



DEPARTMENT : ADMINISTRATION

Effectivity: 30 Oct 2019

Supersedes: 2

Review Date: 01 Sep 2024

No. of Pages: 5

1. TITLE: EMPLOYMENT POLICY MODERN SLAVERY

2. POLICY:

- 2.1 Modern slavery is an illegal practice that violates fundamental human rights. There are many 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.
- 2.2 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.
- 2.3 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.
- 2.4 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.
- 2.5 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.
- 2.6 If any employees suspect that a coworker is a victim of modern slavery, they must notify the IAU administration.
- 2.7 IAU will take steps to ensure that employees are adequately educated on modern slavery.

3. PROCEDURE:

- 4.1 Notifying authorities of human trafficking and modern slavery:
 - 4.1.2 If there are any suspicions that a person is a victim of modern slavery or human trafficking, the pattern must be followed. IAU shall notify employees that victims of modern slavery or human trafficking usually do not self-identify. Many individuals with different needs will enter:



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4.1.2.1 The problem is linked to a specific person, who can be the perpetrator or the victim, or an employee contacts IAU to express their concern.

4.1.2.2 If there is an immediate threat of harm or danger to an individual or group of individuals, call the police immediately.

4.1.2.3 The employee needs to discuss this as soon as possible with the IAU Administration and their direct managers (if applicable).

4.1.2.4 The concerned staff is able to communicate with the person's specific location and brings up the issue right away.

4.2 Training:

4.2.1 Training on modern slavery and human trafficking will be provided to all workers. They will learn about the indicators of modern slavery, which include:

4.2.1.1 People who do not receive compensation for the labor they do.

4.2.1.2 Persons who are being held in debt servitude (after paying off a prior debt, being informed that they "still" owe money).

4.2.1.3 In order to keep a person in work, the "employer" is holding their passport.

4.2.1.4 The same account is used to deposit the benefits of several benefit claimants.

4.2.1.5 The inability of a person to move freely (i.e., passport being taken).

4.2.1.6 Unmistakable use of a person by another for their own financial or personal benefit.

4.2.1.7 Displays indicators of physical or psychological abuse, appears undernourished or ungroomed, acts disturbed or nervous, or seems withdrawn and uncared for. There could be untreated wounds.

4.2.1.8 Rarely be let to travel alone, appear to be under the direction or influence of others, hardly ever contact with others, or seem to be unfamiliar with their neighborhood or place of employment.

4.2.1.9 Relationships that do not seem natural, such when a young teen appears to be dating or dating someone who is a much older adult.



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- 4.2.1.10 Being employed at the same address or living in an unclean, small, or congested residence.
- 4.2.1.11 Wear the same outfits every day without fail, lack identifying documents, and possess few personal belongings. Their attire might not be appropriate for their job.
- 4.2.1.12 Have limited freedom of movement and potential possession of passports or other travel papers.
- 4.2.1.13 On a regular basis, either extremely early in the morning or very late at night, be dropped off or picked up for work.
- 4.2.1.14 Unusual transportation arrangements: Children being dropped off or picked up in private cars or cabs at odd hours or locations where it's unclear why they would be there.
- 4.2.1.15 Avoid making eye contact, appear scared or hesitant to approach others, and show fear of police enforcement for a variety of reasons, including not knowing who to trust or where to go for assistance, fear of deportation, fear of violence to them or their family, and more.
- 4.2.1.16 Staff will be made aware that they must alert the IAU Administration or the police if they experience slavery or human trafficking, learn of someone who may have experienced these things or has been trafficked, or if it is revealed to them.

RESPONSIBILITIES:

- 6.1. Supervisors, at all levels, should inform all employees, including new hires, of the above-mentioned policies.
- 6.2. All Deans and Vice Deans to communicate to their respective deanships.

4. DISTRIBUTION:

- 7.1. All Deanships and Colleges
- 7.2. Available in the IAU Intranet



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مستشفى الملك فهد الجامعي | King Fahd Hospital of the University
POLICY AND PROCEDURES

Date: 24.10.2019

Revision: 3

IAU

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Approved by:

Date Signed:

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Dr. Ahmed Al Kuwaiti

Supervisor General, Deanship of Quality and Academic Accreditation

APPROVED



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