University Report on SDG 10
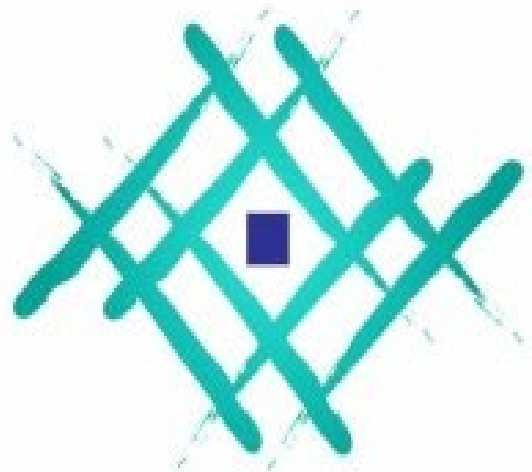
10 REDUCED INEQUALITIES

SDGs
Sustainable
Development
Goals

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SDG10: REDUCED INEQUALITIES

Sustainable Development Goal 10 (SDG 10) aims to reduce inequalities within and among countries, focusing on marginalized and vulnerable populations. In Saudi Arabia, addressing inequalities faced by people with disabilities is of utmost importance to create an inclusive and equitable society. Qassim University recognizes the significance of SDG 10 and has implemented measures to promote access, learning, and facilities for individuals with disabilities.

Accessible Learning Environments:

Qassim University's commitment to SDG 10 is reflected in its efforts to create accessible learning environments. The university ensures that its campuses and facilities are designed to accommodate individuals with disabilities, providing ramps, elevators, and other features that facilitate mobility and accessibility.

Inclusive Curriculum and Teaching:

The university integrates an inclusive approach into its curriculum and teaching methods. Qassim University's faculty members are trained to cater to diverse learning needs, ensuring that students with disabilities receive the necessary support and resources to succeed academically.

Support Services for Students with Disabilities:

Qassim University provides a range of support services for students with disabilities. These services include specialized learning resources, assistive technologies, counseling, and academic accommodations. The university aims to create an environment where all students can thrive and participate fully in their educational journey.

Collaboration with Disability Organizations:

The university collaborates with disability organizations and advocacy groups to gain insights into best practices and challenges related to inclusivity. These partnerships facilitate knowledge exchange and the implementation of strategies that promote equal access and opportunities for individuals with disabilities.

Awareness Campaigns and Sensitization:

Qassim University raises awareness about the rights and needs of individuals with disabilities through awareness campaigns, seminars, and workshops. The university promotes an inclusive mindset among students, faculty, and staff, fostering an environment of respect and understanding.

Disability-Inclusive Research Initiatives:

The university's research efforts extend to disability-inclusive projects. Qassim University's research contributes to understanding the challenges faced by individuals with disabilities and developing solutions that enhance their quality of life and participation in society.

Accessible Facilities and Services:

Qassim University ensures that its facilities, including libraries, laboratories, and recreational areas, are accessible to individuals with disabilities. The university prioritizes the creation of an inclusive environment that caters to diverse needs.

Promotion of Disability Rights:

The university advocates for disability rights and social inclusion within its community and beyond. Qassim University contributes to discussions on policy development, awareness, and advocacy efforts aimed at reducing inequalities and promoting equal opportunities.

Empowerment and Skill Development:

Qassim University aims to empower individuals with disabilities by offering skill development programs, workshops, and vocational training. These initiatives equip individuals with the skills they need to contribute to the workforce and society at large.

Qassim University's commitment to SDG 10 is evident through its comprehensive efforts to foster inclusivity and reduce inequalities for individuals with disabilities. By providing accessible learning environments, inclusive curriculum, support services, collaborating with disability organizations, raising awareness, conducting research, and promoting disability rights, the university actively contributes to creating a more equitable and inclusive society in Saudi Arabia. Through its dedication, Qassim University plays a significant role in advancing SDG 10 and ensuring that individuals with disabilities have equal access to education, opportunities, and facilities.

