


<b>Category</b>	Educational Programs	<b>Policy Number</b>	ACA-PRO-207	 جامعة زايد ZAYED UNIVERSITY
<b>Classification</b>	Public	<b>Version</b>	1.0	
<b>Responsible Office</b>	Provost	<b>Policy Owner</b>	Dean of Academic Affairs	
<b>Date Approved</b>	14 November 2024	<b>Effective Date</b>	14 November 2024	
<b>Date Last Reviewed</b>	New Policy	<b>Due Date for Next Review</b>	14 November 2027	

## POLICY

### Professional Suitability and Fitness to Practice

#### 1. Purpose

This policy outlines the guiding principles to ensure that Zayed University students have the required professional suitability and are fit to practice their chosen professions.

#### 2. Scope of Application

**2.1** This policy applies to students who are enrolled in academic programs that usually lead to professional registration and/or a license to practice in a professional context, as well as the colleges in which those programs are taught.

**2.2** This policy applies to students' professional suitability and fitness to practice their chosen professions; it does not apply to their academic qualifications or academic integrity.

**2.3** This policy is to be read in conjunction with other related policies; it does not replace them.

#### 3. Definitions

<b>College</b>	A Zayed University college including its administration and faculty as contextually appropriate.
<b>Fitness to Practice</b>	An individual's ongoing ability to perform their professional duties competently, safely, and ethically, maintaining the standards and requirements set by their professional regulatory body or organization.
<b>PCO</b>	Programs and Curricula Office
<b>Professional, Statutory, or Regulatory Body (PSRB)</b>	A professional body, regulator, or one that has statutory authority over a profession. The organization that accredits, recognizes, or approves academic programs that lead to a professional or vocational qualification.
<b>Professional Suitability</b>	The overall ability, skills, knowledge, and personal attributes of an individual that make them suitable for a particular profession or role.
<b>Provost</b>	Provost and Chief Academic Officer
<b>University</b>	Zayed University

#### **4. Policy**

- 4.1** Zayed University (“**University**”) is committed to guiding and supporting students to become leaders who are capable of shaping the future. The University accomplishes this not only by enabling students to be competent scholars and researchers but also by ensuring that students are professionally suitable and fit to practice their chosen careers in terms of personal behavior, professional attitude, and physical and mental health.
- 4.2** The University is committed to ensuring that the behavior of all its students and graduates is not at odds with the ethics and values of their chosen profession. In particular, colleges offering academic programs that have been accredited, recognized, or approved by a Professional, Statutory, or Regulatory Body (“**PSRB**”) and/or lead to a PSRB-related professional or vocational qualification must ensure that the students they graduate comply with the relevant professional codes of conduct as well as University policies and procedures.
- 4.3** Colleges, especially those offering PSRB-related programs, are responsible for developing guidelines to support students, faculty, and staff with more specific information regarding the professional suitability and fitness to practice requirements related to the academic programs they offer.
- 4.3.1** The guidelines must not contradict any of the information contained in this policy.
- 4.3.2** The colleges are responsible for distributing the guidelines to all relevant parties.
- 4.4** Students are responsible for ensuring that they demonstrate appropriate attitude and behavior as required by their chosen profession at all times, on campus, off campus, and online.
- 4.5** College administrators, faculty, and staff are responsible for reporting any observed student behavior that is inconsistent with the Professional Suitability and Fitness to Practice requirements expressed in the college’s guidelines, whether it be on campus, off campus (including field trips, workplace-based learning experiences, internships, and events attended in their capacity as Zayed University students), and/or online.
- 4.6** Student Affairs are responsible for monitoring the behavior of students in PSRB related programs who participate in any Student Affairs-led events or activities to ensure consistency with the professional suitability and fitness to practice requirements expressed in college-developed guidelines.
- 4.7** Concerns about a student’s professional suitability and/or fitness to practice must be raised with the appropriate faculty supervisor as promptly as possible to prevent matters from becoming more serious. Addressing matters promptly is in line with the University’s commitment to supporting the student’s learning experience, and is more likely to preserve the reputation of the student, the college, the University, the profession, and/or the workplace, as appropriate.

- 4.8 Concerns regarding a student’s physical or mental health must be referred to a relevant health professional. The faculty supervisor must follow up and coordinate with the relevant individual(s) and provide support as needed.
- 4.9 Concerns regarding a student’s behavior and/or professional attitude must be addressed in line with the relevant code of student conduct.
- 4.10 Each college is responsible for ensuring their students are aware of the information contained in this policy.

**5. Related Policies and Laws**

- ACA-STS-102 Student Counseling Center
- ACA-STS-401 Students of Determination
- SUP-HSE-201 University Health Clinics
- ACA-STU-102 Undergraduate Student Code of Conduct
- ACA-GRA-211 Graduate Student Code of Conduct

**6. Administration**

This policy is administered by the PCO in coordination with the relevant colleges.

**7. Revision History**

<b>Date</b>	<b>Revision</b>	<b>Ver.</b>
11 December 2024	Chair of the Board Decision issued (PD#29 of 2024).	
14 November 2024	Approved by ARSAC subject to minor wording changes to 4.5 ( <i>action completed</i> ).	1.0
5 November 2024	Endorsed by the University Policy Standing Committee subject to a minor rewording of 4.5 ( <i>action completed</i> ).	
26 September 2024	Endorsed by the Provost’s Council.	
3 June 2024	Endorsed by the Deans’ Council subject to adding minor revisions regarding Student Affairs ( <i>actions completed</i> ).	
25 April 2024	New policy drafted.	