



Policy Name:	Ending-Discrimination Policy
--------------	------------------------------

Code:	BAU_028	Published date	2016
Reviewed date	2018, 2020, 2023, 2025	Confidentiality status:	Public
Accreditation:	Quality Assurance and Continual Improvement Council (QACIC)		

Responsibilities:

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

Policy (Arabic):

لتلتزم 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 انهائه من خلال توفير بيئة آمنة وداعمة وخالية من التمييز للجميع وأصدار الانظمة والتعليمات الداخلية اللازمة لذلك والمستندة على قوانين وتشريعات المملكة الأردنية الهاشمية التي تمنع أي فعل أو قول أو إجراء فيه تمييز وتتضمن ايقاع العقوبات الرادعة بحق مخالفيها، وضمان تكافؤ الفرص بين الجميع في مجالات العمل المختلفة واجراءاته والفرص التعليمية والتحصيل العلمي، وكذلك في المكافآت والرواتب وكافة الامتيازات ونشر ثقافة التنوع وقبول الآخر، وتؤكد ضرورة التبليغ عن أي مخالفات أو تجاوزات لضمان فعالية هذه الالتزام من خلال تفعيل قنوات الشكاوى والاقتراحات.

Policy:

Al-Balqa Applied University (BAU) is firmly committed to confronting and eliminating all forms of discrimination, whether based on race, gender, religion, opinion, age, or nationality, across all levels. By providing a safe, supportive, and inclusive environment, by issuing the necessary internal regulations and guidelines, in alignment with the laws and legislations of the Hashemite Kingdom of Jordan, which prohibit any discriminatory act, statement, or behavior and prescribe strict penalties for violators. BAU 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:





The Ending-Discrimination policy is applied to all staff, students, contractors, partners, and stakeholders. Also, it applies to 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.
4-	Promote diversity, acceptance, and mutual respect as core values within the university community.

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.



Dr. Aimee