10.6 Measures against discrimination

Students, staff and employees have the right to be free from discrimination based on protected attributes. The protected attributes under the Fair Work Act are: race, colour, sex, sexual orientation, age, physical or mental disability, marital status, family or carer's responsibilities, pregnancy, religion, political opinion, national extraction or social origin. Qassim University aligned with Saudi Arab laws to fight discrimination in all its types.

10.6.4 Does your university as a body have anti-discrimination and anti-harassment policies?

Human Resources Department at Qassim University

https://hr.qu.edu.sa/laravel-filemanager/files/shares/pdf/Publications/Handbook-En.pdf [1]

Qassim University Employee Handbook
Deanship of Human Resources Issue, First Version, 2021

Labor Law Regulation

The Labor Law Regulation contains everything related to labor systems in Saudi Arabia. It includes labor law materials, additional helping tools, and illustrative examples for business owners.

Anti-harassment Law

The anti-harassment system was approved and circulated in the Kingdom of Saudi Arabia in 2018. It is an extension of the decisions and regulations issued by the Kingdom to preserve personal rights and fight crime, believing in the importance of social values and public morals in a way that guarantees a decent life for its citizens and residents.

Promotions Rules for Faculty Members

Promotions rules include the executive rules for the articles of the regulations governing faculty members' affairs for scientific promotions at Qassim University, which were approved by the University Council in its eighth session for the year 1441 AH and held on 24/10/1441 AH.

Promotions Rules for Employees

The promotions rules for employees include the rules governing promotions in the civil service and the conditions required for them, whether for ranks from ten or less or ranks above ten, and the procedures to be followed when considering an employee's promotion, especially concerning ranks.

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Qassim University
Employee Handbook
Deanship of Human Resources Issue.
First Version, 2021

Anti-Harassment Law

Views Count   0

Law Summary

Anti-Harassment Law

Law Name	Anti-Harassment Law
Issue Date	1439/09/16 H Corresponding To : 31/05/2018 G
Publish Date	1439/09/23 H Corresponding To : 07/06/2018 G
Law Status	Active
IssueTools	Royal Decree Council of Ministers Resolution

Rule Text

Anti-Harassment Law

https://laws.boe.gov.sa/BoeLaws/Laws/LawDetails/f9de1b7f-7526-4c44-b9f3-a9f8015cf5b6/2 [2]

Article 1

For the application of this Law, the crime of harassment shall mean any utterance, act or gesture of a sexual nature made by a person that impinges on another person's body, honor or modesty by any means, including modern technologies.

Article 2

This Law aims to combat the crime of harassment, prevent its occurrence, punish perpetrators and protect victims, in order to preserve the privacy, dignity and personal freedom of individuals guaranteed by Sharia and law.

Article 3

1. A victim's non-filing or withdrawal of a complaint shall not preclude the competent authorities from taking any action they deem to serve public interest, in accordance with the provisions of the Law of Criminal Procedures and other relevant laws.

2. A person who witnesses a case of harassment may report the incident to the competent authorities to take action in accordance with paragraph 1 of this Article.

Article 4

1. Any person who, by virtue of his work, becomes privy to any case of harassment shall maintain the confidentiality thereof.

2. The identity of the victim shall not be disclosed, except in the course of evidence collection, investigation or trial.

Article 5

1. The relevant departments within government and private entities shall set measures necessary to prevent and combat harassment in the work environment, including:

 a) a mechanism for receiving complaints within the entity;

 b) procedures necessary for verifying the complaints and maintaining confidentiality thereof; and

 c) Publication of such measures and informing staff thereof.

2. The relevant departments within government and private entities shall take disciplinary measures against any of their personnel in case of any violation of the provisions of this Law, in accordance with their applicable procedures.

3. Disciplinary measures according to this Article shall not prejudice the victim's right to file a complaint with the competent authorities.

Article 6

1. Subject to paragraph 2 of this Article, and without prejudice to any penalty prescribed by Sharia or any harsher penalty provided for by any other law, any person who commits a crime of harassment shall be subject to imprisonment for a period not exceeding two years and a fine not exceeding 100,000 riyals, or to either penalty;

2. The crime of harassment shall be punishable by imprisonment for a period not exceeding five years and a fine not exceeding 300,000 riyals, or by either penalty, in case the offense is repeated or coupled with any of the following:

a) if the victim is a child;

 b) if the victim is a person with special needs;

 c) if the perpetrator has direct or indirect authority over the victim;

 d) if the offence occurs in a workplace, place of study, shelter or care center;

e)   if the perpetrator and the victim are of the same sex;

f)   if the victim is asleep, unconscious or in any similar state at the time of the crime; or

g)   if the crime occurs in times of crisis, disaster or accidents.

