

Beni-Suef University (BSU):

Anti-discrimination Policy



BSU has a policy on ending discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)

- ❖ BSU fully follows governmental laws that are based on the basic human rights of equal employment chances for all. Where, the hiring of faculty and staff at BSU is based only on professional abilities and experiences and has never been based on race, religion, political affiliation, hometown, place of birth, gender, sexual orientation, marriage, appearance, or physical and mental disabilities or for any reasons. BSU governing laws and regulations that confirm fairness and equality, prevent workplace discrimination and create a friendly working environment are elaborated upon below:
 1. Citizens are equal according to the law, and they are equal in rights, freedoms and public duties, without discrimination between them on the grounds of religion, or creed, gender, origin, colour, language, disability, social level, political or geographical affiliation, or for any other reason. Discrimination and incitement to hatred is a crime punishable by law and the state is obligated to take the necessary measures to eliminate all forms of discrimination. **(Article 53 of Constitution 2014).**
 2. Without prejudice to the provisions of Law No. 39 of 1975 regarding the rehabilitation of the disabled, everyone who is able and willing to work must submit an application to have his name registered with the competent administrative authority in the jurisdiction of which his place of residence is located, indicating his age, profession, qualifications and experience. This authority shall record those applications with serial numbers upon their receipt and give the applicant a certificate of such registration without opposite. The data that must be included in the certificate referred to in the previous paragraph shall be determined by a decision of the competent minister. **(Article 12 - Labor Law No. 12 of 2003)**
 3. The state is committed to guaranteeing the rights of persons with disabilities and dwarves in terms of health, economic, social, cultural, recreational, athletic and educational levels, providing them with job opportunities, allocating a percentage of them to them, preparing public facilities and the surrounding environment, and exercising all their rights and integrating them with other citizens, pursuant to the principles of equality, justice and equal opportunities. **(Article 81 –The Egyptian Constitution of 2012, amended in January 2014).**

4. All provisions regulating the employment of workers apply to working women, without discrimination between them when their working conditions are similar. (**Article 88- of Labor Law No. 12 of 2003**).
5. A worker who has spent ten months in the service of an employer or more is entitled to a maternity leave of ninety days with compensation equal to the comprehensive wage, including the period preceding and following delivery, provided that she submits a medical certificate indicating the likely date of delivery. A worker may not be employed during the forty-five days following childbirth (**Article 91- of Labor Law No. 12 of 2003**).
6. The female worker in the establishment that employs fifty workers or more shall have the right to obtain leave without pay for a period not exceeding two years, in order to take care of her child. (**Article 94- of Labor Law No. 12 of 2003**).
7. The worker is entitled to unpaid leave to care for her child for a maximum of two years at a time and three times throughout her working life. (**Article 70- of Law No. 47 of 1978 regulating civil servants in the country according to the latest amendments 2012**).
8. A working woman may request to do work for half of the official working days calculated on the days of the week, month or year, and the administrative authority must respond to this request. Article 2 stipulates that the female worker, in addition to her legal entitlement, shall receive half of the incentives, group rewards, and extraordinary efforts received by her peers. (**Articles 1 and 2 of the Prime Minister's Decision No. 187 of 2000 regarding the benefits granted to working women who work half-time. In this regard, Circular Book No. 2 of 2000 was issued regarding the executive rules regulating the decision**).
9. The worker may terminate the work contract, whether it is for a fixed or indefinite period, because of her marriage, pregnancy, or childbearing, without affecting her rights according to the provisions of this law or the provisions of the Social Insurance Law. The female worker who wishes to terminate the contract for the reasons indicated in the preceding paragraph shall notify the employer in writing of her desire to do so within three months from the date of the conclusion of the marriage contract or the establishment of pregnancy, or from the date of delivery, as the case may be. (**Article 128 of Labor Law No. 12 of 2003**).
10. Public jobs are a right for citizens on the basis of competence, without favoritism or mediation, and an assignment to those in charge of them to serve the people. The state grants their rights and protection, and performing their duties in caring for the interests of the people and they can't be dismissed without a disciplinary method, unless in the cases specified by law. (**Article 14 –The Egyptian Constitution of 2012, amended in January 2014**)
11. The state is committed to preserving the rights of workers, and works to build balanced labor relations between the two parties to the production process, and guarantees methods of collective negotiation, working to protect workers from work hazards and the availability of

occupational health, safety and security conditions, and it is forbidden to separate them, arbitrarily, all in the manner regulated by law. (**Article 13 - The Egyptian Constitution of 2012, amended in January 2014**)

12. The state is committed to achieving equal opportunities for all citizens, without discrimination. (**Article 9 of the Egyptian Constitution of 2012, amended in January 2014**).
 13. Discrimination in wages due to differences in gender, origin, language, religion or creed is prohibited. (**Article 35 - Labor Law No. 12 of 2003**)
 14. It is permissible, in the case of extreme necessity, according to the urgent work requirements in some units, to have job divisions in one financial grade, between which the scientist moves without resulting in a material advantage before being promoted to a job in the higher financial grade. (**Article 10 - Law No. 47 of 1978 regarding civil servants in the state and its executive regulations, as amended by Law No. 504 of 2000**).
 15. Solidarity with Egypt's Convention No. 111 of the International Labor Organization regarding discrimination in employment and occupation in 1963.
- ❖ The admission policy of BSU is not discriminatory, that correlates with principles of fairness, justice, and openness. BSU also has various policies for admission of disadvantaged groups.

