

University for the Creative Arts

delivered by **Future Education
University College
(UCA-FEUC)**

Cultural Consideration Policy

Academic Year 2025/2026

CONTENTS

1. Introduction and Purpose
2. Definitions
3. Scope
4. Policy Principles
5. Cultural Awareness and Training
6. Roles and Responsibilities
7. Reporting And Disclosures
8. Compliance
9. Disciplinary Action
10. Policy Review and Updates
11. Revision History and Version Control

1. Introduction and Purpose

The UCA-FEUC is dedicated to fostering a welcoming, inclusive, and culturally aware environment for all members of its education community. Recognising the rich diversity of cultural, religious, and national backgrounds among faculty, staff, and students.

The purpose of this policy is to

- Promote respect for UAE cultural, religious, traditions, and social values
- Ensure compliance with UAE federal legislation and MoE standards
- Provide guidance on culturally appropriate behavior and engagement
- Prevent discrimination, hate speech, harassment, or culturally offensive conduct

Through the implementation of this policy, UCA-FEUC aims to create a supportive environment where all individuals feel valued, respected, and included.

2. Definitions

Cultural Consideration – Awareness, respect, and adherence to UAE traditions, Islamic values, national customs, and social norms in institutional conduct.

Discrimination – Any distinction, exclusion, restriction, or preference based on religion, race, ethnicity, nationality, gender, or disability that impairs equality.

Hate Speech – Any speech, writing, digital content, or action that incites hatred, discrimination, or violence against individuals or groups.

Public Morality – Standards of conduct recognized under UAE law reflecting societal decency and respect.

Religious Sensitivity – Respect for Islamic values and other legally recognized religions practiced within the UAE.

Institutional Activities – Academic, administrative, social, digital, research, and promotional activities conducted by or under the authority of UCA FEUC.

3. Scope

This Policy applies to:

- All students (undergraduate and postgraduate)
- Academic and administrative staff
- Visiting faculty and researchers
- Contractors and service providers

- All institutional premises, digital platforms, and off-campus activities conducted under the Institution's name

4. Policy Principles

4.1 Respect for UAE National Identity

All institutional members shall:

- Respect Islamic values and Emirati/ UAE traditions
- Refrain from conduct that violates public morality
- Observe national symbols, heritage, and cultural sensitivities

Religious sensitivity must be maintained in teaching materials, events, research, and public communications.

4.2 Non-Discrimination and Inclusion

The Institution prohibits:

- Discrimination based on religion, race, ethnicity, nationality, gender, or disability
- Hate speech or incitement
- Cultural stereotyping or derogatory conduct

Diversity is welcomed within the limits of UAE law and institutional regulations.

4.3 Dress Code and Public Conduct

Students and staff must adhere to:

- Modest and culturally appropriate attire
- Professional dress standards during academic and official functions
- UAE norms regarding public behavior and decency

Special events must reflect cultural sensitivity and obtain prior approval where necessary.

4.4 Religious Observance

The Institution shall:

- Respect Islamic prayer times
- Accommodate fasting during Ramadan
- Adjust academic schedules in line with UAE public holidays
- Ensure no academic activity conflicts with mandatory religious observances

Non-Muslim religious practice is respected within legal and cultural boundaries.

4.5 Academic Content and Freedom

Academic freedom is respected; however:

- Teaching materials must not violate UAE laws
- Content must not promote hate speech or religious defamation
- Research involving cultural, religious, or social issues must follow ethical review procedures

4.6 Events and Celebrations

All institutional events must:

- Reflect UAE cultural norms
- Avoid political or religious extremism
- Receive prior administrative approval
- Comply with licensing or permit requirements where applicable

4.7 Digital and Social Media Conduct

Members of the Institution must:

- Avoid posting content that is culturally offensive
- Comply with UAE cybercrime regulations
- Protect personal data and institutional reputation
- Online misconduct may result in disciplinary action.

4.8 Lawful and Ethical Conduct

All members must comply with applicable UAE laws, including provisions relating to:

- Anti-discrimination
- Cyber conduct
- Public behavior and morality
- Data protection and privacy

4.9 Diversity within Legal Boundaries

The Institution values cultural diversity while ensuring that diversity practices remain aligned with UAE legal and cultural frameworks

5. Cultural Awareness and Training

The Institution shall:

- Conduct cultural orientation for new students and staff
- Provide annual compliance training
- Promote National Day, Ramadan awareness, and UAE heritage programs
- Encourage cross-cultural dialogue initiatives

6. Roles and Responsibilities

Institutional Management Responsibilities –

Approves and oversees implementation of the Policy and ensures alignment with MoE and Federal law and regulatory standards.

Ensures institutional compliance with UAE laws and promotes a culture of respect across the Institution.

Academic Council –

Ensures academic content and curriculum delivery comply with legal, ethical, and cultural requirements.

Compliance and Quality Assurance Office –

Monitors policy adherence, conducts annual reviews, and provides cultural awareness training.

Human Resources –

Incorporates cultural expectations into employment frameworks and addresses staff-related violations.

Student Affairs –

Delivers cultural orientation programs and manages student-related complaints and misconduct.

Staff and Faculty –

Maintain culturally appropriate conduct and ensure teaching and research comply with UAE regulations.

Students –

Observe UAE cultural norms and institutional standards and refrain from discriminatory or inappropriate behavior.

7. Reporting and Disclosures

7.1 Reporting Mechanisms

Concerns or violations may be reported to:

- Student Affairs Office

- Human Resources Department
- Compliance Office
- Through official grievance procedures

Reports may be submitted confidentially in accordance with institutional procedures. The Institution prohibits retaliation against individuals who report concerns in good faith.

7.2 Mandatory Disclosure

Where a violation constitutes a breach of UAE federal law, the Institution may be legally obligated to report the matter to competent UAE authorities.

8. Compliance

Failure to comply with this Policy may result in institutional disciplinary measures and, where applicable, referral to UAE authorities.

Compliance monitoring mechanisms include:

- Internal audits
- Event approval procedures
- Academic content review
- Digital monitoring (where legally permissible)
- Annual compliance reporting to senior management

9. Disciplinary Action

Violations of this Policy may result in:

For Students:

- Verbal or written warning
- Mandatory cultural awareness training
- Suspension
- Expulsion

For Staff:

- Written warning
- Performance review
- Suspension
- Termination of employment

Serious violations may be referred to UAE law enforcement authorities in accordance with federal law.

10. Policy Review and Updates

This policy will be reviewed annually and updated as necessary to ensure ongoing alignment with UAE cultural expectations, regulatory requirements, and institutional standards. Any changes to the policy will be communicated to all faculty, staff, and students through official platforms, Code of Conduct procedures, and other institutional communications.

11. Revision History and Version Control

| | |
|----------------------|-------------------------------|
| Policy reference no: | UCA-FEUC-CC POL-2026 01 01-V1 |
| Document name: | Cultural Consideration Policy |
| Effective date: | 25.02.2026 |
| Version: | 01 |
| Issue date: | 25.02.2026 |
| Updated on: | - |
| Updated by: | - |
| Reviewed by: | Campus Director |

Note:

This policy is issued and controlled by UAE-FEUC. It is understood that this policy is to be treated as confidential, and the same should not be copied. Any disclosure in whole or in part for any purpose is considered as not authorized unless prior written permission is obtained from the University.

