



Policy on Non-Discrimination Against Women

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Policy Statement:

UIT University is committed to fostering an environment where all women, including students, faculty, staff, and participants, are treated with dignity, respect, and fairness. Discrimination against women based on gender, marital status, pregnancy, sexual orientation, or any other characteristic is strictly prohibited. We are dedicated to providing equal opportunities, support, and protection to women, enabling them to excel and thrive in every aspect of university life.

Principles:

1. **Non-Discrimination:** UIT University strictly prohibits discrimination against women based on any characteristic, including but not limited to gender, marital status, pregnancy, sexual orientation, or any other personal attribute.
2. **Equal Opportunity:** The university ensures that women have equal access to all academic, co-curricular, and extracurricular activities, employment, promotions, and leadership opportunities, free from gender-based discrimination.
3. **Inclusivity:** UIT University actively promotes an inclusive culture that values the diverse perspectives and contributions of women in academia and other roles within the institution.
4. **Safe Environment:** The university is committed to providing a safe environment that prevents harassment, abuse, or gender-based violence against women and supports reporting and resolution mechanisms for such incidents.
5. **Reasonable Accommodations:** UIT University will provide reasonable accommodations and support to women with disabilities to ensure their full participation in university activities.

Responsibilities:

1. **University Administration:** The administration is responsible for creating and implementing policies and procedures that promote non-discrimination and equal opportunity for women within the university. They will also oversee compliance with this policy.



2. **Faculty and Staff:** Faculty and staff are expected to create inclusive and respectful learning environments, actively support diversity, and provide necessary accommodations to female students, colleagues, and employees.
3. **Students:** Students are encouraged to actively participate inclusively and respectfully, respecting the rights and dignity of female peers. Any concerns about discrimination or harassment should be reported.
4. **Office of Gender Equity and Inclusion:** The Office of Gender Equity and Inclusion is responsible for monitoring and reporting on the university's compliance with this policy. They will also provide training, resources, and support to the university community.

Complaints and Grievances:

UIT University has established a grievance procedure for individuals who believe they have been subject to discrimination or harassment based on gender or any other characteristic. Individuals are encouraged to contact the Office of Gender Equity and Inclusion to initiate the complaint resolution process.

Review and Revision:

This policy will be reviewed periodically to ensure its effectiveness in promoting non-discrimination and equal opportunity for women at UIT University. Any revisions will be made in consultation with the university community and per legal requirements.