



SDG 5

GENDER EQUALITY



Gender equality is a fundamental human right, and a foundation for a peaceful, prosperous and sustainable world. Providing women and girls with equal access to education is a key part of delivering gender equality, but universities also have a wider role to drive forward gender equality in their communities.

5.2 Proportion of first-generation female students

5.2.1 Indicator: Proportion of women first-generation

Data Collected	Data AY 23/24
Number of women starting a degree	725 women enrolled
Number of first-generation women starting a degree	---

5.3 Student access measure

5.3.1 Tracking access measures

AUS systematically measures and tracks women’s application, admission, and enrollment rates through Banner, the university’s official database for most of AUS data records. This ensures consistent monitoring of gender equity and access.

Data Collected	Data AY 23/24
Women applied	1,494
Women fully admitted	767
Women enrolled	725

5.3.2 Policy for women applications and entry

AUS applies an equal opportunity admission policy that guarantees fair treatment of all applicants regardless of race, color, gender, disability, religion, age or national origin. The policy promotes gender equity and ensures open access for women at all entry levels.

(Policy created: 2021, Policy reviewed 2024)

5.3.3 Women’s access schemes

AUS supports women’s access through leadership and financial assistance programs. The Women’s Leadership and Enrichment Program within the Student Leadership Program (SLP) enhances women’s participation and leadership skills. AUS also provides grants and scholarships for both Achievement Academy Bridge Program and undergraduate students, awarded without gender bias.

5.3.4 Women’s application in underrepresented subjects

AUS actively encourages women to apply for and participate in STEM and other underrepresented fields through community engagement and student clubs. The Association of Women Engineers, Women in Industrial Engineering, and the Women Empowerment Club promote gender diversity, inclusion, empowerment, and leadership in male-dominated disciplines.

5.4 Proportion of senior female academics

5.4.1 Indicator: Proportion of senior female academics

Data Collected	Data AY 23/24
Number of senior academic staff	337
Number of female senior academic staff	88

5.5 Proportion of women receiving degrees

5.5.1 Indicator: Proportion of female degrees awarded

AUS measures the share of women graduates to monitor equitable outcomes. In academic year 2023-2024, women represented a majority of graduates, reflecting strong female academic achievement and program completion rates.

	Data Collected	Data AY 23/24
Fall 2023	Total number of graduates	488
	Total number of female graduates	256
Spring 2024	Total number of graduates	753
	Total number of female graduates	448

5.6 Women's progress measures

5.6.1 Policy of non-discrimination against women

AUS upholds a non-discrimination framework that protects all students, including women, from gender-based harassment or inequitable treatment. Policies within the Student Conduct reinforce the standards of behavior expected from all AUS students and instills personal accountability, ethical development and respect for all members of the community. This includes:

- **2.10 Policy on Harassment:** Inappropriate behavior demonstrating a lack of respect or harassment that is based on race, gender, color, national origin, sex, gender, sexual orientation, age, religion, gender identity, gender expression or disability is prohibited.
- **2.14 Policy on Sexual Misconduct:** AUS prohibits all forms of sexual misconduct, including harassment, coercion, unwanted physical contact, and gender-based violence.
- **Student Responsibilities:** To refrain from engaging in inappropriate physical contact between male and female students.

(Policy created: 2021, Policy reviewed 2024)

AUS has also set up a complaint hotline, a tool intended to serve as a platform for reporting wrongdoing, including unethical or illegal conduct. Routine administrative matters related to day-to-day operations should be addressed through the appropriate channels, such as Employee Services, the Office of Student Experience or other relevant units.

5.6.2 Non-discrimination policies for transgender

Not applicable within the UAE legal framework. AUS applies policies of equality and respect to all students within national regulations.

5.6.3 Maternity policy

AUS recognizes the importance of supporting female faculty as they balance career and family life, and acknowledges the benefits that accrue to the University in recognition of this support. The parental leave policy provides income continuation for female faculty members during time off to care for a newborn child.

