

American International University-Bangladesh

Sustainable Development Goals Report



SDG 8: DECENT WORK AND ECONOMIC GROWTH



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AIUB's Anti-Discrimination and Inclusion Policies (2020–2025)

University-Wide Non-Discrimination Policy

American International University–Bangladesh (AIUB) maintains a comprehensive **Non-Discrimination Policy** covering both students and employees. This policy affirms that all decisions involving students and staff must be based on individual merit and “**be free from all forms of discrimination**” aiub.edu. AIUB explicitly **prohibits any discrimination or harassment** on the basis of *religion, race, color, age, disability, nationality, marital status, sexual orientation (including gender identity)* for all members of its community aiub.edu. This broad non-discrimination commitment applies to **student admissions, employment, access to programs, and all university activities** aiub.edu. To enforce this, AIUB provides formal grievance procedures: students can report violations through the Office of Student Affairs, and employees through the Office of Human Resources, for investigation and resolution aiub.edu. These mechanisms ensure that anyone facing discrimination has a clear avenue to file a complaint, which the university pledges to address promptly.

AIUB Non-discrimination Policy

The commitment of the American International University–Bangladesh (AIUB) to the most fundamental principles of human dignity, equality of opportunity and academic freedom requires that decisions involving students and employees be based on individual merit and be free from all forms of discrimination.

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

This nondiscrimination policy applies to student admissions, employment, access to and engagement in the university programs and activities.

The complaint and grievance procedures of AIUB provide student and employees with the methods for the resolution of complaints that allege a violation of this statement. All such inquiries or complaints are to be addressed and acted by the appropriate office (Office of Student Affairs for students and the Office of the Human Resources for employees).

Workplace Anti-Discrimination and Equal Opportunity

In addition to the general policy, AIUB has specific **workplace policies** to foster a fair and inclusive employment environment for faculty and staff. AIUB's official **Non-Discriminatory Employment Policy** states that the university hires and treats employees “**of any age, gender, sexual orientation, race, disability, color, religion, and national or ethnic origin**” on an equal basis aiub.edu. In practice, this means AIUB **does not discriminate in any employment matters** – from hiring and promotions to wages – on any of those grounds. In fact, AIUB adheres to a **uniform pay scale** (aligned with government wage policy) that **guarantees no pay inequality based on gender** or other identity factors aiub.edu. The policy also underscores that *all individuals have the opportunity to work at AIUB regardless of religion, race, caste, sex, or place of birth*, emphasizing equal rights for all employees aiub.edu. AIUB further makes clear it will not tolerate workplace harassment: the university “*will not engage in or support discrimination or harassment of any employee based on religion, race, color, age, disability, nationality, marital status, sexual orientation, or gender identity.*” aiub.edu This commitment to a “**fair and inclusive workplace**” is backed by a formal grievance process. Employees who experience discrimination or harassment can file a complaint with HR using a designated form or email; all such complaints are handled confidentially and through established procedures aiub.edu. In sum, AIUB's HR policies provide robust protections for employees, prohibiting bias or unequal treatment in the workplace and ensuring there are mechanisms to address any incidents that do occur.

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.

Policy regarding Discrimination Complaints for Employees

AIUB is committed to maintaining a fair and inclusive workplace and will not engage in or support discrimination or harassment of any employee based on religion, race, color, age, disability, nationality, marital status, sexual orientation, or gender identity. The university has established complaint and grievance procedures to help employees report and resolve any related concerns. All complaints should be submitted to the Office of Human Resources (HR) using the designated form or by email. Completed forms may be emailed to hr@aiub.edu or placed in the complaint box located in Annex 1. Employees may also share suggestions through a designated form or by emailing HR; suggestion boxes are available in various buildings. AIUB ensures the confidentiality of all complainants and the information they provide.

