



Beni-Suef University

Beni-Suef University (BSU) - Comprehensive Anti-Discrimination and Equal Opportunity Policy

Preamble: Beni-Suef University (BSU) is firmly dedicated to upholding the principles of equality, non-discrimination, and human dignity. As an academic institution, BSU recognizes its responsibility to provide a safe, inclusive, and empowering environment for all its stakeholders. This Anti-Discrimination and Equal Opportunity Policy outlines the University's commitments to promoting fairness, eliminating systemic barriers, and ensuring that all individuals are treated with respect and equity, irrespective of their personal background or characteristics.

[1] Legal and Normative Framework:

BSU's policy is grounded in national and international legal instruments, including:

- **Egyptian Constitution (2014):**
 - *Article 9:* The state guarantees equal opportunities for all citizens without discrimination.
 - *Article 13:* Protection of workers' rights and prevention of arbitrary dismissal.
 - *Article 14:* Equal access to public employment based on merit.
 - *Article 53:* Equality before the law; criminalizes discrimination and hate speech.
 - *Article 81:* Rights and inclusion of persons with disabilities.
- **Labor Law No. 12 of 2003:** Prohibits employment discrimination based on gender, origin, language, religion, or belief (Articles 35, 88, 91, 94, 128).
- **Civil Service Law No. 47 of 1978 (as amended):** Protects workers, especially women and parents, from unfair practices (Articles 70, 10).
- **Prime Ministerial Decree No. 187/2000:** Grants working women flexible options and entitlements.
- **ILO Convention No. 111 (ratified 1960s):** On the elimination of discrimination in respect of employment and occupation.
- **UN Sustainable Development Goals (SDGs):** Particularly Goal 5 (Gender Equality), Goal 8 (Decent Work), and Goal 10 (Reduced Inequalities).

[2] Scope of the Policy:

This policy is applicable to all members of the BSU community, including:

- Faculty, administrative and technical staff



- Undergraduate and postgraduate students
- Job applicants, researchers, visitors, and contractors
- All university-controlled activities, academic programs, admissions, employment practices, student services, and research engagements

[3] Prohibited Grounds of Discrimination:

BSU prohibits all forms of direct or indirect discrimination based on:

- Race, ethnicity, skin color, language, national or ethnic origin
- Religion, creed, or belief
- Gender, gender identity or expression
- Sexual orientation
- Age, marital or family status
- Disability (physical, mental, intellectual, or sensory)
- Socioeconomic status, political opinion, or any legally protected characteristic

[4] Fair and Equitable Employment Practices:

- Employment decisions at BSU are strictly based on professional competence and merit.
- The recruitment process is inclusive and transparent, with no regard for non-professional personal characteristics.
- BSU ensures a supportive work environment where all employees have equal access to promotion, training, benefits, and leadership opportunities.
- Pregnant employees and parents are granted full maternity/paternity leave entitlements in accordance with national law.
- The university maintains a flexible work arrangement policy to accommodate diverse staff needs.
- Equal pay for equal work is observed without regard to gender or background.
- BSU encourages representation of women and minority groups in leadership positions through proactive succession planning.

[5] Inclusive Education and Student Services:

- BSU's admission policies guarantee fair and non-discriminatory access to all programs.
- The university does not impose restrictions or conditions based on gender, disability, religion, or social background.



- Students with disabilities are provided with individualized academic and campus accommodations.
- Financial aid, scholarships, and social support programs target underrepresented and disadvantaged groups.
- Supportive services include academic advising, peer mentoring, mental health resources, and language assistance.

[6] Gender Equity and Family Support Measures:

- The university guarantees equal participation of women in all university governance, academic committees, and decision-making bodies.
- Women have the right to return to work following maternity leave without penalty.
- Flexible scheduling and part-time work options are provided for child-rearing purposes.
- Discrimination or harassment on the basis of pregnancy or marital status is strictly forbidden.
- BSU actively supports research, events, and academic programs addressing gender issues and women's empowerment.

[7] Reporting, Complaints, and Redress:

- BSU has a clear, confidential, and impartial mechanism for reporting incidents of discrimination or harassment.
- Reports are handled by a designated Equal Opportunity and Inclusion Unit.
- All complaints are addressed within a reasonable timeframe and follow transparent procedures.
- Retaliation against individuals who raise concerns or act as witnesses is not tolerated.
- The university commits to taking corrective action, including disciplinary sanctions, in substantiated cases.
- Anonymous reporting tools are available to increase reporting accessibility.

[8] Monitoring, Evaluation, and Compliance:

- The University periodically assesses the implementation of this policy through audits, data collection, and stakeholder feedback.
- Annual equality and diversity reports are submitted to university leadership.
- Key performance indicators (KPIs) related to equity and inclusion are tracked.
- External independent audits are conducted every three years to ensure objectivity.
- All departments are required to incorporate equity and inclusion indicators into their strategic planning.



[9] Training, Capacity Building, and Awareness:

- BSU provides mandatory diversity and anti-discrimination training for all employees and academic staff.
- Training covers unconscious bias, inclusive language, bystander intervention, and intercultural competence.
- Awareness campaigns are regularly conducted to promote respect, tolerance, and human rights.
- Orientation programs for students include education on equity, harassment prevention, and inclusive language.
- Student ambassadors and peer educators are trained to advocate for inclusive values and practices on campus.

[10] Affirmative Action and Positive Measures:

- Where systemic imbalances are identified, BSU will consider temporary special measures to ensure representation of underrepresented groups.
- Initiatives include targeted scholarships, mentorship programs, inclusive curricula, and outreach to marginalized communities.
- University partnerships are developed with community organizations to support social mobility and access to education.
- Curriculum reviews are conducted periodically to ensure inclusive content and diverse representation.

Conclusion:

This policy reaffirms Beni-Suef University's institutional and ethical duty to foster a culture where diversity is celebrated, equality is practiced, and discrimination is actively eliminated. Every individual within the university community shares in the responsibility of ensuring a respectful, fair, and inclusive environment for all.

Approved by: Office of the University President / Supreme Council

Effective Date: 26.10.2022

Policy Contact Point: University 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

