

American International University-Bangladesh

Sustainable Development Goals Report



SDG 8: DECENT WORK AND ECONOMIC GROWTH



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AIUB's Labor Rights Policies and Commitments

Zero Tolerance for Forced or Child Labor

American International University–Bangladesh (AIUB) has explicit policy commitments against labor exploitation. The university **“strongly condemn[s] any forms of forced labour, modern slavery, human trafficking and child labour nationally and globally,”** and it declares that it **“allows [by] no means”** such practices in any of its operations aiub.edu. This zero-tolerance stance is codified in AIUB's Non-Discriminatory Employment Policy and related institutional policies. All AIUB faculty and staff – whether permanent, contract, or temporary – are **required to be at least 18 years of age**, ensuring no child labor within its workforce aiub.edu. The commitment to eradicate forced or underage labor extends beyond direct employees: **AIUB's pledge “extends to third-party workers”** as well, meaning any outsourced or contract personnel must be employed under the same ethical standards aiub.edu. These statements align AIUB's practices with both **national and international frameworks defining and prohibiting forced and child labor** aiub.edu. In fact, the Constitution of Bangladesh itself bans all forms of forced labor laws.minlaw.gov.bd, a principle reflected in AIUB's policies and its emphatic stand against modern slavery and human trafficking.

AIUB Non-Discriminatory Employment Policy

AIUB employs qualified and selected employees of any age, gender, sexual orientation, race, disability, color, religion, and national or ethnic origin to all the rights, underrepresented groups, privileges, programs, and activities generally accorded or made available to employees.

AIUB does not discriminate on the basis of:

- Age
- Gender or gender identity
- Sexual orientation
- Race
- Disability
- Color
- Religion
- National or ethnic origin
- Underrepresented groups
- Under privileged groups

in administration of its employment and other relevant policies.

For all of its faculties and staff, the American International University–Bangladesh (AIUB) has a dedicated and uniform pay scale structure in accordance with the Government of Bangladesh (GOB) wage policy. In addition, the structured pay scale of the AIUB guarantees greater benefits than the mandated wages set by the GOB specified for various sectors through gazette notifications. The commitment of AIUB to its core values of respect for human dignity, equality of opportunity, and academic freedom is protected through its internal and external policies including wages. As a result, there is no pay inequalities based on gender orientation at AIUB.

By no means, AIUB allows forced labour, modern slavery, human trafficking and child labour defined by the national and international framework. All the faculties and staff who works at AIUB, whether on a permanent, contract or temporary capacity, have attained 18 years of age. AIUB facilitate national and international correspondence based on compassion, empathy and sincerity. AIUB's commitment to human values and dignity is praiseworthy. AIUB strongly condemn any forms of forced labour, modern slavery, human trafficking and child labour nationally and globally.

All forms of outsourcing, including faculty and staff, are acceptable at AIUB as well as equal rights for all employees are guaranteed. Any individual has the opportunity to work at AIUB, regardless of his religion, race, caste, sex, or place of birth. AIUB offers opportunities for both citizens and foreigners while emphasizing the spirit of the UN Charter and the Constitution of Bangladesh. In addition, AIUB harmonizes the essence of human rights within the framework of the organizational policies and norms.

Alignment with Bangladesh Labor Laws

AIUB demonstrates a strong commitment to comply with and exceed Bangladesh's labor law requirements. Notably, the university maintains a **“dedicated and uniform pay scale structure in accordance with the Government of Bangladesh (GOB) wage policy,”** and even guarantees **“greater benefits than the mandated wages set by the GOB”** for its faculty and staff aiub.edu. By adhering to government wage gazette notifications and providing higher-than-minimum compensation, AIUB shows compliance with laws on fair wages while promoting decent work conditions. The university also emphasizes alignment with fundamental legal principles: its policies invoke the *“spirit of the UN Charter and the Constitution of Bangladesh,”* integrating the country's constitutional values of human rights and equality into organizational norms aiub.edu. In practice, this means AIUB's employment practices – from hiring to day-to-day working conditions – respect national labor regulations (such as those forbidding child employment and forced labor) and uphold the broader human rights standards of Bangladesh. For example, by setting 18 as the minimum age for employment and rejecting any form of coerced labor, AIUB operationalizes the prohibitions found in Bangladesh's labor laws and constitution aiub.edu bdlaws.minlaw.gov.bd. Furthermore, the university's Human Resource Department explicitly lists **“HR compliance”** as a core function, indicating that monitoring adherence to all applicable labor laws and regulations is an integral part of HR's role aiub.edu. Overall, AIUB aligns its internal policies with national labor statutes – from wage laws to anti-trafficking and child labor laws – ensuring legal compliance as a baseline for its labor practices.

