

American International University-Bangladesh

Sustainable Development Goals Report



SDG 4: QUALITY EDUCATION

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Ensuring Equal Access at AIUB

Formal Non-Discrimination Policies

American International University–Bangladesh (AIUB) has explicit, formal policies guaranteeing equal access to all university facilities and activities without discrimination. The university’s official Non-Discrimination Policy states that decisions affecting students *and* employees must be based on individual merit and “be free from all forms of discrimination” aiub.edu. In fact, AIUB “will not engage in or endorse discrimination or harassment against any students and employees” on the basis of characteristics such as religion, race, color, age, disability, nationality, marital status, sex or gender identity, etc. aiub.edu. This commitment is codified on AIUB’s website under its Institutional Policy, demonstrating a clear institutional stance. Crucially, the scope of this policy is broad – it “applies to student admissions, employment, [and] access to and engagement in the university programs and activities” aiub.edu. In other words, all areas of academic and campus life are covered, ensuring no one is excluded from opportunities due to ethnicity, religion, disability, gender, or other protected status. AIUB also provides formal grievance procedures for enforcement: students can report violations to the Office of Student Affairs and employees to Human Resources, ensuring the policy is not just words but backed by a process aiub.edu.

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).

Beyond the general policy, AIUB’s Student Code of Conduct reinforces these principles. It explicitly guarantees each student “the right to equal access to university facilities, programs, and resources, free from discrimination on the basis of race, religion, gender, disability, nationality, age, or any other status protected under national or university policies.” aiub.edu This clause, enshrined as a fundamental right in the student code, means that every student – regardless of background or identity – must have the same opportunity to use campus facilities, join programs, and benefit from resources. The code commits the university to maintaining an inclusive environment that respects diversity aiub.edu. Importantly, these guarantees are

published as official university regulations, indicating that equal access is formally and publicly upheld as university law.

GUARANTEE OF FUNDAMENTAL RIGHTS AND FREEDOMS

In support of an inclusive, fair, and respectful environment, American International University-Bangladesh (AIUB) recognizes and upholds the following rights and freedoms for all students, as integral to their personal, academic, and social development:

2.1 AIUB affirms the right of students to express their ideas, opinions, and beliefs, both within academic settings and through university-sponsored platforms, as part of a commitment to intellectual freedom and open dialogue. This freedom shall be exercised in a respectful manner, with regard for the rights and dignity of others, and within the framework of university policies, national laws, and public order, as referenced under Article 39 of the Constitution of the People's Republic of Bangladesh.

2.2. Students have a right to privacy in their personal information and communications. AIUB is committed to safeguarding students' data in accordance with applicable laws and institutional policies. Except where legally or administratively mandated, students' private information shall not be disclosed without their consent.

2.3 AIUB encourages academic freedom, allowing students to pursue intellectual inquiry, express scholarly opinions, and participate freely in academic discourse. This freedom includes the right to engage in research, explore diverse perspectives, and challenge prevailing ideas within the framework of respect and ethical standards set forth by the university.

2.4 Every student has the right to equal access to university facilities, programs, and resources, free from discrimination on the basis of race, religion, gender, disability, nationality, age, or any other status protected under national or university policies. AIUB strives to maintain an inclusive environment that respects the diversity of its student body.

2.5 AIUB is committed to providing a safe and secure learning environment. Students have the right to access health and safety resources, report safety concerns, and expect that reasonable measures will be taken to protect their well-being on campus and during university-sponsored activities.

2.6 In cases of alleged violations of this Code, students have the right to a fair, transparent, and impartial disciplinary process. This includes the right to be informed of allegations, to present their perspective, and to appeal decisions according to the established procedures of AIUB.

AIUB's dedication to inclusion is also evident in specific policy statements that mirror international standards of equality. For example, the university affirms its commitment to "lifelong learning opportunities without any discrimination, regardless of gender, ethnicity, religion, disability, or other similar factors," applying this inclusivity to *all* AIUB students, alumni, employees, and even the broader community aiub.edu. This demonstrates that the principle of equal access is not limited to current students – it extends to prospective students, graduates, staff, and stakeholders, underscoring a culture of equality in every aspect of the institution.

