunities and justice.

## **University Responsibility**

### **Article (3)**

The university embraces a number of employees, faculty members, and students of all races, colors and religions, and from different age groups, in which the University considers that diversity a source of strength that enriches the educational and work environment. Therefore, the University is committed to maintaining an educational and practical environment free of all forms of discrimination. The University is also committed to providing equal opportunities to its members, regardless of race, color, gender, religion, age or disability.

## **Rights and Duties of University Members**

### **Article (4)**

The University prohibits all types and forms of discrimination in dealing with its members, who in turn are expected to observe the standards of respect, integrity, equality, and impartiality without discrimination.

If a University member is subjected to discrimination in treatment, he or she is entitled to file a complaint using the means stipulated by the relevant policies and procedures.

## **Privacy**

### **Article (5)**

In accordance with Qatar University's Personal Data Privacy Instructions, information on all complaints are handled with full confidentiality, and to provide only authorized parties with such information in particular and confidentially in cases where this is required by law, and the

information is used for investigation and decision-making purposes in accordance with the University's policy.

### **Penalties**

#### **Article (6)**

Anyone who violates the provisions of this decision shall be punished in accordance with the applicable laws, regulations, decisions, policies, and procedures.

#### **Article (7)**

All competent authorities, each within its own competence, shall implement this decision, and any provisions contradicting the provisions in this decision shall be repealed. This decision shall come into force as from the date of its issuance.

**Dr. Hassan Rashid Al-Derham**  
**President of Qatar University**