The maternity leave policy for faculty provides for one semester leave with pay for the birth mother. A female faculty member hired under a contract of three or more years' duration with AUS who has been employed for less than one year is paid at half pay.

(Policy created: 2023, Policy reviewed 2024)

5.6 Women's progress measures

5.6.4 Childcare facilities for students

AUS provides accessible childcare services to support student parents. The on-campus Canadian Montessori Nursery offers an early childhood education, aligning with UAE and international standards. This service enables women students to continue their education while parenting.

5.6.5 Childcare facilities for staff and faculty

AUS provides accessible childcare services to support staff and faculty. The on-campus Canadian Montessori Nursery offers an early childhood education, aligning with UAE and international standards. This service promotes work-life balance and retention for women employees.

5.6.6 Women's mentoring schemes

AUS provides mentoring schemes that are accessible to all women. Petrofac and AUS recognize the need to bridge the gender gap in science, technology, engineering and mathematics (STEM), and are committed to empowering women in technology. In line with this vision, female members of Petrofac's IT team serve as mentors to female AUS students, guiding and inspiring them to pursue their ambitions in STEM-related fields. Through this mentorship program, female AUS students benefit from personalized guidance, invaluable industry insights and the opportunity to connect with successful women in IT, paving the way for a more inclusive and diverse IT landscape. This women specific mentoring program is open for all female Engineering students, accounting for roughly 28% of all female undergraduate students.

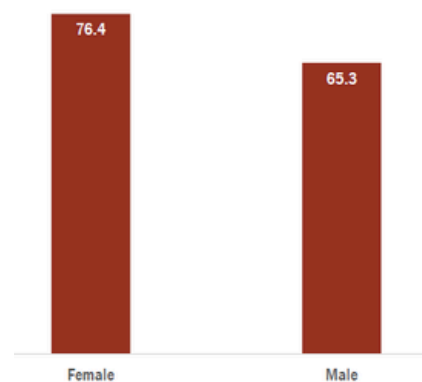
Additionally, the Peer Leaders Program allows students to serve as role models for incoming first-year students. Working as mentors, Peer Leaders positively impact new students' experiences, including women, and ease their transition into college life.

AUS's Academic Support Center also assists all students in achieving academic success. The ASC facilitate academic progression for all students, men and women alike, by providing opportunities for academic coaching, skills enhancement, personal resilience and connections to AUS resources and services.

5.6.7 Track women's graduation rate

AUS systematically tracks and reports graduation rates by gender to assess equity in student outcomes. In academic year 2023–2024, female graduation rates exceeded those of male students, showing strong performance among women. While there is no gender gap disadvantaging women, the university remains committed to improving graduation outcomes for all students through data-driven interventions and inclusive support schemes.

Six-year graduation rate for last three cohorts



5.6.8 Policies protecting those reporting discrimination

AUS ensures that individuals reporting discrimination or misconduct are protected from retaliation or disadvantage. Complaints may be submitted confidentially or anonymously. The AUS Code of Conduct mandates privacy and fairness in all investigations, safeguarding the complainant's rights. Incident discussions and conduct proceedings are treated confidentially for both the complainant and respondent. Only members of the AUS community with legitimate need-to-know will be consulted or informed of confidential information regarding a student. If requested, efforts will be made to protect the complainants' and witnesses' identities as a preventive measure; to ensure the safety of all parties involved.

(Policy created: 2021, Policy reviewed 2024)

5.6.9 Paternity policy

The American University of Sharjah recognizes the importance of supporting male faculty as they balance career and family life, and acknowledges the benefits that accrue to the University in recognition of this support. The parental leave policy provides income continuation for male faculty members during time off to care for a newborn child. The paternity leave policy for faculty provides for a total of two calendar weeks paid leave for the father.

(Policy created: 2023, Policy reviewed 2024)