Lifelong Learning Access Policy

AIUB is committed to ensuring lifelong learning opportunities without any discrimination, regardless of gender, ethnicity, religion, disability, or other similar factors. This policy is applicable to all AIUB students, alumni, employees, and the external community. AIUB is providing lifelong learning services and activities through different bodies, namely, the Institute of Continuing Education (ICE), Office of Human Resources (HR), Centre of Excellence in Teaching and Learning (CETL), Office of Students Affairs (OSA), Office of Sports, and Office of Placement & Alumni (OPA). Career development courses, professional counselling, job placement, skill enhancement training for employees & community, and other community services are offered from these bodies. Through continuing education, professional training, and community services individuals can improve their skills and knowledge for professional careers and release their potential to accomplish their goals.

Equal Access in Academic Programs

Academically, AIUB guarantees non-discriminatory access at every stage – from admissions to classroom participation and academic events. The university's admission policies are explicitly non-discriminatory. According to AIUB's published "Non-Discriminatory Admission Policy," the university *admits* qualified students "of any age, gender, sexual orientation, race, disability, color, religion, and national or ethnic origin" and grants them full access to "all the rights, privileges, programs, and activities generally accorded or made available to students" aiub.edu. In practice, this means no applicant can be denied admission or subsequently excluded from an academic program on grounds of ethnicity, religion, gender, disability, etc. Moreover, AIUB affirms that it does not discriminate on the basis of any of those characteristics in the administration of educational policies, admissions decisions, scholarship programs, or other academic programs aiub.edu aiub.edu. This policy is available on AIUB's official website, signalling to all applicants that the process is fair and inclusive.

AIUB's Commitment to Inclusivity

AIUB is committed to admitting students from the lowest 20% income bracket, promoting equitable educational access for financially disadvantaged groups.

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*

AIUB has gone a step further by adopting special admissions provisions to promote inclusivity. For instance, there are dedicated policies for *underrepresented groups* and *students with disabilities*. These policies reiterate the university's commitment to provide “*equal opportunity to qualified and deserving candidates regardless of age, gender, sexual orientation, race, disability, color, religion, underrepresented groups, and national or ethnic origin.*” aiub.edu. In alignment with these values, applicants from ethnic minorities, disadvantaged backgrounds, or those with disabilities are assessed equitably, with reasonable accommodations considered (such as ensuring campus facilities can support a particular disability) aiub.edu aiub.edu. By publicly codifying such measures, AIUB ensures that academic program access – including admission, enrollment in courses, and participation in research or academic events – is formally guaranteed to be non-discriminatory.

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 verify to identify their status of the underrepresented group.
- Applicants must meet the minimum standards for admission
 - a. for undergraduate: SSC/HSC/O'level/A'Level results
 - b. 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.

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

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
 - a. for undergraduate: SSC/HSC/O'level/A'Level results
 - b. 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.

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

Within the classroom and research environment, the principle of non-discrimination is actively upheld. AIUB's ethical code for academia requires "*fairness in all dealings*" and specifically mentions applying the principle of non-discrimination in student admissions and related academic activities aiub.edu. Once enrolled, all students have equal rights to attend classes, labs, seminars, and academic conferences. The Student Code's equal-access clause (cited above) ensures every student can partake in academic events or use academic resources (libraries, laboratories, etc.) irrespective of personal attributes aiub.edu. There is no restrictions or separate treatment in academic participation based on gender, religion, or ethnicity – all such differentiation is expressly prohibited by policy. On the contrary, AIUB encourages diversity in academic discourse and upholds freedom of expression and inquiry for all students within the bounds of respect and law aiub.edu, reinforcing an environment where everyone can contribute academically on an equal footing.

2.1 AIUB affirms the right of students to express their ideas, opinions, and beliefs, both within academic settings and through university-sponsored platforms, as part of a commitment to intellectual freedom and open dialogue. This freedom shall be exercised in a respectful manner, with regard for the rights and dignity of others, and within the framework of university policies, national laws, and public order, as referenced under Article 39 of the Constitution of the People's Republic of Bangladesh.

Equal Access in Non-Academic Opportunities

AIUB's commitment to equality extends fully into non-academic and extracurricular opportunities. The official non-discrimination policy covers "*access to and engagement in the university programs and activities*" broadly aiub.edu, which includes campus life beyond the classroom. In practice, this means student housing, clubs, sports, and scholarships – as well as any other university-sponsored opportunity – are open to all without bias.

