



جامعة الإمام عبد الرحمن بن فيصل
IMAM ABDULRAHMAN BIN FAISAL UNIVERSITY



SDG 8

**Decent Work &
Economic Growth**

Sustainable
Development Report

2023-2024



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1. Work Ethics at IAU

Imam Abdulrahman Bin Faisal University (IAU) policy prohibits discriminatory remedy or bullying on the idea of one's race, appearance, non-secular exercise, gender or sexuality, sexual choice gender identity or expression, age, impairment, civil popularity, naturalization, ethnic origin, genetic mutations, or other kinds of discrimination. Being an identical opportunity organization, IAU firmly prohibits any form of prejudice primarily based on sexual orientation or race, ethnicity, religion, nationality, or impairment are all factors to consider.

1. Being an identical opportunity organization, Imam Abdulrahman Bin Faisal University firmly prohibits any form of prejudice primarily based on sexual orientation or race, ethnicity, religion, nationality, or impairment are all factors to consider.
2. Every worker has the proper to work in a professional setting where his or her experience, capabilities, and talents are essential for success. The IAU requires all staff to observe moral standards, support equality of opportunity, treat everyone professionally, and operate without bias.
3. Admission, registration, placement, scholarship, mentorship, recruiting, memberships, concerns, petitions, and other related categories are examples of services.
4. The IAU has a policy that forbids all sorts of bias and prejudice and bullying, including sexual harassment and racial harassment (religion, language, sexual orientation, etc.)
5. Unwanted sexual or romantic advances, inappropriate sexual jokes, or comments regarding sexual activities are all examples of sexual harassment. Employees should never view explicit content while using business-owned equipment, even if they are not on company property. It is also illegal to use your personal device to browse explicit content when at work or in the presence of other workers.
6. Romantic relationships between superiors and individuals below them are, strictly prohibited.
7. Any sort of retaliation in opposition to someone who discloses bullying or prejudice is prohibit within the university. We encourage workers to speak up and take part in the inquiry.

IAU will make every reasonable attempt to hold investigations privately and to safeguard those who file complaints.

8. Any worker who participates in unacceptable harassment behavior will receive disciplinary action, consisting of capacity in termination of employment. Some examples of harassment may cause immediate termination, but not all.
9. The IAU respects confidentiality throughout the inquiry process, to the degree that appropriate investigation and remedial action not compromised.

2. Modern slavery policy

1. Modern slavery is an illegal practice that violates fundamental human rights. There are many ways it might manifest itself, including as human trafficking, forced labor, slavery, and servitude, all of which involve denying someone their freedom so that they can be used for either their own or someone else's advantage.
2. The Imam Abdulrahman Bin Faisal University (IAU) is dedicated to doing all of its business and interactions in a moral and honest manner. Within the university, we have a strict no-tolerance policy regarding contemporary slavery. We shall implement and enforce efficient rules and systems to make sure that neither IAU nor any associated third parties (agencies) include any instances of modern slavery.
3. IAU management will be made aware of the issues surrounding slavery and human trafficking, and all staff will be encouraged and supported to voice any concerns. A worker who might be a victim of slavery or human trafficking will also receive support from IAU.
4. IAU shall share information when modern slavery or human trafficking are discovered to protect the victim from harm, to prevent such occurrences in the future, and to support the eradication of the routes and sources of such crimes.
5. All deans, directors, and supervisors are responsible for ensuring that those directly under their supervision comply by the terms of this policy while performing their daily duties.
6. If any employees suspect that a coworker is a victim of modern slavery, they must notify the IAU administration.

7. IAU will take steps to ensure that employees are adequately educated on modern slavery.

3. Employment Policy Pay Scale Equity

1. The Imam Abdulrahman bin Faisal University is committed to creating pay scales with fair standards based on the qualifications of each employee and provides fair compensation to all staff members.
2. No one is permitted to be paid differently based on race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as someone with a physical or mental disability unrelated to ability, military status, genetic information, marital status, parental status, ancestry, or income source.
3. This policy entails a dedication to sustaining a workplace atmosphere free of bias and injustice.
4. Equal compensation should be given to all workers for work that is essentially the same, equivalent, and of equal value.
5. All forms of pay, including salary, bonuses, social insurance, paid time off, reimbursement for travel costs, and benefits, are covered by this policy.

4. Scientific Societies or Associations

The Imam Abdulrahman bin Faisal University (IAU) advocates the right to forms associations for all including women and international staff, IAU, as an academic and research institute, has established many scientific societies to support the academic and professional disciplines as well as approval it is essential council formulation for IAU scientist and professors

The IAU has established the following scientific societies:

- Scientific Saudi Society for Cardiac Technology.
- Scientific Society of Family and Community Medicine.
- Scientific Saudi Society for Respiratory Care.
- Scientific Saudi Society for Traffic Safety.