The admission and transfer guides of BSU to Doctoral, Master's, and Bachelor's Programmes' have no restrictions on gender or students with disabilities, and no discriminatory conditions that are in accordance with the following public policies:

1. Applying the public rules for coordinating admission to public universities and institutes, which are according to the total number of students in high school which is announced by the Ministry of Higher Education and Scientific Research in official data.
<https://gate.ahram.org.eg/News/2897757.aspx>
2. The state is committed to achieving equal opportunities for all citizens, without discrimination. (Article 8 of the Egyptian Constitution of 2012, as amended in January 2014).
<https://www.youm7.com/story/2019/4/23/%D9%86%D9%86%D8%B4%D8%B1-%D8%A7%D9%84%D9%86%D8%B5-%D8%A7%D9%84%D9%83%D8%A7%D9%85%D9%84-%D9%84%D9%84%D8%AF%D8%B3%D8%AA%D9%88%D8%B1-%D8%A7%D9%84%D9%85%D8%B5%D8%B1%D9%89-%D8%A8%D8%B9%D8%AF-%D9%85%D9%88%D8%A7%D9%81%D9%82%D8%A9-%D8%A7%D9%84%D8%B4%D8%B9%D8%A8-%D8%B9%D9%84%D9%89-%D8%AA%D8%B9%D8%AF%D9%8A%D9%84%D8%A7%D8%AA/4218858>
https://www.constituteproject.org/constitution/Egypt_2014.pdf?lang=ar
3. Citizens are equal according to the law, and they are equal in rights, freedoms and public duties, without discrimination between them on the grounds of religion, or creed, gender, origin, colour, language, disability, social level, political or geographical affiliation, or for any other reason. Discrimination and incitement to hatred is a crime punishable by law and the

state is obligated to take the necessary measures to eliminate all forms of discrimination. (Article 53 of Constitution 2014).

<https://www.youm7.com/story/2019/4/23/%D9%86%D9%86%D8%B4%D8%B1-%D8%A7%D9%84%D9%86%D8%B5-%D8%A7%D9%84%D9%83%D8%A7%D9%85%D9%84-%D9%84%D9%84%D8%AF%D8%B3%D8%AA%D9%88%D8%B1-%D8%A7%D9%84%D9%85%D8%B5%D8%B1%D9%89-%D8%A8%D8%B9%D8%AF-%D9%85%D9%88%D8%A7%D9%81%D9%82%D8%A9-%D8%A7%D9%84%D8%B4%D8%B9%D8%A8-%D8%B9%D9%84%D9%89-%D8%AA%D8%B9%D8%AF%D9%8A%D9%84%D8%A7%D8%AA/4218858>
https://www.constituteproject.org/constitution/Egypt_2014.pdf?lang=ar



Two people with special needs have been appointed to the position of computer specialist in the audio-visual library at the Faculty of Arts



The victory of the first student with special needs to lead the Student Union

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Dr. Omnia Mohsen, member of the National Council for Disability Affairs - member of the branch of the National Council for Women in Beni-Suef on behalf of the challenger, is the director of the Disability Service Unit at BSU, despite her incomplete disability in both feet.



The President of Beni-Suef University honors the retired employees

مكتب خدمات أعضاء هيئة التدريس والعاملين بالكلية

- مكتب خدمات أعضاء هيئة التدريس والعاملين بالكلية
خدمات المكتب
مشروع اسكان اعضاء هيئة التدريس والعاملين بالكلية
خدمات العاملين
1-أجازة الوضع
2-أجازة رعاية طفل
3-أجازة مرافقة الزوج الزوجة
4-الاجازة الخاصة لرعاية الاسرة
5-الأجازة العارضة
6-الأجازة المرضية
7-الإذن
8- الإعارة
9-الأجازة الإعتيادية
10- المأمورية
11-رصيد الاجازات

An image showing some vacations entitled as maternity, family care, husband accompanying , sick , or regular vacation that are offered by the office concerned with the services of faculty members and employees of the Faculty of Science