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Link: <https://www.aiub.edu/offices/hrd/aiub-non-discriminatory-employment-policy>

Office of Human Resources

Goals:

The primary objective of the Human Resource Department (HRD) is to facilitate a coherent and constructive experience for the Academic and Non-Academic personnel during their tenures at the university, aligning individual objectives with organizational goals. The HRD is responsible for providing of resources and accessibility to information for the employees, while recruiting and managing employees as and when required, as well as ensuring full compliance and adequate compensation amongst its workforces.

Policies and Codes Supporting Ethical Labor Standards

AIUB has institutional policies and codes of conduct that embed ethical labor standards and prohibit any direct or indirect human rights abuses. Key among these is the **AIUB Non-Discriminatory Employment Policy**, which underpins fair labor practices. This policy guarantees that AIUB “*employs qualified and selected employees of any age, gender, sexual orientation, race, disability, color, religion, and national or ethnic origin*” with equal rights and opportunities in all programs and activities [aiub.edu](https://www.aiub.edu) [aiub.edu](https://www.aiub.edu). It explicitly states that AIUB “**does not discriminate**” on any of those bases in its employment decisions, thereby supporting equitable and just labor conditions [aiub.edu](https://www.aiub.edu). Crucially, the same policy section reiterates the ban on exploitative labor, confirming that **no forced or child labor** is tolerated within the institution [aiub.edu](https://www.aiub.edu). AIUB’s commitment to ethical labor is also evident in its broader **Institutional Ethical Values and Code of Conduct**. This code requires “**supporting equity, justice and non-discrimination both as an employer and as an institution of higher learning**”, with clear standards for fair hiring, promotion, and dismissal practices [aiub.edu](https://www.aiub.edu). It also calls for providing due process for all complaints and appeals, and for avoiding any abuse of power or harassment in the workplace [aiub.edu](https://www.aiub.edu) [aiub.edu](https://www.aiub.edu). These ethical guidelines ensure that the university’s governance culture actively upholds labor rights and human dignity.

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AIUB Ethical Values

CODE OF CONDUCT AND ETHICS

Higher education is in a constant state of change. Societal demands and expectations of what knowledge should deliver are multiple and expanding. In Bangladesh alone, the growth in the number of higher education institutions has grown double in the last decade.

The pace and scope of these changes are fuelled by the conviction that knowledge society offers the best path to wealth and well-being, and they are influenced by the process of globalization, technological advances and market forces.

The formative and socializing role of higher education in educating ever-increasing number and often a culturally more diverse group of students, place additional responsibility on the entire academic community to deepen ethical self-awareness, to act with integrity and to examine the implications of their actions in the wider community.

Recognizing this responsibility, a shared understanding of what constitutes ethical academic behaviour inherent in these core universal values should form the basis of the Institutional Code of Ethics which must, in addition, promote the following principles:

1. Upholding academic integrity in teaching and research by establishing, disseminating and monitoring policies and procedures related to integrity issues including sanctioning academic misconduct. Avoiding fraud of any kind, including plagiarism, deliberate fabrication or falsification of data, unauthorized duplication and unwarranted authorship, piracy of thesis or projects, and the use of ghost writers and unwarranted co-authorship.
2. Supporting equity, justice and non-discrimination both as an employer and as an institution of higher learning by fully and publicly adhering to and applying the principle of fairness in all dealings and interactions with members of the academic community; establishing clear standards, practices and monitoring procedures concerning hiring, promotion and dismissal of all personnel, as well as for student admissions and related activities; and ensuring that all complaints and appeals are subject to due process.
3. Fostering sense of responsibility, accountability and transparency in all operations and when investigating cases of academic misconduct. Promoting decision-making based on merit, along with ability, and performance as the key criteria in the standards used for the selection, compensation and promotion of

faculty members, technical and administrative staff as well as students. Ensuring policies and resources are in place that uphold a high quality of teaching, proper student supervision and fair and transparent evaluation of student performance according to criteria available in advance. A commitment to the provision of accurate and factual information; sanctions for the use of inappropriate, illegal or untruthful means to enhance personal or institutional prestige or to seek other material rewards. Avoidance of all abuse of powers by any member of the academic community for political, economic or personal gain by: disseminating clear definitions and rules governing conflict of interest, abuse of power, including political, economic, sexual and/or moral harassment; Establishing mechanisms that all members of the academic community can use in confidence to lodge complaints of such abuses and know that investigations will follow.

