

American International University-Bangladesh

Sustainable Development Goals Report



SDG 5: GENDER EQUALITY

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AIUB's Non-Discrimination Policy and Gender Equality Initiatives

Formal Non-Discrimination Policy

American International University–Bangladesh (AIUB) has a clear **non-discrimination policy** that explicitly protects women and upholds gender equality. The official policy affirms that all decisions regarding students and employees are based on individual merit, “**free from all forms of discrimination**”, and it **prohibits harassment or bias** on numerous grounds – including *sex/gender*. In particular, AIUB states it “**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 comprehensive policy applies to “**student admissions, employment, [and] access to and engagement in the university programs and activities**” aiub.edu aiub.edu. In other words, the university’s **official regulations forbid discrimination on the basis of gender** (alongside other attributes) in admissions decisions, hiring and employment practices, and all academic or extracurricular programs.

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).

AIUB's specific admission and employment policies reinforce this commitment. The university's **Non-Discriminatory Admission Policy** explicitly states that AIUB **admits students of any gender on equal terms**, and it **“does not discriminate on the basis of Age, Gender or gender identity, Sexual orientation, Race, Disability, Color, Religion, National or ethnic groups, Underrepresented or underprivileged groups, and Non-traditional Students in administration of its educational policies, admissions policies, scholarship programs, and other programs.”** aiub.edu aiub.edu. Likewise, the **Non-Discriminatory Employment Policy** ensures that hiring, pay, and workplace practices are gender-inclusive. AIUB employs qualified individuals **“of any age, gender, sexual orientation, race, disability, color, religion, and national or ethnic origin”** and does not discriminate on those bases in its HR policies aiub.edu. Notably, AIUB follows a **uniform pay scale** exceeding government wage standards, which means **there are no pay inequalities based on gender** at the university aiub.edu. In sum, **AIUB's official institutional policies formally prohibit discrimination against women** (and all genders) in all facets of university life, from admission to employment and beyond.

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.

Harassment and Grievance Procedures for a Safe Environment

Beyond written policies, AIUB has put in place **mechanisms to enforce non-discrimination and protect women's rights on campus**. The university maintains that it “**does not tolerate any form of sexual misconduct**” and has established clear procedures for addressing harassment complaints aiub.edu. For example, a designated **Complaint Committee** (formed per guidelines from Bangladesh's High Court) handles **sexual harassment complaints**, ensuring that cases are taken seriously and investigated properly aiub.edu. Students can report incidents by filling out a complaint form or emailing the Office of Student Affairs (OSA), and **AIUB guarantees confidentiality for the complainant** throughout the process aiub.edu.

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.

Policy regarding Discrimination Complaints for Students

AIUB is committed to ensuring a discrimination-free environment and will not participate in or support any form of harassment based on religion, race, color, age, disability, nationality, marital status, sexual orientation, or gender identity. The university has clear complaint and grievance procedures to help students report and resolve any violations of this policy. All complaints should be submitted to the Office of Student Affairs (OSA), either through the designated form or by email. The form can be downloaded and then emailed to osa@aiub.edu or placed in the complaint box in Annex 1. AIUB maintains strict confidentiality for all complainants and the information they provide.

Similarly, there are **formal grievance procedures for any discrimination complaints**. The university is “*committed to ensuring a discrimination-free environment*” and will not support “**any form of harassment based on religion, race, color, age, disability, nationality, marital status, sexual orientation, or gender identity.**” AIUB provides **clear complaint and grievance procedures** to help students and employees report violations of the non-discrimination policy aiub.edu aiub.edu. All student discrimination complaints are directed to the OSA, while employee complaints go to the Office of Human Resources, using designated forms or email; suggestion boxes and confidential handling are in place to protect those who

come forward aiub.edu aiub.edu. These publicly posted procedures demonstrate that **AIUB not only has anti-discrimination rules on paper, but also enforces them** by providing safe channels to address grievances. The policies and complaint forms are visible on AIUB's official website, underscoring transparency and the university's commitment to a **safe, inclusive campus for women** and all members of the community aiub.edu aiub.edu.