Other Evidence Links

- 1) <https://www.youm7.com/story/2019/4/23/%D9%86%D9%86%D8%B4%D8%B1-%D8%A7%D9%84%D9%86%D8%B5-%D8%A7%D9%84%D9%83%D8%A7%D9%85%D9%84-%D9%84%D9%84%D8%AF%D8%B3%D8%AA%D9%88%D8%B1-%D8%A7%D9%84%D9%85%D8%B5%D8%B1%D9%89-%D8%A8%D8%B9%D8%AF-%D9%85%D9%88%D8%A7%D9%81%D9%82%D8%A9-%D8%A7%D9%84%D8%B4%D8%B9%D8%A8-%D8%B9%D9%84%D9%89-%D8%AA%D8%B9%D8%AF%D9%8A%D9%84%D8%A7%D8%AA/4218858>
- 2) https://www.constituteproject.org/constitution/Egypt_2014.pdf?lang=ar
- 3) [https://l.facebook.com/l.php?u=https%3A%2F%2Fwww.elaosboa.com%2F77712%2F%3Ffbclid%3DIwAR3vD-p3Qdyg0tRd0iQK9KYx8nhx9DoXEb53g08e3pGcIpEq8I2sIT21KA&h=AT1ikg6nUDFUNN_O-nUiCiXFR-8u6jWI1_slWXGiurGhXVKUmYrijZhVs0dxmaeJptF8FpcKn7z8zHVQIphRs2OIXdyBvYkRo4ElaKELvznMGJZyyuYJ9OqON17ENOGtgkyC&_tn_=%2CmH-R&c\[0\]=AT3cch5IJyBFrvXMRid0UEAPjMmeozno8Cf0olRMVc7w6cuyP6H2n8gxTG3HaSUOe58mUcditnMyTCrcZESU_XnAe3rbwOHMYr8q9XC6jVbTRTA4BpkoiXU4gSH3X7w06U-ldtygexwN22TbFXJ9YNrSkxOZWfBQRKwHpsv_m0LHJP-qp0g](https://l.facebook.com/l.php?u=https%3A%2F%2Fwww.elaosboa.com%2F77712%2F%3Ffbclid%3DIwAR3vD-p3Qdyg0tRd0iQK9KYx8nhx9DoXEb53g08e3pGcIpEq8I2sIT21KA&h=AT1ikg6nUDFUNN_O-nUiCiXFR-8u6jWI1_slWXGiurGhXVKUmYrijZhVs0dxmaeJptF8FpcKn7z8zHVQIphRs2OIXdyBvYkRo4ElaKELvznMGJZyyuYJ9OqON17ENOGtgkyC&_tn_=%2CmH-R&c[0]=AT3cch5IJyBFrvXMRid0UEAPjMmeozno8Cf0olRMVc7w6cuyP6H2n8gxTG3HaSUOe58mUcditnMyTCrcZESU_XnAe3rbwOHMYr8q9XC6jVbTRTA4BpkoiXU4gSH3X7w06U-ldtygexwN22TbFXJ9YNrSkxOZWfBQRKwHpsv_m0LHJP-qp0g)
- 4) https://ahlmasrnews.com/770634?fbclid=IwAR3gQTEHxAr9yxMVnbYzP4vbDaUVAO_bhSI2SKPpFNsG5giUXqaWxVfLDh0
- 5) <https://kanonmisr.com/ar/%D9%82%D8%A7%D9%86%D9%88%D9%86-%D8%A7%D9%84%D8%B9%D9%85%D9%84-pdf-%D8%A7%D9%84%D9%82%D8%A7%D9%86%D9%88%D9%86-%D8%B1%D9%82%D9%85-12-%D9%84%D8%B3%D9%86%D8%A9-2003-%D8%A8%D8%B5%D9%8A%D8%BA%D8%A9-pdf>
- 6) <https://www.ohchr.org/ar/instruments-mechanisms/instruments/discrimination-employment-and-occupation-convention-1958-no-111>
- 7) https://www.minia.edu.eg/spedu/files/7_law.pdf
- 8) <https://www.modars1.com/t48649-topic>
- 9) <https://www.mobtada.com/egypt/963980/%D8%B1%D8%A6%D9%8A%D8%B3-%D8%AC%D8%A7%D9%85%D8%B9%D8%A9-%D8%A8%D9%86%D9%89-%D8%B3%D9%88%D9%8A%D9%81-%D9%8A%D9%83%D8%B1%D9%85-%D8%A7%D9%84%D9%85%D9%88%D8%B8%D9%81%D9%8A%D9%86-%D8%A7%D9%84%D9%85%D8%AD%D8%A7%D9%84%D9%8A%D9%86-%D8%B9%D9%84%D9%89-%D8%A7%D9%84%D9%85%D8%B9%D8%A7%D8%B4>
- 10) <https://harassmap.org/ar/news/beni-suef-university-taking-action-against-sexual-harassment>
- 11) <https://www.almasryalyoum.com/news/details/2347041>
- 12) <https://www.almasryalyoum.com/news/details/2079731>
- 13) <https://edu.see.news/2020/09/23/%D8%AC%D8%A7%D9%85%D8%B9%D8%A9-%D8%A8%D9%86%D9%8A-%D8%B3%D9%88%D9%8A%D9%81-%D8%AA%D8%B9%D8%AF%D9%8A%D9%84-%D9%85%D9%88%D8%A7%D8%B9%D9%8A%D8%AF-%D8%A7%D9%84%D8%AD%D8%B6%D9%88%D8%B1/>
- 14) https://www.bsu.edu.eg/Content.aspx?section_id=6389&cat_id=10