



Policy Name:	Non-Discrimination vs. Women
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Code:	BAU_021	Published date:	2016
Reviewed Date:	2018, 2020, 2023	Confidentiality status:	Public
Accreditation:	Quality Assurance and Continual Improvement Council (QACIC)		

Responsibilities:

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

Policy (Arabic):

تلتزم جامعة البلقاء التطبيقية بمنع التمييز ضد المرأة بجميع أشكاله، سواء كان ذلك تمييزاً مقصوداً أو غير مقصوداً من خلال تنفيذ القوانين والتشريعات التي تحمي حقوق المرأة والتي نص عليها دستور المملكة الأردنية الهاشمية التي تحظر أي تمييز ضد المرأة وتفرض العقوبات الرادعة بحق مخالفيها، وإدراج هذه الالتزامات في الأنظمة والتعليمات الخاصة بالجامعة، وضمان حصول المرأة على الفرص المتكافئة في مختلف مجالات العمل والإجراءات الإدارية وتحديداً فيما يتعلق بالمكافآت وسلم الرواتب وفرص الترقية وتولي المناصب الإدارية وزيادة تمثيلها في مجالس الحاكمية في الجامعة، وتكفل للمرأة حقها في التقدم بالشكوى حال مواجهتها لأي نوع من التمييز مع الحفاظ على خصوصية المرأة وسرية بياناتها.

Policy:

Al-Balqa Applied University (BAU) is committed to eliminating all forms of intentional and unintentional discrimination against women. BAU applies laws and legislations that protect women's rights in accordance with the constitution and laws of the Hashemite Kingdom of Jordan, which prohibit any discrimination against women, and imposes deterrent penalties on those who violate them; therefore, the university approves regulations and instructions that are consistent with this, and ensures that women have equal opportunities in the various fields of work, as well as in remuneration, pay scale, administrative positions, enhancing her representation in university governance councils and granting her the right to submit complaints if she is subject to discrimination, and so forth.



Scope:

BAU's non-discrimination vs. women policy is applied to all employees, job candidates, contractors, stakeholders, partners, and visitors.

Objectives:

No.	Objective
1-	Guarantee gender equality and the fulfillment of human right.
2-	Encourage women's access to respectable and decent employment and social security.
3-	Eliminate of gender-based violence and discrimination.
4-	Ensure gender equality distribution and opportunities.

Related Procedures:

No.	Procedure
1-	Developing regulations, instructions and legislative that prohibit all forms of discrimination against women.
2-	Guarantee the liberties of women.
3-	Refrains from engaging in any act or practice of discrimination against women.
4-	Taking the necessary steps to eradicate discrimination against women.
5-	Assuring providing women with equal opportunities.