



Policy Name:	Modern Slavery
--------------	----------------

Code:	BAU 029	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):

تلتزم جامعة البلقاء التطبيقية بمبادئ حقوق ضمان توفر بيئة عمل عادلة وآمنة وصحية لكوادرها وشركائها بما يتوافق مع التشريعات الأردنية والمعايير العالمية واتفاقيات منظمة العمل الدولية من خلال بذل الجهود للقضاء على كافة أشكال العبودية الحديثة بما في ذلك العمل القسري وعمالة الأطفال والاتجار بالبشر، وترسخ الجامعة مبادئ حقوق الإنسان من خلال تعزيز حقوق الأفراد في العمل ضمن بيئة عمل مرنة وأمنة وتعزز العمل ضمن روح الفريق وتحترم الرأي والرأي الآخر، وتمتنع الجامعة كذلك عن المشاركة في أي نشاط أو تعاون يدعم أو يشجع الآخرين على انتهاك حقوق الإنسان، كما وتشترط على شركائها ترسيخ مبادئ حقوق الإنسان، وتعمل على زيادة وعي مجتمع الجامعة والمجتمع المحلي بهذا المجال وتقدم لهم الإرشادات العملية حول ممارسات العمل بالإضافة إلى الحوار المفتوح معهم لضمان التنفيذ الفعال والتطوير المستمر لمبادئ حقوق الإنسان داخل الجامعة.

Policy:

Al-Balqa Applied University (BAU) is committed to safeguarding human rights and providing a fair, safe, and inclusive work environment in line with **Jordanian legislation** and **ILO conventions**. The University strictly prohibits all forms of modern slavery, including **forced labor, child labor, and human trafficking**, and avoids any activity or partnership that violates human dignity. The university consolidates human rights principles through the promotion of human rights at work, fostering a flexible and safe work environment that strengthens teamwork and respects diverse opinions. BAU also abstains from participation or cooperation in any activity that supports or encourages others to violate human rights, enables its partners to consolidate the principles of human rights, and works to raise the awareness of the university





community in this area and provide them with practical advice on best work practices, in addition, to open dialogue with them to ensure the effective implementation and continuous advancement of human rights principles within the university.

Scope:

BAU's Policy for modern slavery is applied to all BAU staff, students, contractors, stakeholders, and partners in all work fields.

Objectives:

No.	Objective
1-	Ensure compliance with Jordanian legislation and international standards that protect workers' rights.
2-	Eliminate all forms of modern slavery like forced labor and child labor.
3-	Foster a safe, inclusive, and respectful workplace that values diversity and teamwork.
4-	Build awareness and educate staff, students, and partners on human rights and ethical labor practices.
5-	Strengthen accountability and transparency in university operations and collaborations.

Related Procedures:

No.	Procedure
1-	Publishing duties, responsibilities, and rights of staff.
2-	Providing a flexible and secure workplace.
3-	Preventing the use of forced labor in any of its operations.
4-	Spreading awareness and knowledge about human rights.
5-	Conduct training for all staff and students to recognize and adhere to ethical and human values.
6-	Ensure that no form of forced or exploitative labor is used in the operations on the university campuses.
7-	Guarantee that the university population has an inclusive and adaptable place to learn and work.



Dr. Aima