

## **Employment Matters Policy**

### **Policy Statement**

The purpose of this policy is to inform academic staff and employees at An-Najah National University, about policy, regulation procedures, in respect of any and all legal matters concerning employment affiliated with the university.

### **Purpose**

Pursuit of An-Najah National University mission regarding the development and implementation of university employment policies in compliance with applicable laws, the administrative process for discipline or termination of university employees, the employee grievance process, faculty claims pertaining to retention, promotion, discrimination, and tenure decisions.

### **Scope**

This policy applies to all members at An-Najah National University.

### **Principles**

An Najah National University is committed to creating a working, learning, cultural and social environment that is based on dignity and respect. To ensure achieving this goal, the university among other policies and commitments, makes the following statements

1. The university is committed to comply with Employment law and labor regulation.
2. The university is committed to the Law of Minimum Wage.
3. The university is committed to employ and protect people with disability.



4. The university is committed to no forced labor, no modern slavery and no human trafficking, and no child labor.
5. The university promotes telecommunicating and remote working in specific conditions.
6. The university is committed to protect and safeguard children and vulnerable adults to the highest possible standards.
7. The university is committed to comply with applicable law and regulation regarding Intellectual Property, copyright and trademark matters.

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President



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