- **Housing:**

AIUB does not operate on-campus dormitories; however, it facilitates third-party accommodation for students of all genders. The university has partnered with private housing providers to ensure safe living arrangements for its students, with separate hostels for male and female students aiub.edu. This indicates that while respecting cultural norms (e.g. gender-separate housing), AIUB ensures both men and women have equal access to accommodation support. There is no suggestion of any exclusion of students from housing based on religion, ethnicity, or other traits – any enrolled student can seek these housing services. The arrangement with an external hostel (as announced via official notice) explicitly provides

accommodation options “for both male and female students”, showing the university’s intent to cover all students’ needs impartially aiub.edu.

specialized maternal support, and mental health counseling on campus. Accommodation options for students, including separate housing for female students, ensure safe and accessible living spaces near the university. AIUB has signed an MoU with Super Hostel to provide accommodation for both male and female students separately. Employment and part-time work opportunities on campus allow students to gain work experience and support their finances while studying. The university encourages female student participation in clubs and sports, supporting them with dedicated facilities, leadership roles, and scholarships. Through these comprehensive programs, AIUB fosters an inclusive environment that addresses the academic, health, financial, and personal needs of low-income students, helping them thrive.

- **Student Clubs and Activities:**

All student organizations, clubs, and extracurricular activities at AIUB are open to everyone in the student body, and the university actively promotes inclusive participation. Because the nondiscrimination policy applies to “engagement in university programs and activities,” it implicitly forbids barring anyone from joining a club or student society on irrelevant grounds aiub.edu. In fact, AIUB has highlighted efforts to encourage traditionally underrepresented groups to take part. For example, the university “*encourages female student participation in clubs and sports, supporting them with dedicated facilities, leadership roles, and scholarships.*” aiub.edu This shows an implementation of equity: not only are women allowed equal access, but AIUB is proactively supporting their involvement in areas where they might be underrepresented. We found no restrictions based on religion or ethnicity for club membership in any official materials – clubs (whether cultural, academic, or social) are generally supervised by the Office of Student Affairs and must abide by university policies of inclusion. The Office of Cultural Affairs and Office of Sports organize various co-curricular events (like cultural competitions, sports tournaments, etc.) and these are open to all students. A mentoring and counseling program run by faculty is likewise available to “*all students, regardless of religion, race, color, age, disability, nationality, marital status, [or] sexual orientation including gender identity*” aiub.edu – underscoring that student support activities outside the classroom are equally accessible to everyone.

AIUB Non-discrimination Policy

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Office of Cultural Affairs (OCA)

Departments:

AIUB Oratory Club (AOC):

AOC is one of the most active clubs of the university. AOC has been involved in a number of Public Speaking Competitions like Pohela Boishakh Debate, and Valentine's Day Debate Inter University Debate and most importantly World University Debating Championship of 2006 and so on. They are going from strength to strength. AOC has all along been a regular participant in different inter-university and inter club debating competitions. A few other new dimensions have been added with the ongoing excellence of AOC over the last few years. As an initiative of AOC, AIUB has got the opportunity to host a number of large scale debating competition involving both the students of higher secondary and tertiary levels. AOC in AIUB was the only participant from all the Universities of Bangladesh in the Mini Worlds 2007 Debating Competition. Recently they have developed an alliance with the National Debate Foundation of Bangladesh and have hosted a number of workshops and competitions all around Bangladesh. The Duo are now busy trying to raise awareness against social issues that need addressing from all aspects of society like the one they recently hosted "Say NO to Drugs".

AIUB Drama Club (ADC):

ADC is another very active club in AIUB. The regular increase in their membership number is an indication of the growing popularity of the Club amongst the students. The club has been a regular organizer of drama shows and drama workshops. The outstanding performance of different ADC shows has acquired appreciation from both student and faculty community. Every semester the club stages at least one show and most of them are their Home Productions.

AIUB Performing Arts Club (APAC):

AIUB Performing Arts Club's major activities involve cultural shows during Pohela Boishakh, Valentine's Day, Foundation Day and Convocation Ceremony. The activities of APAC include Singing, Dancing, Reciting, Choreographing etc.

Office of Sports (OS)

Objective:

Office of Sports is responsible for the overall development of sports for American International University-Bangladesh (AIUB).

Responsibilities:

The Office of Sports promotes sports by creating facilities and opportunities for the students. The office is also responsible for organizing internal tournaments and participate in external ones. It plays a leading role in organizing various Inter-University sporting activities.

