



Beni-Suef University

Beni-Suef University (BSU) - Comprehensive Anti-Harassment Policy

Preamble: Beni-Suef University (BSU) is committed to fostering a safe, inclusive, and respectful academic and working environment where all individuals are treated with dignity and protected from all forms of harassment. Harassment undermines the values of academic freedom, human rights, and equality, and it will not be tolerated in any form, whether verbal, physical, psychological, or digital. This policy outlines the university's formal procedures for the prevention, reporting, investigation, and resolution of harassment cases.

[1] Policy Objectives:

- To define and prohibit harassment in all its forms.
- To affirm BSU's legal and ethical responsibilities in accordance with Egyptian law and international human rights standards.
- To ensure the right of all university members to work and study in a harassment-free environment.
- To establish clear reporting mechanisms and protective measures.

[2] Definition of Harassment:

Harassment includes any unwelcome behavior, act, or communication that offends, humiliates, intimidates, or violates the dignity of another person. This includes, but is not limited to:

- **Sexual harassment:** verbal, non-verbal, physical, or visual conduct of a sexual nature that is unwelcome or offensive.
- **Bullying:** aggressive behavior or verbal abuse, often repeated, that undermines a person's confidence or self-esteem.
- **Discriminatory harassment:** targeting individuals based on race, gender, religion, disability, or other protected characteristics.
- **Cyber harassment:** harassment using digital platforms, including social media, email, or messaging applications.

[3] Legal Framework:

This policy aligns with:

- **Egyptian Penal Code (Law No. 58 of 1937 as amended):**
 - **Article 306 (A):** Penalizes all forms of sexual harassment with imprisonment and/or fines.



- **Article 306 (B):** Provides enhanced penalties when harassment involves authority, coercion, or use of weapons.
- **Decree Law No. 50 of 2014:** Enhanced criminal provisions for sexual harassment.
- **Constitution of Egypt (2014):** Articles 11, 53 affirm equality and protection from violence.
- **International Instruments:** Including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

[4] Scope of Application:

This policy applies to:

- All university members: students, faculty, staff, researchers, administrators.
- Visitors, contractors, and external partners while on campus or engaged in university-sponsored activities.
- Incidents occurring on campus, during university events, fieldwork, or in digital spaces.

[5] Prevention and Awareness:

- BSU will provide mandatory anti-harassment training to all employees and students.
- Posters, pamphlets, digital campaigns, and orientations will reinforce awareness.
- The university will encourage bystander intervention and promote a culture of mutual respect.

[6] Reporting Mechanisms:

- Victims or witnesses may report harassment through multiple confidential channels: legal affairs office, human resources, student affairs, or an online platform.
- Anonymous reporting is allowed.
- Reports will be handled promptly and with strict confidentiality.

[7] Investigation and Disciplinary Procedures:

- A designated Anti-Harassment Committee will oversee investigation procedures.
- Investigations must be impartial, timely, and ensure due process.
- Sanctions may include verbal or written warnings, suspension, expulsion, contract termination, or legal prosecution.

[8] Protection and Support for Victims:

- Victims will be protected from retaliation and intimidation.
- Counseling and psychological services will be made available.
- Temporary academic or workplace adjustments may be implemented to protect safety.



[9] Monitoring and Review:

- Annual reporting on the number and type of harassment cases (anonymized).
- Regular policy reviews and updates based on national legislation and best practices.
- Feedback from staff and students will inform continuous improvement.

[10] Accountability:

- All university leaders, deans, department heads, and administrative units are responsible for enforcing this policy.
- BSU will ensure transparency and integrity in handling all harassment-related matters.

Conclusion:

Beni-Suef University upholds a zero-tolerance policy for harassment and is dedicated to ensuring a campus culture grounded in respect, equity, and dignity. Everyone has a role in maintaining a safe academic and work environment.

Approved by: Office of the University President / Supreme Council

Effective Date: 26.10.2022

Policy Contact: Legal Affairs Office | info@bsu.edu.eg | www.bsu.edu.eg

قرارات مجلس جامعة بني سويف رقم (٢١٤) بتاريخ ٢٦/١٠/٢٠٢٢م



أمانة المجالس واللجان

رقم الموضوع : ()

الجهة الصادر لها :

الموضوع :

الخطاب الوارد من مركز تطوير الاداء الجامعي بشأن طلب الموافقة على مناقشة واعتماد توصيات وسياسات جامعة بني سويف لتحقيق اهداف التنمية المستدامة مع التوصية بتضمينها بالخطة الاستراتيجية للجامعة وذلك على النحو المعروض .

القرار

وافق المجلس



يعتمد ...
رئيس الجامعة - رئيس المجلس

أ.د. منصور حسن

أمين عام الجامعة - أمين المجلس

