



Policy Name:	Anti-Harassment Policy
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Code:	BAU_056	Published date:	2024
Reviewed Date:	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 بالحفاظ على بيئة آمنة وشاملة ومحترمة لجميع أفراد مجتمعها، لذا تحظر الجامعة بشكل صارم جميع أشكال التحرش، في حرمها الجامعي وفي جميع بيئات التعلم. تؤكد هذه السياسة التزام الجامعة بالحرية الأكاديمية وكرامة الإنسان والاحترام المتبادل والنزاهة المهنية. كما تتماشى مع التزامات الجامعة بموجب القانون الأردني والمبادئ الإسلامية والتزامها بأهداف التنمية المستدامة للأمم المتحدة. لذا تنشئ الجامعة لجان تحقيق محايدة لضمان التعامل العادل والشفاف مع حالات التحرش، وتوفر خدمات الاستشارة والدعم الأكاديمي للأفراد المتضررين، بالإضافة إلى ذلك، تم وضع نظام للإبلاغ الرسمي والسري والميسر لتمكين الحل العادل والسريع للحوادث، علاوة على ذلك، يتم تقديم تدريب توعوي خلال برامج التوجيه لتتقيد جميع الطلبة والموظفين الجدد حول السلوك المناسب في الجامعة، كما يتم تضمين مدونات السلوك الشاملة في أدلة الجامعة وعقود العمل ومواد التوجيه، مع التوقيع الإلزامي لضمان الوعي الكامل والمساءلة والامتنال.

#### Policy:

Al-Balqa Applied University (BAU) is committed to maintaining a **safe, inclusive, and respectful environment for all members of its community**. Accordingly, the university strictly prohibits all forms of harassment, whether verbal, physical, psychological, or sexual, across its campuses and within all learning environments. This policy affirms BAU's **dedication to academic freedom, human dignity, mutual respect, and professional integrity**. It also aligns with the university's obligations under Jordanian law, Islamic principles, and its commitment to the United Nations Sustainable Development Goals. To enforce this commitment, BAU has established an **impartial investigative committee** to ensure the fair and transparent handling of harassment cases. Affected individuals are provided with access to **both counseling services and academic support**. In addition, a formal, confidential, and accessible **reporting system** is in place to enable timely and just resolution of incidents.





Furthermore, **training awareness** is delivered during orientation programs to educate all new students and employees on appropriate, respectful behavior and university expectations. Comprehensive **codes of conduct** are fully embedded within university manuals, employment contracts, and orientation materials, with **mandatory acknowledgment and signature to ensure full awareness, accountability, and compliance.**

#### Scope:

This policy applies to all BAU's members (students, staff, and campus visitors) across all campuses and online platforms.

#### Objectives:

No.	Objective
1-	Promote and provide a safe and respectful environment in all BAU learning and work areas.
2-	Prevent all kinds of harassment through effective processes, training programs, and a strong culture.
3-	Promote activities that are both legal and ethical, aligning precisely with Jordanian national laws, Islamic values, and international laws.
4-	Assist offended people by providing them with straightforward and secure options for reporting.
5-	Educate students and staff about their rights and responsibilities in preventing and responding to harassment.

#### Related Procedures:

No.	Procedure
1-	Establish an investigative committee to ensure that everyone follows a fair procedure.
2-	Ensure that individuals who have been offended have access to both counseling and academic support.
3-	Launch a formal, confidential, and accessible system which allow all reporting incidents of harassment.
4-	Providing dedicated training to educate new students and employees on acceptable and unacceptable behaviors.
5-	Including the codes of conduct in university manuals, employment contracts, and student orientation materials, with required acknowledgment and signature.