

Jordan University of Science and Technology

Anti-Harassment Policy

1. Purpose

Jordan University of Science and Technology (JUST) is dedicated to maintaining a safe, respectful, and inclusive environment free from harassment in any form. This policy establishes clear guidelines to prevent and address harassment, ensuring that all individuals can study and work without fear of hostility or intimidation.

2. Scope

This policy applies to all members of the university community, including students, faculty, staff, visitors, and contractors, in all university-related settings, both on campus and online.

3. Policy Statement

Harassment, including verbal, physical, visual, and digital harassment, is strictly prohibited at JUST. Harassment based on race, gender, religion, disability, or any other protected status will not be tolerated. Examples of prohibited behavior include but are not limited to:

- Unwelcome sexual advances or inappropriate comments
- Bullying, intimidation, or threats
- Offensive jokes, slurs, or derogatory remarks
- Display or distribution of offensive material

JUST is committed to handling harassment complaints swiftly and fairly, with appropriate disciplinary actions for violators.

4. Implementation and Responsibilities

- The University Administration ensures compliance with this policy and provides resources for affected individuals.

- All students, faculty, and staff must adhere to this policy and contribute to a harassment-free environment.

5. Reporting and Enforcement

Reports of harassment can be made through the university official reporting system, including in-person, online, or anonymously. Investigations will be conducted with confidentiality, and disciplinary actions may include warnings, suspension, or termination.

6. Policy Review

This policy will be reviewed annually to ensure effectiveness and compliance with relevant laws and university standards.