



# SDG 5 Gender Equality



The University of Tabuk is committed to advancing the fifth Sustainable Development Goal—achieving gender equality and empowering women. The university ensures equal access to quality education for women and actively supports their involvement and participation in all academic areas. Below are some of the university's key initiatives toward achieving this goal.

### 5.1 Research on gender equality

The University of Tabuk contributes to gender equality through its research output, addressing various aspects of this global issue. These research efforts underscore the university's commitment to advancing the fifth Sustainable Development Goal (SDG 5). Examples:

- **Ishammari, A., 2023.** Examining the Relationship Between Components of the MUSIC Model of Motivation and Student Achievement in Computer Programming. *International Journal of Learning, Teaching and Educational Research*, 22(1), pp.283-301.
- **Elsayed, H.A., Ibrahim, H.A., Elgzar, W.T., Abushaira, M.I. and El Houfey, A.A., 2023.** Violence against women with hearing disabilities in Tabuk, Saudi Arabia. *Family Medicine & Primary Care Review*, 25(3).
- **Ai-Harshan, H.A., 2023.** Narrative Technique and the Individual Experience in a Saudi Novel: The Case of Abdul Aziz Al Mesheri's Saliha. *Journal of International Women's Studies*, 25(2).

### 5.3 Student access measures

#### 5.3.1 Tracking access measures

The University of Tabuk works annually for each new academic year to provide an admission guide and clarify all admission procedures and conditions and the period available for registration for male and female students alike and announce them through the university's official website or other official channels (X platform).

<https://www.ut.edu.sa/ar/Deanship/dar/Documents/D461.pdf>

[https://x.com/U\\_Tabuk/status/1807442351922499587](https://x.com/U_Tabuk/status/1807442351922499587)



### MYUT

Students can apply to the university and track their application status through MYUT.

[https://myut.ut.edu.sa/ut/ui/guest/application\\_online/index/typeApplicationOnlineIndex.faces](https://myut.ut.edu.sa/ut/ui/guest/application_online/index/typeApplicationOnlineIndex.faces)

The Deanship of Admission and Registration announces the number/percentage of total applications for admission, and the number/percentage of accepted new male and female students in all university colleges and branches.

[https://twitter.com/U\\_Tabuk/status/1685532026164948992](https://twitter.com/U_Tabuk/status/1685532026164948992)

The University of Tabuk uses an electronic system (E-register) to easily track the rate of applications, admission and graduation for females and males. All of these are reported in the UT annual report.

## UT annal report page 74-79

<https://www.ut.edu.sa/ar/administration/UniversityDirector/Office-Strategy-and-Institutional-Excellence/Pages/%D8%A7%D9%84%D8%AA%D9%82%D8%B1%D9%8A%D8%B1-%D8%A7%D9%84%D8%B3%D9%86%D9%88%D9%8A.aspx>

### 5.3.2 Policy for women applications and entry

- The University of Tabuk (UT), through the Deanship of Admission and Registration, annually provides a comprehensive guide for admission and registration in all university programs and specializations for each new academic year. This guide outlines the conditions and criteria for admission and the application process, ensuring equal opportunities for both genders.
- The Deanship of Admission and Registration also addresses all inquiries related to university admissions electronically, available 24 hours a day, as well as during official working hours, through several services including Ask Me, the Unified Call Center, Support and Assistance, and Requests and Inquiries. Additionally, the Deanship of Student Affairs offers opportunities for both male and female students to participate in various student clubs and student councils

- **Admission guide 1446**

<https://www.ut.edu.sa/ar/Deanship/dar/Documents/D461.pdf>

#### Students services

- **Ask me**

<https://www.ut.edu.sa/ar/Deanship/dar/Pages/ask-me.aspx>

- **Support and assistance**

<https://www.ut.edu.sa/ar/Deanship/dar/Pages/hp.aspx>

- **Deanship of Admission and Registration (X platform)**

[https://x.com/ut\\_dar?lang=ar](https://x.com/ut_dar?lang=ar)

- **The Unified call center**

<https://x.com/UTabuk/status/1814256385602777515/photo/1>

- **Students Participations (Students Clubs and Councils):**

[https://x.com/dsa\\_ut/status/1797323500576727455?s=48](https://x.com/dsa_ut/status/1797323500576727455?s=48)

[https://x.com/dsa\\_ut/status/1797323431655985437?s=48](https://x.com/dsa_ut/status/1797323431655985437?s=48)

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[https://x.com/dsa\\_ut/status/1799882532651171894?s=48](https://x.com/dsa_ut/status/1799882532651171894?s=48)

### 5.3.3 Women's access schemes

The University of Tabuk provides all capabilities (admission guide, announcement of registration periods and admission results) to ensure facilitation of registration and admission procedures for all categories of Saudis and non-Saudis, males and females, wishing to enroll in the university's colleges in their various specializations and specializations.

