
Policy: **Gender Segregation**

Code: **06ST15**

Reviewed/ Revised: **19/07/2022**

Policy Owner: **Director of Operations**

Target audience: **All Staff and Students**

PURPOSE:

The purpose of this policy is to communicate clearly the rules and regulations regarding gender segregation and where they do and do not apply.

SCOPE:

This policy applies to both Staff and Students, whereby gender segregation applies in the student accommodation for overnight stays, prayer, changing and restrooms, as per the UAE Law. Gender segregation excludes all other areas not mentioned above.

DEFINITIONS:

Gender: either the male or female division of a species, especially as differentiated by social and cultural roles and behaviour.

Segregation: the act or practice of setting apart or separation of people or things from others or from the main body or group.

POLICY STATEMENT:

EAHM does not segregate genders except for student accommodation regarding overnight stays, prayer, changing, and restrooms which are provided separately for males and females.

RESPONSIBILITY:

The Director of Operations is responsible to ensure proper signage is placed on prayer, changing and restrooms. While it is the responsibility of the Welcome centre team to allocate students in the correct Male or Female accommodation building (1 for Females and other building for Males) and security to ensure no visitors stay overnight in the students' accommodations.

It is the responsibility of the Director of Operations to monitor and update the policy as needed.

IMPLEMENTATION OF THE POLICY:

Student accommodation and Lodging: the rooms that students live in during their student term as well as the hotel room lodging that can be booked by the friends and family of students and staff.

How to report a violation

A student or faculty may contact security team to report any students' visitors breach the 23hr00 visitation and overnight policy.

Security is then dispatched to the student's room to enforce the visitation hours and ensure that the visitor has left the room and premises and report the incident to the welcome centre team and Director of Operations to enforce sanctions the coming day.

The Process and sanctions for violating the policy

The Director of Operations or his/her designate will review the security report. There are four possible outcomes depending on frequency of breaches of policy:

1. A verbal warning
2. 1st written warning to the student's file with visitation rights forfeited for a week
3. 2nd written warning to the student's file with visitation rights forfeited for a month
4. 3rd written warning with rights to visitation, student lounge access and sports and leisure access forfeited for a term.

ASSOCIATED DOCUMENTS:

- Residence/Campus Life handbook
- Student Handbook

MENTIONS:

- Student Handbook

DATE OF NEXT REVIEW:

This document should be reviewed by **February 2024**.