Inclusion, Accessibility, and Equal Opportunity Initiatives

AIUB also demonstrates strong policy commitments to **accessibility, diversity, and inclusion** for all its stakeholders. The university upholds a **Non-Discriminatory Admission Policy**, admitting qualified students “**regardless of age, gender, sexual orientation, race, disability,**

color, religion, underrepresented groups, and national or ethnic origin.” This ensures that no aspect of one’s identity disqualifies a student from enjoying *equal opportunities* in admission, scholarships, or academic programs [aiub.edu](https://www.aiub.edu) [aiub.edu](https://www.aiub.edu). In line with this, AIUB has introduced specialized policies to support **underrepresented groups** and **students with disabilities**. For example, AIUB’s admission guidelines include an “*Admission Policy for Underrepresented Groups*” and an “*Admission Policy for Students with Disability*,” reflecting the university’s commitment to inclusive education [aiub.edu](https://www.aiub.edu) [aiub.edu](https://www.aiub.edu). These policies affirm that deserving candidates from ethnic minorities, low-income backgrounds, third-gender (non-binary) individuals, and persons with disabilities are given equal consideration and necessary accommodations as part of an **inclusive society** mission [aiub.edu](https://www.aiub.edu).

Equality, Diversity and Inclusion Policy

AIUB provides equality, diversity and inclusion policy through these policies:

AIUB Non-discrimination Policy

<https://www.aiub.edu/administration/institutional-policy/aiub-non-discrimination-policy>

The commitment of the American International University–Bangladesh (AIUB) to the most fundamental principles of human dignity, equality of opportunity and academic freedom requires that decisions involving students and employees be based on individual merit and be free from all forms of discrimination.

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

This nondiscrimination policy applies to student admissions, employment, access to and engagement in the university programs and activities.

The complaint and grievance procedures of AIUB provide student and employees with the methods for the resolution of complaints that allege a violation of this statement. All such inquiries or complaints are to be addressed and acted by the appropriate office (Office of Student Affairs for students and the Office of the Human Resources for employees).

Non-Discriminatory Admission Policy

<https://www.aiub.edu/admission/admission-policy/aiub-non-discriminatory-admission-policy>

AIUB admits qualified and selected students 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 students.

AIUB does not discriminate on the basis of:

- | Age
- | Gender or gender identity
- | Sexual orientation
- | Race
- | Disability
- | Color
- | Religion
- | National or ethnic groups
- | Underrepresented groups
- | Under privileged groups
- | Non-traditional Students*

in administration of its educational policies, admissions policies, scholarship programs, and other programs.

*Non-Traditional Students (Definition): An applicant who has completed a degree that is equivalent to the requirement but not specifically mentioned in the University Grants Commission (UGC)'s list of requirements. [But the degree that is exclusively barred in the UGC list of requirements will not be acceptable]. The equivalency of the degree must be recommended by the admission interview committee/ faculty dean/ administration based on verification of relevant documents. The final decision of the admission is at the discretion of the AIUB Management.

Admission Policy for Underrepresented Group

<https://www.aiub.edu/admission/admission-policy/aiub-admission-policy-for-underrepresented-group->

The American International University–Bangladesh (AIUB) is committed to provide equal opportunity to the qualified and deserving candidates regardless of age, gender, sexual orientation, race, disability, color, religion, underrepresented groups, and national or ethnic origin.

AIUB promotes academic freedom among applicants coming from the underrepresented group (i.e., ethnic minorities, low-income, non-traditional*, 3rd Gender, newly settled refugee) as a commitment towards inclusive society.

Admission application of applicants coming from the underrepresented group will be assessed based on the following criteria:

- | Admission applicants under this category must submit relevant documents that can verified to identify their status of the underrepresented group.
- | Applicants must meet the minimum standards for admission
- | for undergraduate: SSC/HSC/O'level/A'Level results
- | for graduate: see (a), undergraduate results
- | Recommendation from the admission interview committee/ faculty dean/ administration in support of the application.
- | The final decision of the admission is at the discretion of the AIUB Management.

*Non-Traditional Students (Definition): An applicant who has completed a degree that is equivalent to the requirement but not specifically mentioned in the University Grants Commission (UGC)'s list of requirements. [But the degree that is exclusively barred in the UGC list of requirements will not be acceptable]. The equivalency of the degree must be recommended by the admission interview committee/ faculty dean/ administration based on verification of relevant documents. The final decision of the admission is at the discretion of the AIUB Management.

Admission Policy for Students with Disability

<https://www.aiub.edu/admission/admission-policy/aiub-admission-policy-for-students-with-disability>

The American International University–Bangladesh (AIUB) is committed to provide equal opportunity to the qualified and deserving candidates regardless of age, gender, sexual orientation, race, disability, color, religion, underrepresented groups, and national or ethnic origin.