4. Respect for opinions by free and open dissemination of knowledge and information by guaranteeing academic freedom within the profession and allowing all members of the academic community to express themselves freely as professionals and otherwise as engaged members of society; instilling in students the capacity for reasoned dialogue, argument and debate. Promoting and safeguarding mutual respect between teacher and student, non-discrimination, trustworthiness and avoiding all abuse of power and harassment.
5. Harmonious relationship with institutional partners. Building international linkages and cooperation on the basis of core values of academic freedom, institutional autonomy and related local and global responsibilities to society; ensuring that short-term as well as long-term impacts on each participant and wider society are taken into consideration when collaboration is being planned; placing shared interests, pursuit of mutual benefits and avoidance of adverse effects at the core of all international exchanges. Avoiding misrepresentation of institutional interests when establishing international collaborative partnerships or pursuing international cooperation projects.

By adopting the above-mentioned statement of principles, AIUB demonstrates its commitment to implementing these ethical values.

In addition, AIUB has specific policies addressing related aspects of labor ethics:

- **Sexual Harassment and Discrimination Policies:**

The university has a “*Policy regarding Sexual Harassment Complaints for Employees*” and a similar policy for discrimination complaints. AIUB clearly states it “**does not tolerate any form of sexual misconduct**” or discriminatory misconduct, and it has established formal **complaint and grievance procedures** for staff to report violations of these policies aiub.edu. A designated Complaint Committee, formed per guidelines from Bangladesh’s High Court, handles sexual harassment complaints, reinforcing compliance with national directives on workplace harassment prevention aiub.edu. These policies help ensure a safe and respectful work environment, free from abuse or coercion.

Policy regarding Discrimination Complaints for Employees

The American International University–Bangladesh (AIUB) will not engage in or endorse discrimination or harassment against any employee because of religion, race, color, age, disability, nationality, marital status, sexual orientation including gender identity.

AIUB does not tolerate any form of discriminating misconduct. The complaint and grievance procedures of AIUB provide employees with the methods for the resolution of complaints that allege a violation of this kind.

All such inquiries or complaints must be submitted to the Office of the Human Resources (HR) for employees.

Any employee can submit their complaint in the designated form or by directly sending email to the Office of Human Resources (HR) for employees. The complaint form is available to download [here](#). Accomplished complaint form may be sent through email (hr@aiub.edu) or dropped at the complaint box available in Annex 1.

Any employee can submit their suggestion in the designated form or by directly sending email to the Office of Human Resources (HR) for employees. The suggestion form is available to download [here](#). Accomplished suggestion form may be sent through email (hr@aiub.edu) or dropped at the suggestion box available in different buildings.

AIUB will protect the confidentiality of the complainant and the information provided during launching of the complaint.

Policy regarding Sexual Harassment Complaints for Employees

AIUB does not tolerate any form of sexual misconduct. The complaint and grievance procedures of AIUB provide employees with the methods for the resolution of complaints that allege a violation of this Statement. All such inquiries or complaints must be submitted to the Office of the Human Resources (HR) for employees.

A designated 'Complaint Committee' is formed and available as per the guideline and instruction of the His Excellency Supreme Court's High Court division to deal with the Sexual Harassment Complaints.

Any employee can submit their complaint in the designated form or by directly sending email to the Office of Human Resources (HR) for employees. The complaint form is available to [download here](#). Accomplished complaint form may be sent through email (hr@aiub.edu) or dropped at the complaint box available in Annex 1.

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- **Supplier and Procurement Standards:**

Through its **Sustainable Procurement Policy**, AIUB commits to socially responsible sourcing. The university's procurement committee is instructed to make decisions that **embody**

AIUB's commitment to local and global issues of social, ecological, and economic sustainability aiub.edu. In practice, this means considering the social impact of goods and services and favoring ethical supply chains. While not explicitly stating “no forced or child labor” in suppliers, the focus on social sustainability implicitly includes labor standards. This dovetails with the earlier-noted extension of AIUB's labor principles to third-party workers aiub.edu – suppliers and contractors are expected to uphold the same human rights and labor ethics that AIUB practices internally.

