



Policy Name:	Ending-Discrimination
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Code:	BAU 028	Published date	2016
Reviewed date	2018, 2020	Confidentiality status:	Public
Accreditation:	Board of Trustees		

Responsibilities:

Implementation:	All BAU's Academic Colleges, Administrative Units, Scientific Centers
Revision and improvement:	Development and Quality Assurance Center

Policy (Arabic):

تلتزم الجامعة بالقضاء على كافة أشكال التمييز على أساس العرق، أو الجنس، أو الدين، أو الرأي، أو العمر، أو الجنسية، وعلى جميع المستويات سواء المقصود أي غير المقصود والعمل على إنهائه من خلال توفير بيئة آمنة وداعمة وغير تمييزية للجميع وإصدار الأنظمة والتعليمات الداخلية اللازمة لذلك والمستندة على قوانين وتشريعات المملكة الأردنية الهاشمية التي تمنع أي فعل أو قول أو إجراء فيه تمييز وتضمن إيقاع العقوبات الرادعة بحق مخالفيها، وضمان تكافؤ الفرص بين الجميع في مجالات العمل المختلفة وإجراءاته والفرص التعليمية والتحصيل العلمي، وكذلك في المكافآت والرواتب وكافة الامتيازات ونشر ثقافة التنوع وقبول الآخر، وضمان التبليغ عن أية مخالفات أو تجاوزات.

Policy:

The university is committed to eliminate and face up all forms of discrimination based on the race, gender, religion, opinion, age, or nationality, at all levels, by providing a safe, supportive and non-discriminatory environment, issuing the necessary internal regulations and instructions for this, based on the laws and legislations of Hashemite Kingdom of Jordan, that ensuring imposition of deterrent penalties against those who violate them, ensuring equal opportunities for everyone in the fields of work, procedures and various educational opportunities, as well as rewards, salaries and all privileges for staff, and evaluation of students, BAU also works on spreading the culture of diversity and accepting the other among its community members, and guarantees the rights to report any case of discrimination or any violations or abuses.

Scope:

Ending-Discrimination policy is applied for all staff, students, contractors, partners, and stakeholders. Also, it applies in all work fields, services, and education at the university.



Objectives:

No.	Objective
1-	Elimination any discrimination based on race, color, sex, religion, political opinion, national extraction, age, disability.
2-	Providing safe, supportive and non-discriminatory learning environment and workplace.
3-	Ensuring equal opportunities for everyone and a fairness in all aspects of employment which include engagement, training, assessing performance, compensation and benefits.

Related Procedures:

No.	Procedure
1-	Providing a safe, supportive, and non-discriminatory learning environment and workplace.
2-	Issuing legislation and instructions to prevent any discrimination
3-	Providing training at all levels of the organization.
4-	Monitor and quantify the progress to identify exactly what improvements have been made.
5-	Addressing complaints, handle appeals
6-	Building Job classification systems and pay scale structures.
7-	Spreading the culture of diversity and accepting the other.

Signature

Dr. Ahmad Mansour

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