Activities:

The overall activities of the Office of Sports are divided in two major areas of operations:

Internal Activities:

- To organize and promote various Intra-University sporting activities and tournaments.
- To organize, maintain, and develop various sports teams of the University for participating in external tournaments.
- To maintain and develop sporting facilities for the university community.
- To introduce and maintain sports scholarships.
- Any other activities assigned by the university.

External Activities:

- | To organize various Inter-University sports tournaments.
- | To maintain liaison with different national sports federations and sports departments of various universities.
- | To seek and attract national level players and admit them under sports quota and monitor their academic performance

• Sports:

AIUB's athletic programs are inclusive and provide equal opportunities for students of different genders and backgrounds. The university's Office of Sports manages teams and intramural tournaments for both male and female students, ensuring both have platforms to compete aiub.edu. For instance, AIUB forms and supports women's teams in sports like cricket and football alongside men's teams, and female athletes have represented AIUB at national and international levels (including playing on Bangladesh's national women's football team) aiub.edu aiub.edu. The university also maintains sports scholarships for both male and female students to promote athletic participation without gender bias aiub.edu. These examples illustrate that in campus athletics, gender equity is formally pursued, and by extension, students of any religion or ethnicity are equally welcome in sports (there are no segregated sports teams beyond division by gender). AIUB's policies and reports do not indicate any barriers for students with disabilities in sports either; while physical sports participation might depend on the nature of a disability, the ethos of inclusion suggests the university would accommodate where possible. Overall, extracurricular programs – whether it's joining a debate club, performing in a cultural show, or playing on a team – are governed by AIUB's non-discrimination principles, meaning everyone has the right to participate.

Sports Complex

AIUB owns Office of Sports (OS) which promotes sports facilities and opportunities both for male and female students by organizing internal tournaments and participating in external ones. Not only this, OS develop various sports teams (male and female teams) of the University for participating in external tournaments. Besides that, OS introduce and maintain sports scholarships for both male and female students: <https://www.aiub.edu/offices/os>. Additionally, AIUB organizes various interschool and intercollege cricket matches: <https://www.aiub.edu/aiub-intercollege-women-cricket-championship-2022-held>. Not only in cricket, in football also AIUB football team is representing AIUB not only nationally but also internationally. In fact, three members of AIUB football team were in "Bangladesh Women's Football Team" and have won "The SAFF Women's Championship 2022": <https://www.aiub.edu/congratulation-the-bangladesh-womens-football-team-for-winning-the-saff-womens-championship-2022>



• Scholarships and Financial Aid:

The university offers a range of scholarships and financial support programs, and these too are governed by the principle of equal access. AIUB's scholarship policy is inclusive – scholarships are available to students “irrespective of gender and age”, among other factors [aiub.edu](https://www.aiub.edu). In practice, academic merit and financial need are the main criteria for general scholarships, not personal characteristics. Notably, AIUB has special scholarships to advance equity: for example, the *Dr. Anwarul Abedin Scholarship Grant* is reserved for female students to help bridge the gender gap in higher education [aiub.edu](https://www.aiub.edu). Likewise, the university provides targeted scholarships for students with disabilities and those from underrepresented ethnic or socio-economic groups, under the same non-discriminatory terms. The policy for scholarships for disabled students repeats that AIUB is “committed to provide equal opportunity to qualified...candidates regardless of [any protected characteristic]” and frames these aids as part of an inclusive society commitment [aiub.edu](https://www.aiub.edu). Students from ethnic minority communities, third-gender (non-binary) students, or financially underprivileged backgrounds can also qualify for dedicated grants, and the criteria focus on their academic status and need, not any prejudice [aiub.edu](https://www.aiub.edu) [aiub.edu](https://www.aiub.edu). By publicly advertising these opportunities, AIUB communicates that financial support is available fairly to all groups.

| Scholarships

AIUB has a structured policy (<https://www.aiub.edu/admission/scholarships>) to provide several scholarships to students irrespective to gender and age, in order to bridge the gap between the education cost and their financial resources. Some of these scholarships are available for both undergraduate and graduate students. Among all these scholarships one scholarship is there which is dedicated to only female student which is “The Dr. Anwarul Abedin Scholarship Grant for Female University Student”. The late Dr. Anwarul Abedin, AIUB's Founder and Chairman of the Board of Trustees, had a vision of providing scholarship opportunities for female students in order to reduce the gender gap. By taking advantage of this opportunity, female students gain a competitive advantage that promotes continuing and advanced education from the undergraduate to graduate levels. Every Spring and Fall semester, the Dr. Anwarul Abedin Leadership Grant is giving out with the aim of empowering female leaders. Each semester, a scholarship is given to one female student (mentioned above) for the duration of the program. The program first aired in 2013. The grant only covers the tuition fee (100%) for eligible female students each regular semester.