Sustainable Procurement Policy of AIUB

The American International University – Bangladesh (AIUB) is committed to diversity and sustainability as dimensions of an environmentally responsible society. Purchasing decisions at AIUB are aimed to balance social, economic, and environmental factors and consider the impacts resulting from production, transportation, use and disposal of products or services.

The designated procurement committee of AIUB will make procurement decisions that embody AIUB's commitment including local and global issues affecting social, ecological, and economic sustainability.

Employment Policies and Practices

- Employment practice living wage
- Employment policy on discrimination
- Employment policy modern slavery
- Employment practice equivalent rights outsourcing
- Employment policy pay scale equity
- Tracking pay scale for gender equity

American International University-Bangladesh (AIUB) demonstrates a strong commitment to fair and ethical employment practices, guided by policies that ensure equity, inclusivity, and human dignity. AIUB ensures all employees, including faculty and staff, are compensated at or above the local living wage. The university enforces strict policies to end workplace discrimination, **protecting employees from biases based on religion, gender, age, sexuality, disability, and other factors, in alignment with its Non-Discrimination Policy. AIUB stands firmly against modern slavery, child labor, forced labor, and human trafficking, promoting a safe and ethical work environment for all employees, this commitment extends to third-party workers too.** AIUB also actively pursues pay scale equity, continuously measuring and addressing gender pay

gaps to ensure fair compensation. Tracking pay scales for gender equity is a regular practice, supporting the university's objective of fostering a balanced and respectful workplace conditions across its operations.

Implementation and Enforcement Mechanisms

AIUB not only sets policies on paper but also has structures and initiatives to implement and enforce these commitments. At the governance level, a **Diversity and Equality Committee** has been established to monitor and advance inclusive and fair practices. Chaired by the Vice Chancellor and including representatives from faculties, administration, HR, and students, this committee's functions include **“periodically review[ing] diversity, equality, inclusion, and human rights policies and recommending changes,”** as well as **monitoring the university's policies and procedures to ensure their implementation** aiub.edu. The committee also organizes capacity-building activities and evaluates progress on diversity and equality goals, which helps institutionalize the policies against discrimination and labor abuses aiub.edu.

Diversity and Equality Committee

American International University-Bangladesh (AIUB) is committed to inclusive excellence where diversity and equality are embedded and manifested in all activities and strategic directions of the university. It is dedicated to creating and maintain an environment within which inclusive learning, fair treatment and diversity are valued and discrimination is challenged. The diversity and inclusion committee are dedicated to continuously improve in addressing any discrimination or equality issues within the university community.

The goal of this committee is to promote and support a diverse community of students and employees

Functions of the Diversity and Equality Committee:

- Periodically review diversity, equality, inclusion, and human right polices and recommend for changes or revisions
- Monitor the University's policies, procedures and ensure its implementations
- Regularly undertake data analysis and conduct surveys of focus groups to improve the student experience on academic areas and wellbeing initiatives
- Working closely with the other departments, the committee also provide extra teaching and learning resources to help students with their study skills and overall university life
- Encourage and support students, faculty and employees who take part in diversity and equality activities
- Ensure to provide appropriate diversity and equality related capacity building activities to all students, faculty, and employees
- Evaluate diversity and equality related progress and its impacts on different stakeholders of the university

On the operational side, the Human Resource Department carries out enforcement of labor standards. HR ensures “full compliance” with relevant laws and policies and oversees “adequate compensation” for all employees aiub.edu. The HR department’s functions encompass Training and Development, indicating that staff receive training relevant to their roles and possibly on workplace ethics and compliance aiub.edu. Indeed, AIUB encourages continuous learning on issues of ethics and rights – for instance, it provides regular training on social aspects of sustainability and has even integrated labor standards into its academic curriculum. In May 2025, AIUB signed a Memorandum of Understanding with the International Labour Organization (ILO) to promote International Labour Standards in legal education, a move that underscores the university’s commitment to human rights. As part of this partnership, AIUB faculty participated in workshops on ILO’s principles, and an AIUB representative “**emphasized [the] commitment to promoting human rights and social justice**” through education aiub.edu. This engagement not only trains faculty and enriches curriculum on labor rights but also signals to the entire university community the importance of upholding labor standards.

