

AU Non-Discrimination Against Woman Policy

Version No.	Approved By	Approval Date	Effective Date
1.0	President & BOT	October 2024	Fall 2024/2025
SCOPE	This policy applies to: - All AU Students. - AU Academic and Administrative staff		
TERMS, DEFINITIONS AND ABBREVIATIONS	AU: Australian University or the University. Discrimination against women: Any unfavorable treatment of a woman because of sex, pregnancy, maternity, breastfeeding, marital/parental status, or related conditions, whether direct or indirect (a neutral rule that disadvantages women in practice). Harassment (including sexual harassment): Unwelcome conduct verbal, non-verbal, physical, that creates a hostile, intimidating, or humiliating environment for women.		
POLICY PROVISIONS			

1. AU prohibits any form of discrimination against women. This includes direct, indirect, or systemic practices that disadvantage women in study, work, or campus life.
2. AU ensures equal opportunity for male and female staff members.
3. Decisions in admissions, scholarships, hiring, benefits, workload, promotion, research funding, and leadership appointments are made on merit using fair and transparent criteria.
4. Harassment, including sexual harassment is not tolerated at AU.
5. AU ensures for its female staff that pregnancy, maternity, and caregiving are protected. Reasonable adjustments, flexible arrangements, and access to private lactation spaces are provided without academic or career penalty.
6. At AU, women have equal access to learning resources and research.
7. AU maintains gender-disaggregated data on applications, offers, enrolment, benefits, promotion, leadership roles, complaints, and outcomes, and conducts annual audits.
8. Pay and progression equity are monitored. Unexplained gender gaps are investigated and corrected with time-bound actions.
9. Vendor and contractors include non-discrimination clauses aligned with this policy.
10. Alignment with SDG 5. This policy supports AU's commitment to gender equality and women's full participation in higher education.