



The Hashemite University (HU)	
Policy Management System	
Commitment Against Modern Slavery and Forced Labor	
Policy Code:	HU0802
Policy Name:	Policy Against Modern Slavery, Forced Labor, Human Trafficking, and Child Labor
Handler:	The Hashemite University President
Issuing Authority	Business School
Approved by:	The Dean's Council based on the 2022 Sustainable Development Framework (Ref. 16/13/10/2202761)
Revision cycle:	(5-7) years

Policy Statement

The Hashemite University (HU) is unwavering in its commitment to ensuring the well-being of individuals and stands firmly against modern slavery, forced labor, human trafficking, and child labor.

Background & Justification

Modern slavery, forced labor, human trafficking, and child labor are profound violations of human rights and are illegal under international agreements and Jordanian law. The Hashemite University (HU) is committed to aligning with these legal frameworks, demonstrating our dedication to safeguarding the rights, dignity, and well-being of everyone associated with HU.

The United Nations' definition of human trafficking, as outlined in the Palermo Protocol, encapsulates the gravity of these issues, emphasizing the exploitation and coercion of individuals. Jordanian labor laws¹ provide stringent protections for juveniles, ensuring their welfare and access to education.

By implementing this policy, HU reaffirms its strong stance against these practices, aiming to create a secure, inclusive, and law-abiding environment that upholds human rights and international conventions.

Scope

This policy applies to all university employees, students, contractors, suppliers, and other stakeholders who engage with Hashemite University. It covers all activities carried out on university premises and extends to off-campus activities directly associated with the university.

¹https://mol.gov.jo/EN/Pages/Child_Labor#:~:text=Conditions%20for%20employing%20a%20juvenile%20of%20sixteen%20years%20old&text=The%20juvenile%20may%20not%20work,the%20Jordanian%20Labour%20Law%20No.

https://www.ilo.org/global/topics/forced-labour/WCMS_104064/lang--en/index.htm

Responsibilities

1. The policy is binding on all internal and external stakeholders of the HU. The human resources department is responsible for ensuring a complete absence of modern slavery, forced labor, human trafficking, and child labor throughout the entire HU community.
2. This policy extends to all activities, encompassing teaching and learning, research, training, as well as commercial and other related endeavors.

Principles of the Policy

- A. The Hashemite University (HU) does not tolerate any form of modern slavery, particularly human trafficking.
- B. Forced labor is strictly prohibited for the HU employees.
- C. All HU employees must adhere to the working age requirements stipulated by Jordanian law.

Definitions

Modern Slavery, Human Trafficking, and Child Labor

"Modern slavery" is a broad term encompassing various ill-defined practices. It typically includes human trafficking for sexual exploitation, forced labor, organ trafficking, bonded labor, descent-based labor, domestic servitude, child labor, early marriage, and forced marriage. This list is not exhaustive, and other forms of modern slavery and human trafficking involve activities such as the sale of babies and children for adoption and entrapment in religious ritual roles, sometimes involving human sacrifice. Victims of modern slavery and human trafficking are often among the most vulnerable in society, comprising individuals of all ages, genders, ethnicities, and beliefs. Vulnerable groups include refugees, migrants, minority communities, women, children, and those experiencing extreme poverty.

Forced Labor

The International Labour Organization (ILO) defines forced or compulsory labor as "any work or service exacted from any person under the threat of a penalty, for which the person has not voluntarily offered themselves."

Responsibilities

To implement this policy effectively, the following actions shall be taken:

- Disseminate this policy to all university members.
- Regularly conduct risk assessments regarding these issues, which THU may encounter.
- Hold all individuals working for or under the control of the university responsible for preventing, detecting, and reporting cases of modern slavery and other forms of exploitation.
- Handle all reported cases with sensitivity and confidentiality. The university is dedicated to ensuring that no staff member who reports such concerns in good faith faces any adverse consequences.

Procedures for Handling Policy Violations

Complaints regarding policy violations may be initiated through any of the following modes:

1. **Reporting to line managers:** Line managers bear the responsibility of ensuring policy implementation. This involves recording complaints from their employees, investigating these complaints, verifying the accuracy of reports and evidence, and submitting complaints to the disciplinary board through the Compliance Office.
2. **Reporting to the Compliance Office:** Complaints may be filed in verbal or written form.
3. **Utilizing the online Google Form:** An online form is available as required

Procedures of the Office of Compliance and Legal Officer

Upon receipt of a violation report through any of the above modes, the Senior Compliance and Legal Officer will analyze the report to determine whether it has no basis (no prima facie), is a disciplinary matter, or a grievance. If a report from the complainant is incomplete, the Senior Compliance and Legal Officer may request further evidence within seven days. Otherwise, the report will be considered invalid and closed.

In cases where there is a prima facie case, it will be presented to either the Grievance Board or the Disciplinary Board, as appropriate.

The respective board will conduct a hearing and provide initial recommendations, which will be forwarded to the Senior Compliance and Legal Officer for the final decision.

Within seven days after the Senior Compliance and Legal Officer issues the final decision, affected parties may file an appeal, which will be presented to the Higher Disciplinary & Grievance Board (HDGB). The Senior Compliance & Legal Officer will update the decision/verdict of the HDGB, which will then be released to the Office of the President.

If no appeal is filed, the Senior Compliance & Legal Officer will directly release the decision/verdict to the Office of the President.