Article Changes

Article 7

1.   Any person who incites, conspires with or assists others in any manner to commit a crime of harassment shall be subject to the penalty prescribed for the crime.

2.   Any person who attempts to commit a crime of harassment shall be subject to a punishment not exceeding half the maximum prescribed penalty;

3.   Any person who submits a malicious report of a crime of harassment or maliciously claims to be a victim thereof shall be subject to the penalty prescribed for the crime of harassment.

Article 8

This Law shall enter into force from the date of its publication in the Official Gazette.

Criterion 3: teaching and learning

https://qa.qu.edu.sa/files/shares/handbooks/Student%20Manual.pdf [3]

The learning outcomes of the program are formulated to indicate the student's knowledge, information, abilities, skills and values upon graduation, and the learning outcomes of the course are formulated to show the knowledge, information, abilities, skills and values gained by the end of the course.

Students' learning outcomes should be clearly defined and in line with the Saudi Qualifications, Framework (formerly the National Qualifications Framework) and the requirements of work or professional practice. **The quality of education and the effectiveness of programs are assessed by assessing student performance, surveying graduates and employers, and using feedback from those parties as a basis for future development plans.**

If the program has a male and female section, the quality standards and learning resources should be the same, and calendars should include separate data for each department. Provide a description of the quality assurance response procedures used to verify that the regulatory framework and arrangements for verifying that teaching and learning are working properly (for example, if measures are taken to verify student achievement levels against appropriate external references, state what were the results of these actions.

A Brief about Qassim University

https://qa.qu.edu.sa/files/shares/handbooks/Student%20Manual.pdf [3]

It is also clear that the number of Saudi students enrolled which are 65912 students, represent 98.1% of the total enrollment, while the number of non-Saudi enrolled are 1257 students, which represents 1.9% of the total enrollment. It is also clear from the data that the number of students enrolled in the bachelor stage is the largest number, which represented 94.1%, while graduate students enrolled in the master's stage accounted for 2.4% and enrolled in the doctoral level accounted for 0.6% of the total enrolled students in Qassim University.

The number of new students at the university reached 19051 students in 37/38 AH and 15722 students in 38/39 AH.

The total number of graduates in the different stages of study at Qassim University is 10050 graduates, including 3480 males or 34.6% and 6570 females or 65.3%.

The number of graduates in graduate studies reached 226 graduates, 60.6% of whom were females and 39.4% were males.

This is in addition to 121 graduates in the intermediate diploma level. The largest number of graduates was in the bachelor stage, where they represented 96.5% of the total number of graduates in the academic year 1438/1439.

Charter of Rights

University Student (male/female) Rights

https://qa.qu.edu.sa/files/shares/handbooks/Student%20Manual.pdf [3]

A- In the academic field

1- Receiving a student guide that provides information about the University, and its systems and facilities.

2- A Party reception for newcomers.

3- The education received by students will be evaluated and their observations will be used to improve the quality of teaching at the University. The students will evaluate the courses that they have studied and the faculty members who have taught them (the evaluation questionnaire is showed in the appendices) provided that the student deals with this credibly and is free from personal, partisan and tribal influences.

4- Providing the appropriate study environment so students can study and learn easily by providing all the educational capabilities available to serve this goal.

5- Obtaining the scientific material and knowledge associated with the university courses taught in accordance with the university rules and regulations governing academic work.

6- Obtaining the study plans in the faculty or department and the specializations, as well as reviewing the study schedules before the start of the study, conducting his/her registration in the courses offered to the student by the system, providing the rules of registration, taking into account the prioritization of registration in accordance with fair controls when it is not possible to achieve the wishes of all students.

7- Dropping or adding any course, dropping the entire semester as provided by the system of study and registering to the university within the specified period and announced to students.