The University of Tabuk offers scholarships to non-Saudis as stipulated in the regulations of the Ministry of Education for universities.

The University of Tabuk is keen to provide educational opportunities, professional, academic, health and psychological guidance, and to develop the capabilities and leadership skills of female faculty members, administrative staff and students, based on the objectives of the Kingdom's Vision 2030, which stipulates ensuring increased participation of women in the labor market to become an active partner in national development in its various economic fields Social, scientific and cultural.

The University of Tabuk also supports and rewards its distinguished employees and students.

- **Scholarship application for non-Saudis**

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Documents/%D8%B7%D9%84%D8%A8%20%D9%85%D9%86%D8%AD%D8%A9%20%D8%AF%D8%B1%D8%A7%D8%B3%D9%8A%D8%A9%20%D9%84%D8%BA%D9%8A%D8%B1%20%D8%A7%D9%84%D8%B3%D8%B9%D9%88%D8%AF%D9%8A%D9%8A%D9%86.pdf>

#### Academic Guidance



- **Academic Student Guide**

<https://www.ut.edu.sa/ar/Deanship/dar/Documents/Student%20Guide%20443.pdf>

- **University student rights**

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Documents/%D8%AD%D9%82%D9%88%D9%82%20%D8%A7%D9%84%D8%B7%D8%A7%D9%84%D8%A8%20%D8%A7%D9%84%D8%AC%D8%A7%D9%85%D8%B9%D9%89%20.pdf>

- **University Student Charter**

<https://www.ut.edu.sa/ar/administration/vice-rector-for-academic-affairs/Documents/%D8%A7%D8%AF%D9%84%D8%A9/%D9%85%D9%8A%D8%AB%D8%A7%D9%82%20%D8%A7%D9%84%D8%B7%D8%A7%D9%84%D8%A8%20%D8%A7%D9%84%D8%AC%D8%A7%D9%85%D8%B9%D9%8A.pdf>

- **Academic Advising**

<https://www.ut.edu.sa/ar/administration/vice-rector-for-academic-affairs/Documents/%D8%A7%D8%AF%D9%84%D8%A9/%D8%AF%D9%84%D9%8A%D9%84%20%D8%A7%D9%84%D8%B7%D8%A7%D9%84%D8%A8%20%D9%84%D9%84%D8%A5%D8%B1%D8%B4%D8%A7%D8%AF.pdf>

- **Virtual Academic Advising**

<https://www.ut.edu.sa/ar/Deanship/distance-education-unit/Pages/NewsDetails.aspx?NewsID=12#>

- **Educational channel of the Deanship of E-Learning**

<https://www.youtube.com/channel/UCd7guCsT-uJRnDOmnYGddIQ/videos>

- **Psychological and health counseling**

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Pages/NewsDetails.aspx?NewsID=22>

- **Guidance and student rights**

<https://www.ut.edu.sa/ar/Faculties/art-and-design/Documents/%D9%85%D9%8A%D8%AB%D8%A7%D9%82%20%D8%A7%D9%84%D8%B7%D8%A7%D9%84%D8%A8%20%D8%A7%D9%84%D8%AC%D8%A7%D9%85%D8%B9%D9%8A.pdf>

- **Ask me service and support**

<https://www.ut.edu.sa/ar/Deanship/dar/Pages/ask-me.aspx>

<https://www.ut.edu.sa/ar/Deanship/dar/Pages/hp.aspx>

**Developing scientific capabilities and skills**

**Flexible learning pathway**

<https://www.ut.edu.sa/ar/Deanship/distance-education-unit/Pages/NewsDetails.aspx?NewsID=18>

[https://x.com/dsa\\_ut/status/1813613664345419882?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/dsa_ut/status/1813613664345419882?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)

**Office program skills**

[https://x.com/mohteref\\_ut/status/1812533779291857074?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/mohteref_ut/status/1812533779291857074?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)

- **Academic guidance for female students at Tayma University College**

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**Training programs for students**

- **mohteref Centre**

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Pages/NewsDetails.aspx?NewsID=35>

