

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.

Complaint Form



The image shows a 'Complaint Form' from the Office of Student Affairs (OSA) at American International University-Bangladesh (AIUB). The form is divided into several sections: 'Student Information', 'Complaint', 'For Office Use Only', and 'Action Summary'. The 'Student Information' section includes fields for Name, ID, Program, Mobile, Address, Email, and Signature. The 'Complaint' section includes a 'Complaint type' section with checkboxes for Complaint, Grievance, Discriminations, and Sexual Harassment, followed by fields for Incident occurred on (Date/ Time/Place, if any), Date of Submission, Complaint against (with checkboxes for Student, Faculty, Employee, and Other staff), Name, and ID. The 'For Office Use Only' section includes a 'Category' section with checkboxes for Major, Moderate, and Minor, followed by a field for Action proposed. The 'Action Summary' section includes a table with columns for Date, Remark, and Sign, and a field for Comments. The form is titled 'Complaint Form' and includes the AIUB logo and name.

OSA
OFFICE OF STUDENT AFFAIRS
AIUB
AMERICAN INTERNATIONAL UNIVERSITY-BANGLADESH (AIUB)

Complaint Form

Dear Student,
The information provided by you will be kept strictly confidential and restricted to office use only. Please note, that your name and identity will not be used as reference without your consent. You may be called in for personal verification. Your complaint will not be considered as an official submission otherwise. Your feedback is important for improving the service and quality of the university and its student community.

Student Information

Name _____
ID _____ Program _____ Mobile _____
Address _____
Email _____ Signature _____

Complaint

Complaint type ☐ Complaint ☐ Grievance ☐ Discriminations ☐ Sexual Harassment
Incident occurred on (Date/ Time/Place, if any) _____
Date of Submission _____
Complaint against ☐ Student ☐ Faculty ☐ Employee ☐ Other staff _____
Name _____
ID _____ Program/ Department _____

For Office Use Only

Category ☐ Major ☐ Moderate ☐ Minor
Action proposed _____

Action Summary

Date	Remark	Sign
_____	_____	_____
_____	_____	_____
_____	_____	_____

Comments _____

Support and Empowerment Initiatives for Women

AIUB backs up its non-discrimination stance with concrete **programs and initiatives to support female students and staff**, showing that gender equality is actively promoted. Notably, the university offers dedicated **scholarships and mentorship opportunities for women**. AIUB has a “structured policy to provide several scholarships to students irrespective of gender,” and among these is a scholarship **exclusively for female students** – the *Dr. Anwarul Abedin Scholarship Grant for Female University Student*. This scholarship program, launched in 2013 by AIUB's founder, aims to **reduce the gender gap in higher education** by empowering female learners. “Every Spring and Fall semester, the **Dr. Anwarul Abedin Leadership Grant is given out with the aim of empowering female leaders**. Each semester, a scholarship covers **100% of tuition fees for one eligible female student for the duration of her program**.” aiub.edu aiub.edu. By financially enabling women to pursue undergraduate or graduate degrees, AIUB's scholarship policy directly combats any indirect discrimination barriers and encourages women's academic advancement.

In addition, **women's representation in leadership and decision-making roles at AIUB is strong**, reflecting the university's inclusive ethos. Key leadership posts are held by women – for instance, **the Vice Chancellor of AIUB is female**, and women serve on the Board of Trustees and as heads of various academic departments. The university emphasizes that **promotions and salaries are entirely merit-based with no gender bias, and “women hold major leadership roles — including the Vice Chancellor, Board members, and heads of departments — showing AIUB's commitment to women's empowerment and fairness.”** aiub.edu. This not only signals a **policy of equal opportunity** in career advancement, but it also provides role models for female students. In 2015, AIUB even launched the **AIUB Women Forum (AWF)**, an institutional platform to **empower women at all levels of decision-making through education, entrepreneurship, and leadership training**. All female students, faculty, and staff are members of AWF by default, and the forum organizes awareness programs on women's rights and empowerment on campus aiub.edu aiub.edu. Such initiatives demonstrate that AIUB's commitment to non-discrimination is more than just words – it actively fosters an environment where women can thrive and lead.

The Launching of the AIUB Women Forum

The AIUB women Forum was inaugurated on March 8, 2015, coinciding with the International Women's Day at the AIUB Auditorium the Vice Chancellor, Dr. Carmen Z Lamagna. The Women's Forum is aimed at empowering women in AIUB through education, enterprise and leadership at all levels of decision making. The Forum will bring together women's rights campaigners, NGOs, women's machineries, and powerful women entrepreneurs. The VC and the Advisor of AIUB Women forum delivered her message for the ceremony. She emphasised on the role of women in exploring and addressing the barriers in accessing opportunities in education, business and political leadership, including women's health and domestic violence. Furthermore, she added that women have the potential to improve their own economic status, as well as that of the communities and countries in which they live. Yet they are often hampered by systems that do not recognize their contributions or provide equal access to opportunities. “Our aim is to create a society where equality for all is not just a notion but a reality, and the human rights must be respected and protected”. The Launching program of AIUB Women forum was coordinated by Ms Farheen Hasan and Ms Farhana Afroz.