Scholarship 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 students with disability as a commitment towards inclusive society.

Scholarship is awarded to students with disabilities based on the following criteria:

- | Must be a full-time student of AIUB
- | Must have a disability 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 to qualify (number of credits/semester, GPA, CGPA, continuity of studies)
- | Must submit application at the Registrar's Office within the given deadline of every semester.
- | Percentage of scholarship will depend on the recommendation made by the scholarship committee based on their assessment of the application and/or an interview process.
- | The final decision of the scholarship is at the discretion of the AIUB Management.

Scholarship for Students from 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 students coming from the underrepresented group (i.e., ethnic minorities, low-income, non-traditional*, 3rd Gender, newly settled refugee) as a commitment towards inclusive society.

Scholarship is awarded to students coming from the underrepresented group based on the following criteria:

- | Must be a full-time student of AIUB
- | Must have proper documentation to verify underrepresented group status as applicable.
- | Applicants must meet the minimum standards to qualify (number of credits/semester, GPA, CGPA, continuity of studies)
- | Must submit application at the Registrar's Office within the given deadline of every semester.
- | Percentage of scholarship will depend on the recommendation made by the scholarship committee based on their assessment of the application and/or an interview process.

In sum, all non-academic aspects of university life – from housing assistance and campus jobs to clubs, sports, and scholarships – are formally open to every AIUB student. The university not only refrains from discrimination but often takes active steps to facilitate inclusion (for instance, providing separate but equal housing options, or extra support to female athletes and students with disabilities). These practices align with its written policies, demonstrating that the spirit of equal access is implemented on the ground.

Applicability to Both Students and Staff

AIUB's equality and non-discrimination guarantees explicitly apply to both students and staff. The core Non-Discrimination Policy, as noted, covers all "students and employees" aiub.edu, meaning the institution commits to fairness in both academic and employment contexts. For students, we have detailed how this ensures equitable access to admissions, education, and activities. For faculty and staff, AIUB likewise has formalized equal-opportunity principles in its employment policies. According to the university's Non-Discriminatory Employment Policy, AIUB hires and treats employees without bias: "*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, ... privileges, programs, and activities generally accorded or made available to employees.*" aiub.edu In other words, in recruitment, job assignments, training, promotion, and other workplace opportunities at AIUB, there is a guaranteed level playing field. The policy goes on to list the same protected categories (age, gender/gender identity, sexual orientation, race, disability, color, religion, national/ethnic origin, etc.) and affirms that AIUB "does not discriminate on the basis of" any of these in its employment practices aiub.edu aiub.edu. This mirrors the student policy, indicating a consistent institutional standard for everyone on campus.

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).

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 :

1. Age
2. Gender or gender identity
3. Sexual orientation
4. Race
5. Disability
6. Color
7. Religion
8. National or ethnic origin
9. Underrepresented groups
10. 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 work at AIUB, whether on a permanent, contract or temporary capacity, have attained 18 years of age.

AIUB facilitates national and international correspondence based on compassion, empathy and sincerity. AIUB's commitment to human values and dignity is praiseworthy. AIUB strongly condemns 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.

In practical terms, equal access for staff means that hiring and career advancement are based on merit, without regard to personal background. AIUB states that it enforces fairness in hiring, promotion, and dismissal by adhering to clear standards and applying "the principle of fairness in all dealings...as an employer" aiub.edu. For example, internal reports highlight that promotions are conducted "wholeheartedly without any discrimination" if an employee (academic or administrative) is eligible, regardless of gender aiub.edu. The university also reports maintaining equal pay for equal work, noting there are "no pay inequalities based on gender" due to a uniform pay scale aiub.edu. All these points illustrate that AIUB's non-discrimination ethos permeates faculty/staff policies as well as student policies.

