

- Take all required and reasonable steps to protect their own safety, the safety of colleagues, students, customers and members of the public, and the safety and security of University property and facilities;
- Decline any material outside gifts or benefits in the course of their work offered by suppliers or partners. Token gifts of appreciation are acceptable.

9.4 University Policies

9.4.1 Non-discrimination and Policy

In accord with governmental law, the University does not discriminate on the basis of race, color, religion, gender, national origin, ancestry, age, disability, or veteran status in employment or in any program or activity offered or sponsored by the University. The University maintains a grievance procedure incorporating due process available to any person who believes he or she has been discriminated against.

9.4.2 Sexual Harassment policy

Every member of the University community should be aware that the University is strongly opposed to sexual harassment, and that such behaviour is prohibited both by local laws and by University policies.

9.4.3 Disability and Reasonable Accommodation

Alfaisal University is committed to providing an accessible and supportive environment for employees with disabilities. Equal access for qualified employees with a disability is an obligation of the University. Alfaisal University does not discriminate on the basis of disability against otherwise-qualified individuals in any program, service or activity offered by the University. The University is committed to ensuring that no otherwise-qualified individual with a disability is excluded, denied services, segregated or otherwise treated differently than other individuals because of the absence of auxiliary aids or other appropriate services; however, accommodations cannot result in an undue burden to the University or fundamentally alter the essential functions of the job.

9.4.4 Non-Smoking Policy

The University supports to provide a safe and healthy environment for all staff, academics, students and visitors. Alfaisal University is a “smoke free” environment. Smoking is not permitted in Alfaisal University buildings or on the campus grounds.

9.4.5 Undertaking of Other Work

University employees are not allowed to undertake any other full or part-time work without the written approval of management. Any employee undertaking any other unauthorized full or part-time work will face the following disciplinary action: At first offence – written warning, at second offence – termination with benefits.