8- Faculty members of the university will be committed to the dates, times of lectures to meeting the scientific and practical hours and they should not cancel the lectures or change their times unless necessary. In case of a cancellation of any lecture for whatever reason, an alternative lecture on those canceled or absent by the faculty member to complete the course would be given, after coordination with the students and the department.

9- Appropriate scientific inquiry and discussion with faculty members without censorship or punishment, whether during the lecture or during the announced office hours to meet the students.

10- The test questions should be within the course and its contents and the issues raised or referred to during the lectures. The distribution of grades would be balanced and logical in order to achieve a fair assessment of the student's abilities.

11- Conducting all the tests that are held for the course unless there is a legal obstacle that prevents them from being conducted in accordance with the relevant regulations and instructions.

12- The student will be provided the key answer to the questions of the quarterly tests and the distribution of scores on the parts of the answer, which is based on the assessment of student performance before the final test of the course.

13- The student has the right to review his answer sheet in the tests according to the regulations and decisions issued by the university in regulating the mechanism of that review and its controls.

14- Facilitate obtaining all his rights within the university by the administrative or academic bodies in accordance with the regulations and rules of the university.

15- The student will be provided the results obtained in the monthly, quarterly and final tests performed after emptiness corrected and adopted.

16- The commitment of faculty members, staff and employees of the university employees to respect the student and give him all his academic and literary rights.

17- Adopting the electronic system in monitoring grades and limiting absence to be

monitored regularly and not be delayed more than a week.

18- Notifying the student of the total grades of his work quarterly and practical before

entering the final exam.

B- In the non-academic field

1- Enjoy the benefits and social welfare provided by the University and participate in the activities established there inbyhe regulations and university

rules governing it.

2- Access to adequate health care through treatment within hospitals and health centers affiliated with the university.

3- Utilize the services and facilities of the university (e-book libraries, gym hall,

cafeteria,, etc.) according to the rules and regulations of the university.

4- Obtaining the financial incentives and rewards prescribed by law, especially for the superior student.

5- Nomination for training courses and programs and internal and external trips and increase his participation in cultural activities as well as participation in community service activities and volunteer work.

6- The complaint or grievance of any matter that affects the student about a faculty member, department, college, or any of the University units, and the submission of the complaint or grievance by the rules governing the unit for the protection of Student Rights and enable the student to know the status of his complaint.

7- Enable him to defend himself before any party in the university in any disciplinary case filed against him. The student will not be sentenced until after hearing his statements unless it proves that his absence was an unacceptable excuse after being summoned for the second time.

8- Grievance against the disciplinary decision issued against him by

the rules established in this regard under the provisions of disciplining students.

9- Maintain the contents of his file inside the university, dealing with it with care, not handing it over to anyone except to the student or his guardian or whoever delegates that file by the investigating authorities or the judiciary or another government agency. The contents of his file may not be disclosed or published unless such publication is the result of a disciplinary punishment against the student.

10- The right of the student with special needs to receive appropriate and appropriate service according to the rules and regulations in force.

Same rights and duties as employees (equal pay for work of equal value and quality)

The university trains its employees on continuous improvement through a global approach

https://www.qu.edu.sa/content/news/422 [4]

The University's Deanship of University Development held a one-day training course to train several university employees on the continuous improvement methodology for the better within the work environment "Kaizen", to familiarize them with this methodology and train them to master it, to establish improvement teams in all university departments and colleges. Dr. Faisal bin Omar Al Mahrouqi, Dean of the Deanship of University Development, confirmed that the Deanship has invited all university agencies, faculties, deanships, and departments, to select five employees and five female employees to lead continuous improvement projects using the "Kaizen" methodology, at the university level, and the invitation was accepted by all. The course was attended by 145 employees and 128 female employees from various university faculties, departments, and deanships, pointing out that this course comes from the role of the Deanship in developing the administrative work at the university.

Promotion of 677 male and female employees at the university

https://www.qu.edu.sa/content/news/890 [5]

His Excellency Prof. Abdul Rahman bin Hamad Al-Daoud, Rector of the University, extended the record of promotions for this year 1439 AH, where the total number of those who were promoted reached 677 male and female employees from the second to thirteenth rank, distributed among the departments and colleges of the university in several different disciplines, as part of the administrative work development plans aimed at To encourage male and female employees to exert more effort and give to improve the various services provided by the university.