- **Career guidance for female students**

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[https://x.com/dsa\\_ut/status/1708543037708619897?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/dsa_ut/status/1708543037708619897?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)

<https://www.ut.edu.sa/ar/Deanship/student-affairs/alumni/Pages/default.aspx>

<https://www.my.gov.sa/wps/portal/snp/servicesDirectory/servicedetails/s9121>

<https://www.my.gov.sa/wps/portal/snp/servicesDirectory/servicedetails/10535>

<https://www.my.gov.sa/wps/portal/snp/servicesDirectory/servicedetails/s9120>

<https://subol.sa>

- **Supporting women's achievements**

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Pages/NewsDetails.aspx?NewsID=33>

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Pages/NewsDetails.aspx?NewsID=32>  
<https://www.ut.edu.sa/ar/Deanship/student-affairs/Pages/NewsDetails.aspx?NewsID=28>  
<https://www.ut.edu.sa/ar/News/Pages/NewsDetails.aspx?ItemID=279>  
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- **Support women's participation in sports activities**

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### 5.3.4 Women's application in underrepresented subjects

The University of Tabuk is dedicated to providing admission opportunities in specializations that are underrepresented by women, such as engineering, tourism and hospitality, wildlife studies, and management of national reserves. This initiative aligns with the goals of the Kingdom's Vision 2030, which emphasizes increasing women's participation in the labor market to enable them to become active partners in national development across various economic, social, scientific, and cultural fields.

Additionally, the University of Tabuk fosters partnerships and collaborations with local and international universities, companies, and national organizations related to these fields to support the academic and skill development of both male and female students.

The university also encourages its students to participate in skill-building, innovative, and leadership training programs, recognizing and rewarding excellence in their performance

- **Tourism and hospitality program**

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[https://x.com/u\\_tabuk/status/1792486900873195772?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/u_tabuk/status/1792486900873195772?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)  
<https://x.com/redseaglobalar/status/1792454292739403912?s=46&t=TRyN4HDvhNuZLwM4vITAoQ>  
[https://x.com/saudi\\_mt/status/1739644400399986944?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/saudi_mt/status/1739644400399986944?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)  
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- **Civil engineering program**

<https://x.com/alekhbariyatv/status/1810248225435107451?s=46&t=TRyN4HDvhNuZLwM4vITAoQ>

- **Program of wildlife study, and Management of national reserves**

[https://x.com/ut\\_dar/status/1811490008156586205?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/ut_dar/status/1811490008156586205?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)  
[https://x.com/ut\\_dar/status/1811487880679686212?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/ut_dar/status/1811487880679686212?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)

- **Qualification and support for women's participation**

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[https://x.com/dsa\\_ut/status/1803478736982921706?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/dsa_ut/status/1803478736982921706?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)  
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## 5.6 Women's progress measures

### 5.6.1 Policy of non-discrimination against women

The University of Tabuk is committed to adhering to the rules and regulations issued by the Ministry of Human Resources and Social Development in the Kingdom of Saudi Arabia regarding the prevention of discrimination against women in the workplace. The labor system in the Kingdom provides necessary protection for both workers and employers, ensuring a suitable work environment for women that considers their circumstances and prohibits discrimination between women and men in ways that respect their unique needs.

- **Work system regulations (page 48-49)**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/1%20%D9%86%D8%B8%D8%A7%D9%85%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%20-%20%D8%AA%D8%B4%D8%BA%D9%8A%D9%84%20%D8%A7%D9%84%D9%86%D8%B3%D8%A7%D8%A1.pdf>

- **Guide Manual to Business Ethic (page 15)**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/Guide%20Manual.pdf>

- **Regulation of women's work environment**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%A1.%20%D8%A7%D9%84%D8%AA%D9%86%D8%B8%D9%8A%D9%85%20%D8%A7%D9%84%D9%85%D>

[9%88%D8%AD%D8%AF%20%D9%84%D8%A8%D9%8A%D8%A6%D8%A9%20%D8%B9%D9%85%D9%84%20%D8%A7%D9%84%D9%85%D8%B1%D8%A3%D8%A9%20%20.pdf](https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf)

### 5.6.3 Maternity policy

The University of Tabuk is committed to adhering to the rules and regulations issued by the Ministry of Human Resources and Social Development regarding maternity and paternity leave (see page 36-42)

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

The University of Tabuk offers accessible childcare facilities for students, enabling new mothers to attend courses and manage their academic responsibilities.