AIUB also implements **family-friendly policies and campus services** that particularly benefit women. For example, the university provides generous **maternity leave** for its female employees. Understanding the importance of motherhood and career continuity, **AIUB grants**

paid maternity leave to all permanent female faculty and staff, aiming to ensure the health and well-being of mother and child while enabling women to return to their careers after childbirth. The university explicitly states it seeks to “**ensure fair and consistent treatment of all pregnant full-time female employees and support them to return to work after the birth of a child... The maternity benefits are offered to permanent female employees of AIUB in the form of paid leave.**” aiub.edu aiub.edu. This policy aligns with AIUB’s partnership in initiatives like WePOWER (a network for women’s empowerment in the energy sector) under a “Retention” pillar, setting targets to help women resume their roles post-leave aiub.edu. In practice, AIUB even celebrated an “International Returning Mothers’ Day” event to honor women returning to work, highlighting mentorship and supportive policies for mothers on campus aiub.edu. These examples show that the university’s non-discrimination philosophy translates into **tangible support for women’s work-life balance and retention**.

Celebration of the first ever “International Returning Mothers Day: Celebrating Women Rebuilding Careers” at AIUB



At the American International University-Bangladesh (AIUB), a deep commitment has long been shown to gender equity, inclusiveness, and women’s empowerment. Over the years, these values have been promoted through leadership opportunities, mentorship, counseling, and capacity-building initiatives, by which women have been enabled to thrive in academia and beyond. As part of this ongoing journey, September 10, 2025, was proudly celebrated at AIUB as the first International Returning Mothers Day: Celebrating Women Rebuilding Careers. The entire event was thoughtfully organized by AIUB-IQAC, AIUB Women Forum, and AIUB Social Welfare Club-SHOMOY in collaboration with WePOWER, embodying a collective vision to honor women rejoining the workforce after a career break, raise awareness of the challenges they face, and inspire a united call for support. Through this global initiative, women rejoining the workforce after a career break were honored and welcomed, and awareness of the challenges they face was raised while a collective call for support was made. The celebration was initiated with a spirited rally, after which the panel discussion on “Nurturing Comebacks: Mentorship for Mothers Returning to their Dreams” was held. The discussion was inaugurated with a symbolic cake-cutting ceremony, by which joy and renewal were shared.

A diverse group of panelists was invited, representing different perspectives, Prof. Dr. Carmen Z. Lamagna (Former Vice Chancellor and Honorable Member, Board of Trustees,

AIUB), Prof. Dr. Md. Abdur Rahman (Pro-Vice Chancellor, AIUB), Ms. Susmita Ghosh (Associate Professor and Assessor, IQAC), Ms. Nazia Farhana (Assistant Professor and Additional Director, IQAC), Mr. Redwan Faiz (Associate Professor, EEE), Ms. Rizvina Sultana (Manager, Regional Implementation and Operations, Summit Communications Ltd.), and Ms. Mahjareen Gaffar (Counselor from wEvolve). Through their participation, rich experiences and inspiring insights were shared, and meaningful dialogue on mentorship, inclusivity, and supportive policies for returning mothers and fathers was generated. To enrich the program further, an engaging presentation titled “Why Women Live Longer than Men” was delivered by Dr. Muhammad Wasiful Alam (Head, MPH), through which the audience was captivated with both scientific perspectives and reflections on gender differences in life experiences. A large number of students, faculties and officials were present in the event. A meaningful platform for celebrating resilience, encouraging inclusiveness, and championing the dreams of returning mothers worldwide was thus created at AIUB.



Finally, AIUB has taken steps to ensure a safe and inclusive campus environment for female students. The university’s facilities and services are designed with gender inclusion in mind. For instance, AIUB’s medical center offers free healthcare to all students and staff, including prenatal and postnatal care for women and even free hygiene products, so that female students and employees have their health needs met on campus aiub.edu. A modern gymnasium is available with separate time slots for female users and trained instructors, allowing women to exercise comfortably; the gym is free for staff/faculty and available to students for a nominal fee aiub.edu. The Office of Sports actively encourages women’s participation in athletics, providing equal opportunities through tournaments and sports scholarships – indeed, AIUB’s women athletes have proudly represented Bangladesh in international competitions (e.g. the SAFF Women’s Football Championship) aiub.edu. Similarly, female students are encouraged to take on leadership in student clubs and organizations; over a quarter of all club members at AIUB are women, and around 20% of club executive positions are held by women, building confidence and leadership skills aiub.edu. These ongoing programs and facility provisions underscore how AIUB’s non-discrimination policy is enforced and embodied in everyday campus life. Women at AIUB have equal access

to opportunities and a supportive infrastructure – from academic resources and scholarships to health, safety, and extracurricular activities – illustrating the university’s formal policy of non-discrimination against women **in action**.