AIUB promotes academic freedom among applicants with disability as a commitment towards inclusive society.

Admission application of candidates with disability will be assessed based on the following criteria:

AIUB does not discriminate on the basis of:

- | Admission applicants under this category must meet the disability criteria as defined by the 'Bangladesh persons with disabilities rights and protection act 2013' and must provide documentation to verify this.
- | Applicants must meet the minimum standards for admission
- | for undergraduate: SSC/HSC/O'level/A'Level results
- | for graduate: see (a), undergraduate results
- | Recommendation from the admission interview committee/ faculty dean/ administration based on the availability of adequate campus facilities to overcome the type of disability.
- | The final decision of the admission is at the discretion of the AIUB Management.

In practice, AIUB has put in place support services and accommodations to uphold these commitments. The university states that it is **“committed to providing services to its stakeholders of any age, gender, sexual orientation, race, disability, color, religion, underrepresented groups, underprivileged and national or ethnic origin.”** Both students and employees with disabilities are offered appropriate support and facility accommodations as needed aiub.edu. For instance, AIUB provides accessible campus facilities, academic counseling, and financial aid (tuition waivers) for students with disabilities – all aimed at creating an **inclusive educational environment where every student has the opportunity to succeed** aiub.edu.

AIUB is committed to ensuring that campus facilities are accessible to all students. While specific details on physical accessibility features are not provided in the available sources, the university's policies reflect an ongoing commitment to accommodating the needs of students with disabilities.

AIUB is committed to providing services to its stakeholders of any age, gender, sexual orientation, race, disability, color, religion, underrepresented groups, underprivileged and national or ethnic origin.

As and when required students and employees with any form of disabilities will be rendered adequate services within the capacity of the university. For prior intimation or approval regarding availing such services, students are requested to contact the Office of Student Affairs and employees to the Office of the Human Resource.



Conclusion

AIUB's comprehensive approach to supporting students with disabilities encompasses non-discrimination policies, tailored admission procedures, financial assistance, academic counseling, and efforts to ensure accessible campus facilities. These initiatives collectively contribute to an inclusive educational environment where all students have the opportunity to succeed.

Beyond formal policies, AIUB has established institutional structures to promote diversity and monitor equity. A **Diversity and Equality Committee**, chaired by the Vice Chancellor, includes representatives from faculties, administration, HR, student affairs, and even students aiub.edu. The mandate of this committee is to *“create and maintain an environment in which inclusive learning, fair treatment and diversity are valued and discrimination is challenged.”* It is **dedicated to continuously improving how the university addresses discrimination and equality issues** in the community aiub.edu. The committee's functions include regularly reviewing AIUB's diversity and equality policies, ensuring they are implemented, and recommending updates as needed aiub.edu. Additionally, AIUB has set up an **Equality, Diversity and Inclusion (EDI) Center** to provide ongoing support and advocacy. The EDI Center organizes cultural programs and diversity training workshops for students and staff to raise awareness and foster an inclusive campus culture, while also offering support services for minority groups aiub.edu aiub.edu. These initiatives show that AIUB not only has anti-discrimination rules on paper, but also active programs and committees to **prevent discrimination, educate the community, and promote equal opportunity** across the institution.

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

The Diversity and Equality Committee of AIUB has representatives from both academic and administrative employees. The committee is Chaired by the Vice Chancellor, with the members as follows:

- Representative from each Faculty
- Representative from Office of the Registrar
- Representative from Office of Human Resources - Secretary
- Representative from Office of Student Affairs
- Representative from IQAC
- Representative from Office of Administration
- Representative from Student Community

FUNCTIONS OF THE DIVERSITY AND EQUALITY COMMITTEE:

- Periodically review diversity, equality, inclusion, and human right policies 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

Equality, Diversity and Inclusion (EDI) Center

<https://www.aiub.edu/oncampus>

The EDI center at AIUB is responsible for providing support, resources, and advocacy for minority employees, students and communities. The responsibilities include:

