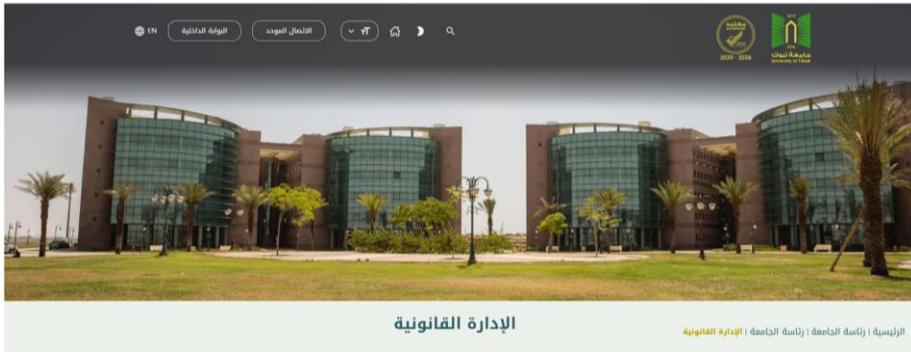


Equity, diversity, and inclusion committees

At the University of Tabuk, the Legal Department is responsible for advising on and overseeing matters related to diversity, equity, and inclusion. Additionally, the Legal Department ensures compliance with national regulations and institutional policies related to equal opportunity and non-discrimination. Relevant training and initiatives are also implemented as part of broader university policies to foster an inclusive campus environment.

<https://www.ut.edu.sa/ar/administration/UniversityDirector/Legal-Administration/Pages/default.aspx#>



The Legal Department was established pursuant to Decision No. 31/11/202/Q, dated 5/5/1431 AH, by His Excellency the President of the University of Tabuk. Since then, it has been diligently fulfilling its duties, providing legal advice to the university and ensuring compliance with all applicable laws and regulations.

Objectives:

- Raising awareness of laws and regulations among all university staff.
- Supporting the university's strategic vision through the effective and high-quality implementation of laws and regulations.
- Safeguarding the rights of the university and its staff while ensuring the fair application of regulations that protect all individuals.

- Collaborating with all departments in a team-oriented manner, upholding the principles of justice, legislative compliance, and the vision of the regulatory authority.
- Carrying out the responsibilities and duties assigned to the Legal Department with the highest level of professionalism and expertise.
- Attracting highly skilled legal professionals and providing them with the necessary resources to excel.

The Legal Department at the University of Tabuk has developed comprehensive Procedural Guidelines, which outline the roles, responsibilities, and authority of all university entities. These guidelines serve as a foundational reference for ensuring clarity, consistency, and compliance in administrative and operational processes across the university. By defining the tasks and powers of various departments, faculty members, and administrative units, the guidelines enhance efficiency, transparency, and legal adherence in university governance.

For more details, you can access the full document here:

<https://www.ut.edu.sa/ar/Faculties/university-branch-in-haq/Documents/%D8%A7%D9%84%D8%AF%D9%84%D9%8A%D9%84%20%D8%A7%D9%84%D8%A5%D8%AC%D8%B1%D8%A7%D8%A6%D9%8A%20%D9%84%D8%AC%D8%A7%D9%85%D8%B9%D8%A9%20%D8%AA%D8%A8%D9%88%D9%83.pdf>

Additionally, the university actively supports diversity and equality among students, staff, and faculty members through the Deanship of Student Affairs and the General Directorate of Human Resources. These entities are responsible for advising on and implementing policies and programs that foster diversity, equity, and inclusion on campus.

The Deanship of Student Affairs oversees initiatives related to student rights and well-being, with the Guidance and Student Rights Unit playing a key role in promoting an inclusive and supportive learning environment. For more details, refer to the Student Affairs Services Guide, page 14.

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Documents/DSA%20%D8%AF%D9%84%D9%8A%D9%84%20%D8%AE%D8%AF%D9%85%D8%A7%D8%AA%20%D8%A7%D9%84%D8%B7%D8%A7%D9%84%D8%A8.pdf>

Executive Regulations for Students' Complaints at the University of Tabuk

https://www.ut.edu.sa/ar/Faculties/Medicine/student-services/Documents/13a-%20Executive%20Regulations%20for%20Students_%20Complaints%20at%20the%20University%20of%20Tabuk.pdf#search=complaints

The General Directorate of Human Resources ensures that workplace policies align with principles of fairness, equal opportunity, and non-discrimination, contributing to a diverse and inclusive academic community.

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%AE%D8%AF%D9%85%D8%A9%20%D8%A%D9%88%D8%A7%D8%B5%D9%84.jpg>

The University of Tabuk is committed to monitoring the executive procedures related to grievances and complaints in accordance with the regulations issued by the Ministry of Human Resources and Social Development. The university also employs several mechanisms to address employee complaints, including a committee that considers complaints and grievances from faculty members and another committee that examines grievances related to job performance evaluation

The executive regulations for human resources

<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%8>

<8%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

Regulatory frameworks for the executive regulations of human resources

https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/_%D8%A3%D8%B7%D8%B1%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%D9%8A%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D8%B8%D9%8A%D9%85%D9%8A%D8%A9.pdf

Executive Rules for Faculty Grievances

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D8%AA%D8%B8%D9%84%D9%85.pdf>

Grievance Form

<https://www.ut.edu.sa/ar/Deanship/human-resource/HR-Development-Department/Documents/%D9%86%D9%85%D9%88%D8%B0%D8%AC%20%D8%A7%D9%84%D8%AA%D8%B8%D9%84%D9%85%20%D8%B9%D9%84%D9%89%20%D8%AA%D9%82%D9%8A%D9%8A%D9%85%20%D8%A7%D9%84%D8%A3%D8%AF%D8%A7%D8%A1%20%D8%A7%D9%84%D9%88%D8%B8%D9%8A%D9%81%D9%8A.pdf?csf=1&e=uUyQAI>

Grievance services

<https://www.hrsd.gov.sa/sites/default/files/2023-12/%D8%AE%D8%AF%D9%85%D8%A9%20%D8%A7%D9%84%D8%A%D8%B8%D9%84%D9%85%D8%A7%D8%AA%20%D8%AC%D8%AF%D9%8A%D8%AF.pdf>

The University of Tabuk recognizes labor rights for all employees, including women and international staff, in accordance with the regulations set by the Ministry of Education and the Ministry of Human Resources and Social Development

Executive regulations for human resources

<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>

Work system

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%86%D8%B8%D8%A7%D9%85%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%20.pdf>

Regulations for university employees, including faculty members and the like

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D9%80%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%B8%D9%85%D8%A9.pdf>

Higher Education Council system

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%AA%D9%88%D8%B8%D9%8A%D9%81%20%D8%A7%D9%84%D8%BA%D9%8A%D8%B1.pdf>

Tawasul service

<https://www.ut.edu.sa/ar/E-Services/Pages/Services33.aspx>