The university evaluates the "Wa'ed and Worthy" program to qualify faculty members and graduate students

https://www.qu.edu.sa/content/news/1381 [6]

The university, represented by the Deanship of Scientific Research, is holding two training programs in scientific research, namely: the "Wa'ed Program" and "Jadeer Program", on Mondays and Tuesdays on 3 - 4/1/1441 AH, with the participation of several speakers. These programs organized by the Center target Forensic and Linguistic Sciences Research In the first week of the first semester of every academic year, faculty members hold the rank of assistant professor for men and women, as well as male and female teaching assistants, male and female graduate students.

The start of the training program for new faculty members

https://www.qu.edu.sa/content/news/1390 [7]

The university, represented by the Center for Leadership and Abilities Development, launched this morning, Sunday 9/1/1441 AH, the training program for new faculty members, which lasts for five days for men and women, at the center's headquarters in the university city, to provide new members with the most important programs that help them to Planning and designing educational situations, and using new teaching methods, strategies, models and approaches, to achieve quality teaching and to support efforts to improve its quality.

The Deanship of Community Service concludes a secretarial course for public security employees

https://www.qu.edu.sa/content/news/1693 [8]

The university, represented by the Deanship of Community Service, concluded yesterday, Thursday, 28/5/1441 AH, the secretarial work course for public security employees, which started on Sunday, 24/5/1441 AH, at the Chamber of Commerce in Buraidah, benefiting 65 trainees, men, and women.

His Excellency the President of the University issues several appointment and assignment decisions for the faculties, deanships, and, departments of the university

https://www.qu.edu.sa/content/news/2048 [9]

The decisions issued stipulated: Renewing the appointment of Dr. Aisha bint Saeed Al-Shamrani as Vice Dean of the College of Science and Arts for Female Student Affairs - Literary Departments, and the appointment of Dr. Ziyad bin Muhammad Al-Muhaimid as Vice Dean of Scientific Research for Research Centers, and the appointment of Professor Badriya bint Suleiman Al-Mujil, Vice Dean for Female Student Affairs at the College of Science and Arts in Al-Rass Governorate, as well as the appointment of Dr. Sattam bin Khalif Al-Anzi as Head of the Department of Pharmacology and Toxicology at the College of Pharmacy in Onaiza Governorate, in addition to the appointment of Dr. Osama bin Ibrahim Al-Muslim as Head of the Department of Surgery at the College of Medicine, and the appointment of Dr. Abdul Hakim bin Nafaa Al-Mutairi as Head of the Department of Physiology Faculty of Medicine.

The Leadership and Abilities Development Center offers a training course for university employees on the "System of Competition and Government Procurement"

https://www.qu.edu.sa/content/news/2416 [10]

The university, represented by the Center for Leadership and Capacity Development, held a training course during the period from 5-9/5/1442 AH, under the title "Competition and Governmental Procurement System", which targeted university employees working in contracts and procurement

management, financial management, budget management, and administration. Legal, project management, service management, and maintenance.

References

[1] [Online]. Available: https://hr.qu.edu.sa/laravel-filemanager/files/shares/pdf/Publications/Handbook-En.pdf.

[2] [Online]. Available: https://laws.boe.gov.sa/BoeLaws/Laws/LawDetails/f9de1b7f-7526-4c44-b9f3-a9f8015cf5b6/2.

[3] [Online]. Available: https://qa.qu.edu.sa/files/shares/handbooks/Student%20Manual.pdf.

[4] [Online]. Available: https://www.qu.edu.sa/content/news/422.

[5] [Online]. Available: https://www.qu.edu.sa/content/news/890.

[6] [Online]. Available: https://www.qu.edu.sa/content/news/1381.

[7] [Online]. Available: https://www.qu.edu.sa/content/news/1390.

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[9] [Online]. Available: https://www.qu.edu.sa/content/news/2048.

[10] [Online]. Available: https://www.qu.edu.sa/content/news/2416.