Office of Human Resources

Goals:

The primary objective of the Human Resource Department (HRD) is to facilitate a coherent and constructive experience for the Academic and Non-Academic personnel during their tenures at the university, aligning individual objectives with organizational goals. The HRD is responsible for providing of resources and accessibility to information for the employees, while recruiting and managing employees as and when required, as well as ensuring full compliance and adequate compensation amongst its workforces.

The overall functions & activities of the Human Resource Department (HRD) are as following:

- Achieve Organizational Goals
- HR Planning
- Recruitment & Selection
- Compensation and Benefits
- Payroll Management
- Training and Development
- Performance Appraisal
- Organizational Culture
- HR Compliance
- Employee Retention
- Database Management
- Inter-Departmental Coordination
- Succession Development

AIUB Signs MoU with ILO to Promote Labour Standards in Legal Education



The American International University-Bangladesh (AIUB) proudly participated in a landmark Memorandum of Understanding (MoU) signing ceremony with the International Labour Organization (ILO) and 12 other leading universities in Bangladesh on 8 May 2025. The collaboration aims to integrate International Labour Standards (ILS) into the teaching of labour law across university curricula.

Representing AIUB at the event were Professor Dr. Taslima Monsoor, Adviser of the Department of Law, and Ms. Tasnuva Anika, Lecturer and the university's designated focal point for the ILO partnership as well as Lecturer Mr. Fahim Faysal as participant. Professor Monsoor shared her insightful views on the academic and societal value of embedding labour standards in legal education. Ms. Anika emphasized AIUB's commitment to promoting human rights and social justice through innovative and globally relevant legal instruction.

The MoU marks a significant milestone in enhancing the capacity of legal educators and fostering a new generation of law graduates equipped with a deeper understanding of international labour rights. Following the signing, an interactive session was conducted to introduce faculty members to the foundational principles of ILS and the upcoming roadmap for curriculum integration.

AIUB's involvement in this initiative demonstrates its dedication to aligning with global academic standards and advancing inclusive, rights-based legal education in Bangladesh. Through continued collaboration with the ILO and other academic institutions, AIUB remains at the forefront of preparing students for the complex demands of national and international labour frameworks.

For enforcement, AIUB has concrete **reporting and remediation mechanisms**. Employees can lodge complaints or grievances regarding any misconduct (such as harassment or discrimination) confidentially through designated forms or directly via the HR office [aiub.edu](mailto:hr@aiub.edu). The existence of **complaint committees** (for example, the sexual harassment complaint committee) and accessible complaint submission channels (including email and drop

boxes) provides a route for issues to be reported and addressed. AIUB assures that it will protect the confidentiality of complainants and handle allegations seriously aiub.edu. These mechanisms encourage accountability and help enforce the university's codes of conduct.

Policy regarding Sexual Harassment Complaints for Employees

AIUB does not tolerate any form of sexual misconduct. The complaint and grievance procedures of AIUB provide employees with the methods for the resolution of complaints that allege a violation of this Statement. All such inquiries or complaints must be submitted to the Office of the Human Resources (HR) for employees.

A designated 'Complaint Committee' is formed and available as per the guideline and instruction of the His Excellency Supreme Court's High Court division to deal with the Sexual Harassment Complaints.

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Finally, AIUB tracks and audits certain labor equity metrics as part of its commitment to continuous improvement. One example is **pay equity monitoring** – the university notes that it “*actively pursues pay scale equity, continuously measuring and addressing gender pay gaps to ensure fair compensation,*” and it regularly **tracks pay scales for gender equity** as a practice aiub.edu. By analyzing such data and reporting on progress (often aligned with Sustainable Development Goal 8: Decent Work and Economic Growth), AIUB demonstrates that its labor standards commitments are not static statements but are subject to ongoing evaluation and enforcement.

In summary, American International University–Bangladesh has documented strong policies against forced labor, modern slavery, human trafficking, and child labor, embedded within a broader framework of human rights and fair labor practices. These commitments are in line with Bangladesh's labor laws and international standards, and are supported by specific codes of conduct, HR policies, and procurement guidelines that prohibit abuses and promote ethical treatment of all workers. Through dedicated committees, compliance oversight, training initiatives, and clear reporting mechanisms, AIUB provides evidence of actively implementing and upholding these policies in its institutional culture and operations aiub.edu aiub.edu.