[https://x.com/dsa\\_ut/status/1432233226580467715?lang=ar](https://x.com/dsa_ut/status/1432233226580467715?lang=ar)

### 5.6.5 Childcare facilities for staff and faculty

The University of Tabuk provides accessible childcare facilities for students and staff, allowing new mothers to attend university courses and fulfill their study or job responsibilities

[https://x.com/dsa\\_ut/status/1432233226580467715?lang=ar](https://x.com/dsa_ut/status/1432233226580467715?lang=ar)





### 5.6.6 Women's mentoring schemes

The University of Tabuk is committed to providing academic, health, and psychological guidance, as well as developing the capabilities and leadership skills of female faculty members, administrative staff, and students. This initiative is aligned with the objectives of the Kingdom's Vision 2030, which stipulates ensuring increased participation of women in the labor market to become active partners in national development across various economic, social, scientific, and cultural fields

- The women who are passing the Volunteer Leadership Program  
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- Passing the Student Leadership Training Program  
[https://x.com/dsa\\_ut/status/1787909229833048159?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/dsa_ut/status/1787909229833048159?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)  
[https://x.com/dsa\\_ut/status/1711037640303120819?s=48](https://x.com/dsa_ut/status/1711037640303120819?s=48)  
[https://x.com/dsa\\_ut/status/1711037640303120819?s=48](https://x.com/dsa_ut/status/1711037640303120819?s=48)
- Students of the College of Business Administration who have obtained SAP Certified Application Associate

[https://x.com/u\\_tabuk/status/1765059487013220659?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/u_tabuk/status/1765059487013220659?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)

- Students, both male and female, graduates of the second batch of the #Absolute\_Innovation program,  
[https://x.com/u\\_tabuk/status/1798405748734451963?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/u_tabuk/status/1798405748734451963?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)
- Training of deaf students (female)  
[https://x.com/u\\_tabuk/status/1783577016215736348?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/u_tabuk/status/1783577016215736348?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)
- Students participating in health volunteering during Hajj  
[https://x.com/dsa\\_ut/status/1803830391482048644?s=46&t=TRyN4HDvhNuZLwM4vITAoQ](https://x.com/dsa_ut/status/1803830391482048644?s=46&t=TRyN4HDvhNuZLwM4vITAoQ)



### 5.6.7 Track women's graduation rate

The University of Tabuk utilizes an electronic system (E-register) to effectively track the rates of applicants, acceptance, and graduation for both female and male students, with all relevant statistics reported in the university's annual report

- UT annal report (page 90-94)  
<https://www.ut.edu.sa/ar/administration/UniversityDirector/Office-e-Strategy-and-Institutional-Excellence/Pages/%D8%A7%D9%84%D8%AA%D9%82%D8>

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D8%B3%D9%86%D9%88%D9%8A.aspx>

### 5.6.8 Policies protecting those reporting discrimination

The University of Tabuk is committed to adhering to the regulations issued by the Ministry of Human Resources and Social Development regarding the protection of those reporting discrimination (see Page 17-2)

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D9%88%D8%A7%D8%AE%D9%84%D8%A7%D9%82%D9%8A%D8%A7%D8%AA%20%D8%A7%D9%84%D8%B9%D9%85%D9%84.pdf>

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%86%D8%B8%D8%A7%D9%85%20%D8%AD%D9%85%D8%A7%D9%8A%D8%A9%20%D8%A7%D9%84%D9%85%D8%A8%D9%84%D8%BA%D9%8A%D9%86.pdf>

**Anti-Harassment Policies:** The University of Tabuk has approved policies to combat harassment in order to provide a safe educational and administrative environment for all students, employees, and visitors. The university is dedicated to protecting their rights and preserving their dignity and personal freedoms, as guaranteed by Islamic Sharia and relevant regulations. Additionally, the University of Tabuk has established effective mechanisms to address any incidents of harassment that occur within the institution, ensuring that perpetrators are held accountable and subject to the maximum penalties.

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%B3%D9%8A%D8%A7%D8%B3%D8%A7%D8%AA%20%D9%85%D9%83%D8%A7%D9%81%D8%AD%D8%A9%20%D8%AC%D8%B1%D9%8A%D9%85%D8%A9%20%D8%A7%D9%84%D8%AA%D8%AD%D8%B1%D8%B4%20.pdf>

### 5.6.9 Paternity policy

The University of Tabuk is dedicated to following the guidelines established by the Ministry of Human Resources and Social Development concerning maternity and paternity leave (refer to pages 36-42).

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

