



Policy Name:	Anti-discrimination Policy		
Code:	BAU_33	Published date:	2023
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):

لتلتزم جامعة البلقاء التطبيقية بتعزيز المساواة والتنوع والشمولية في جميع جوانب عملها، بما في ذلك التعليم، والبحث العلمي، والتوظيف، والمشاركة المجتمعية. وتحترم الجامعة بشكل صارم أي شكل من أشكال التمييز على أساس الجنس، الدين، العرق، الإعاقة، الجنسية، الإعاقات، العمر، الرأي، أو أي سمة شخصية أخرى محمية بموجب القانون، وذلك وفقاً لقوانين حقوق الإنسان في الأردن والمعايير الدولية، كم تشجع الجامعة على العمل ضمن روح الفريق والانفتاح و حرية التعبير عن الرأي من خلال لقنوارات المختلفة في جميع مواقعها.

Policy:

Al-Balqa Applied University (BAU) is fully committed to promoting **equality, diversity, and inclusion** across all aspects of its operations, including teaching, research, employment, and community engagement. The University strictly prohibits any form of discrimination based on **gender, religion, race, nationality, disability, age, opinion, or any other protected characteristic**, in accordance with **Jordanian law and international human rights standards**. All campuses at the university are encouraged to uphold respect, openness, and equal opportunity for everyone.





Scope:

This policy applies to all students, faculty, administrative staff, contractors, visitors, and partners across all BAU campuses.

Objectives:

No.	Objective
1-	Ensure a safe, fair, and inclusive environment for all students, staff, and partners
2-	Prevent and eliminate all forms of discrimination, harassment, and unfair treatment
3-	Confirm the university's policies to the requirements of human rights.
4-	Encourage information sharing, respect for differences, and the value of different cultures.
5-	Ensure compliance with Jordanian legislation, international conventions, and accreditation standards
6-	Aim for fairness in the recruitment, admission, and hiring of people in all work areas.

Related Procedures:

No.	Procedure
1-	Publish the anti-discrimination policy and communicate it to all staff, students, and partners.
2-	Establish confidential and accessible channels for reporting any incidents of discrimination or harassment, ensuring anonymity and protection against retaliation.
3-	Investigate all reported incidents promptly, objectively, and fairly, and apply appropriate disciplinary or corrective actions based on findings.
3-	Monitor and evaluate the performance of diverse statistics for this policy.
4-	Partner with external human rights and legal organizations to enhance capabilities.
5-	Conduct university-wide activities and campaigns to promote appreciation and celebration of diversity.
6-	Hold regular anti-discrimination training for all employees, students, and faculty.

جامعة البلقاء التطبيقية
مركز التطوير وضمان الجودة

Dr. Aimen