- Saudi Society of Medical Microbiology and Infectious Diseases.
- Scientific Society for Neuroscience.
- Scientific Saudi Society of Psychiatry.

Scientific Saudi Society for Cardiac Technology

Established on: 28/02/1436 AH

Location: Imam Abdulrahman Bin Faisal University

Contact: Facebook Saudi Society of Cardiac Technology

Website: www.ssct.org.sa

Scientific Society of Family and Community Medicine

Established on: 23/03/1409 AH

Location: Family medicine building in Imam Abdulrahman Bin Faisal University

Contact: Facebook Saudi Society of Cardiac Technology

Website: www.ssfc.org

Scientific Saudi Society for Respiratory Care

Established on: 01/12/1425 AH

Location: College of applied medical sciences in Imam Abdulrahman Bin Faisal University

Contact: Twitter: SSRC, WhatsApp: 0583014403

Email: ssrc@ssrc.org.sa

Scientific Saudi Society for Traffic Safety

Established on: 1432 H

Location: College of engineering in Imam Abdulrahman Bin Faisal University

Website: www.salamh.org

Saudi Society of Medical Microbiology and Infectious Diseases

Established on: 2004

Location: King Fahad Hospital of the University - Khobar

Contact: <https://twitter.com/ssmmid>, <https://www.facebook.com/SSMMID>

Website: <https://saudimmid.com>, <https://arabhiv.com/>

Scientific Society for Neuroscience

Inactive

Scientific Saudi Society of Psychiatry

Established on: 1422 H

Location: Psychiatry Department - King Fahad Hospital of the University - Khobar

Website: <http://www.saudipsych.org/>

5. Establishing Leadership Center

Since effective leadership is the path towards an economic and social prosperity in a changing and developing world, Imam Abdul Rahman bin Faisal University focused on this issue and urged leaderships to develop their strategic goals through the sixth strategic objective: (Building a modern institutional administrative system), and the emerging program, entitled The Administrative System Development Program (a project to enhance the administrative or executive role of university leaders) (an initiative to enhance the administrative and executive capabilities of university leaders)

The development of individuals is one of the civil organizations functions within their civilized role, which contributes to the service of their employees and society. Therefore, measuring the quality of performance to achieve the desired goals within the organization depends on how to train its leaders to perform the tasks assigned to them, to provide genuine solutions to problems they face within their organizations and in the world in general. There is no doubt that universities have an important role in developing this aspect by encouraging the human capabilities to adopt the notion of professional development and enhancing it in various ways. The establishment of the (Academic Leadership Center) within the system of the Vice Presidency of Academic Affairs is a link in the chain of continuous development undertaken by Imam Abdul Rahman bin Faisal University to establish supportive and important foundation within the university's structure.

Therefore, we present to you an integrated document about the (Academic Leadership Center); serving all university leaders from faculty members in their activities and programs in a comprehensive manner, and communicating directly and indirectly in integral manner with university directorates and relevant external institutions.

We will motivate the university community of current and promising leaders to develop and update methods and strategies of work from the traditional intellectual pattern to a creative pattern that enhances the latent capabilities in various disciplines and scientific fields, through the preparation and

implementation of a high-quality set of scientific and practical programs that focuses on developing the most important administrative, educational and leadership competencies.

The center seeks to be influential in developing leaders in various service sectors in the Kingdom of Saudi Arabia, in addition to be an investment expert and a soft force on the university decision-makers in various sectors of society. This enhances the university's image and status as an influential factor for transformation and development in an accelerating changing world.

Vision: To be a leading regional reference in leadership solutions.

Mission: Qualifying and developing promising and efficient personalities by providing an attractive environment capable of enabling contemporary leaders to serve the university, society, and the nation.

Values: The Academic Leadership Center is committed to a set of values, which are:

- **Professionalism**
 1. Integrity
 2. Discipline
 3. Quality
- **Citizenship**
 4. Good citizenship
 5. Job Perfection
 6. Sense of responsibility
 7. Respect for rights
 8. Justice
- **Sustainability**
 9. Future foresight
 10. Balance
 11. Impact
- **Efficiency**
 12. Effectiveness
 13. Eligibility
 14. Merit
 15. Ability



- **Differentiation**

16. Competition

17. Initiation

<https://www.iau.edu.sa/en/administration/centers/leadership-center/about>

