



Policy Name:	Ending-Discrimination
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Code:	BAU_028	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 الجامعة بالقضاء على أي تمييز مبني على أساس العرق، أو الجنس، أو الدين، أو الرأي، أو العمر، أو الجنسية، وعلى جميع المستويات سواء المقصود أي غير المقصود والعمل على انهاءه من خلال توفير بيئة آمنة وداعمة وخالية من التمييز 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، وتؤكد ضرورة التبليغ عن أية مخالفات أو تجاوزات لضمان فعالية هذه الالتزام من خلال تفعيل قنوات الشكاوى والاقتراحات.

Policy:

Al-Balqa Applied University (BAU) is committed to eliminating and confronting all forms of discrimination based on 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 the Hashemite Kingdom of Jordan, which prohibit any act, statement, or action involving discrimination and stipulate severe penalties for violators. The university also ensures equal opportunities for everyone in various work fields, procedures, educational opportunities, and academic achievements, as well as in rewards, salaries, and all privileges in addition to evaluation of students. Additionally, It actively promotes a culture of diversity, acceptance of others, and encourages reporting of any violations or transgressions.

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 of all forms of discrimination based on race, color, gender, religion, political belief, national origin, age, and disability.
2-	Providing a nondiscriminatory, supportive, and safe learning environment and workplace.
3-	Providing equal opportunities and impartiality in all aspects of employment, including hiring, training, performance evaluation, 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 discrimination.
3-	Providing training at all organizational levels.
4-	Monitor and quantify the progress to determine precisely what has been accomplished.
5-	Addressing complaints and handling appeals.
6-	Building Job classification systems and pay scale structures.
7-	Spreading the culture of diversity and the acceptance of the other.