I Equitable access

AIUB Management has always believed in fairness in terms of the program which are carried out to support the higher education in the society. AIUB does not have a gender imbalance. If any academic or non-academic staff member is eligible for promotion. Employees are promoted wholeheartedly without any discrimination in regards whether the applicant is a male or female. And within the hierarchy, all types of employees (academic and non-academic) are paid equally. In terms of holding jobs, many females are in managerial positions, indicating that not only does AIUB not have a gender bias, but is also willing to empower women. It is fortunate that the Vice Chancellor is a woman, her passion and concern for female to get educated with the same opportunity given to male. Ms. Nadia Anwar, the former Chairman of the Board, and Founder and Vice President, Student Affairs is also a woman with a charismatic personality. AIUB's board of trustees has 5 female members out of a total of 9. Women hold leadership roles including Advisor for Department of Law, and BBA Director, as well as Additional Director for Institutional Quality Assurance Cell (IQAC-AIUB), Head, Department of MGMT & HRM for Business School, Head for Department of Physics, convenors, Special Assistant to the OSA, and Junior Executives, among other academic and non-academic positions. The university has never compromised, segregated or favored one gender over another.

It's worth noting that AIUB's equal opportunity stance for employees also extends to ensuring a diverse and respectful workplace. The official Human Resources documents mention that workplace discrimination or harassment is strictly prohibited, protecting employees from biases based on religion, gender, age, disability, etc., in line with the Non-Discrimination Policy aiub.edu aiub.edu. The university even goes further to align with international principles (e.g., condemning forced labor and upholding human rights), which complements its stance on equality aiub.edu. In summary, the same protections and equal-access guarantees are in place for AIUB's staff as for its students, making it clear that the policy is institution-wide. Both groups can expect that participation in university activities – whether it's a student attending a workshop or an employee engaging in a training program – is afforded without prejudice.

Employment Policies and Practices

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.

To address issues related to workplace discrimination, AIUB has implemented comprehensive non-discrimination policies, established dedicated committees, and provides a variety of services and benefits to ensure equality and support for all employees and students.

Communication and Implementation

AIUB not only has these policies on paper but also makes sure they are publicized, monitored, and put into action. All the above-mentioned policies (admissions, employment, code of conduct, etc.) are published on AIUB's official website or in publicly available documents, signaling transparency. For instance, the Non-Discrimination Policy and related statements are accessible on the AIUB Institutional Policy web page aiub.edu, and the non-discriminatory admissions and employment policies are linked on the Admissions and HR sections of the site aiub.edu aiub.edu. This ensures that current and prospective students and staff are aware of their rights to equal access. Additionally, AIUB includes non-discrimination clauses in specific announcements and policies (e.g., scholarship notices, disability support guidelines), reinforcing the message consistently in different contexts aiub.edu aiub.edu.

To implement and uphold these commitments, AIUB has established structures and procedures. There is a high-level Diversity and Equality Committee chaired by the Vice Chancellor that includes representatives of faculty, administration, and students aiub.edu aiub.edu. The mandate of this committee is to promote an inclusive campus and to “*continuously improve in addressing any discrimination or equality issues within the university community.*” aiub.edu It monitors policy implementation, reviews diversity/equality policies, and supports activities that foster inclusion among students and employees aiub.edu aiub.edu. The existence of this committee is concrete evidence that AIUB is actively overseeing its non-discrimination agenda, not just declaring it.

Moreover, the university provides channels for complaints and resolution if anyone faces discrimination. As noted earlier, students can approach the Office of Student Affairs and staff can approach HR to report any violation of the equal access policy, and the university has grievance procedures to handle these complaints impartially aiub.edu. This dual-office setup shows that both constituencies (students and employees) have dedicated support to ensure their concerns are heard, which is a vital part of policy enforcement.

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).

AIUB's communications also celebrate and encourage diversity, which helps reinforce the policy's presence in campus culture. In various university reports and events, AIUB highlights inclusive initiatives – from workshops for disadvantaged students to female leadership programs – as part of its “commitment to inclusivity” and the United Nations Sustainable Development Goals aiub.edu aiub.edu. By integrating these topics into official news and programming, the university reiterates that equal opportunity is a core value.

In conclusion, AIUB does have a formal policy framework that guarantees equal access to all university activities regardless of ethnicity, religion, disability, gender, or similar attributes. This framework is comprehensive (covering academic and non-academic domains) and binding for both students and staff, as evidenced by multiple published policies and codes aiub.edu aiub.edu. The policy is not only explicitly documented but also supported by institutional mechanisms (like committees and grievance processes) to ensure it is actively upheld. All official statements from AIUB — whether in the student handbook, admission guidelines, or HR policies — consistently affirm this stance of nondiscrimination and inclusion, often listing out the protected categories to underscore that everyone in the AIUB community is entitled to equal rights and opportunities aiub.edu aiub.edu.