- Provides support and advocacy for minority employees and students, addressing their unique needs, concerns, and challenges. This includes academic support, mental health resources, and assistance in navigating campus resources.
- Organizes cultural programming and events that celebrate and promote diversity, fostering a sense of belonging and inclusivity on campus.
- May offer diversity training and educational workshops for students, faculty, and staff to increase awareness and understanding of diversity issues and promote an inclusive campus culture.
- May collaborate with the admission, human resource office to implement recruitment strategies that attract a diverse body. Additionally, they may work on retention initiatives to support the success and persistence of minority students and employees.
- Provides a safe and welcoming space for minority populations to connect with one another, build a sense of community, and find a supportive network on campus.
- Advocates for policy changes that promote equity, diversity, and inclusion within the institution. This may include proposing changes to admissions policies, curriculum, and campus climate initiatives.
- Engages with minority communities both on and off-campus to establish partnerships, promote access to education, and address the needs of minority populations.
- Collaborates with student organizations, academic departments, and other campus offices to create inclusive programs and initiatives.
- May collect data on the experiences and outcomes of minority students and employees, which can be used to inform institutional decision-making and measure progress towards diversity and inclusion goals.
- Serves as a resource for resolving conflicts related to diversity and inclusion issues, providing mediation and support when necessary.
- EDI plays a vital role in promoting diversity, equity, and inclusion within the educational institution, supporting the success and well-being of minority populations, and fostering a campus culture that values and embraces diversity.

Facilitator: Prof. Dr. Farheen Hassan – Director, AIUB-IQAC

For Students – Office of Student Affairs

For Employees – Office of Human Resources

Gender-Based Harassment and Violence Prevention

AIUB has taken specific steps to prevent and address **gender-based violence and harassment** on campus. The university enforces a strict **anti-sexual harassment policy** covering both employees and students. According to official statements, “*AIUB does not tolerate any form of sexual misconduct.*” The university has instituted complaint and grievance procedures to handle allegations of sexual harassment, treating it with utmost seriousness [aiub.edu](https://www.aiub.edu). In compliance with legal guidelines in Bangladesh, AIUB forms a dedicated “**Complaint Committee**” – as directed by the Supreme Court’s High Court Division – to investigate and resolve sexual harassment complaints [aiub.edu](https://www.aiub.edu). There are separate but parallel procedures for students and for employees: student victims can report incidents to the Office of Student Affairs, while employees file complaints with the Office of Human Resources (using confidential reporting forms or email) [aiub.edu](https://www.aiub.edu) [aiub.edu](https://www.aiub.edu). In both cases, the policy ensures that complaints are reviewed by the committee in a prompt and impartial manner. Importantly, AIUB guarantees **protection of the complainant’s confidentiality** throughout the process [aiub.edu](https://www.aiub.edu), so that individuals can come forward without fear of exposure or retaliation. This aligns with AIUB’s broader commitment to a safe, inclusive environment – any form of gender-based violence or harassment is met with formal investigation and disciplinary action under university regulations.

Policy regarding Sexual Harassment Complaints for Student

<https://www.aiub.edu/offices/osa/student-complaint-policy/policy-regarding-sexual-harassment-complaints-for-students>

AIUB does not tolerate any form of sexual misconduct. The complaint and grievance procedures of AIUB provide students and 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 Student Affairs (OSA) for students.

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 student can submit their complaint in the designated form or by directly sending email to the Office of Student Affairs (OSA). The form is available to download here. Accomplished forms may be sent through email (osa@aiub.edu) or dropped at the complaint box available in Annex 1.

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

In summary, between 2020 and 2025 AIUB has articulated a robust framework of policies and official statements to uphold **non-discrimination, equal opportunity, and campus safety**. The university’s policies explicitly forbid discrimination in both academic and workplace settings on grounds of religion, gender, sexuality, age, ethnicity, disability and other identity factors. These are backed by concrete measures: **accessible and inclusive admission and employment practices**, the formation of committees and centers to advance diversity, and clear **grievance procedures** (through OSA and HR) to handle any complaints of discrimination or harassment [aiub.edu](https://www.aiub.edu) [aiub.edu](https://www.aiub.edu). Moreover, AIUB’s alignment with national guidelines (e.g. for sexual harassment committees) and its internal disciplinary processes reflect established standards for preventing and addressing gender-based violence. All of these indicate that AIUB has put in place comprehensive institutional policies to ensure **a fair, inclusive and safe environment** for everyone regardless of identity or background.