



**Policy Name:**

**Non-Discrimination vs. Women Policy**

<b>Code:</b>	BAU_021	<b>Published date:</b>	2016
<b>Reviewed Date:</b>	2018, 2020, 2023, 2025	<b>Confidentiality status:</b>	Public
<b>Accreditation:</b>	Quality Assurance and Continual Improvement Council (QACIC)		

**Responsibilities:**

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

**Policy (Arabic):**

تلتزم جامعة البلقاء التطبيقية بمنع التمييز ضد المرأة بجميع أشكاله، سواء كان ذلك تمثيلاً مقصوداً أو غير مقصوداً من خلال تطبيق القوانين والتشريعات التي تحمي حقوق المرأة والتي نص عليها دستور المملكة الأردنية الهاشمية التي تحظر أي تمييز ضد المرأة وتفرض العقوبات الرادعة بحق مخالفيها، وتترجم الجامعة هذه الالتزام من خلال ادراج الالتزام في الأنظمة والتعليمات الخاصة بالجامعة، وضمان تكافؤ الفرص في مختلف مجالات العمل والإجراءات الإدارية لا سيما فيما يتعلق بالكافآت وسلام الرواتب والترقيات وتولي المناصب الإدارية وزيادة تمثيلها في مجالس الحاكمية في الجامعة، كما تكفل الجامعة حق المرأة في تقديم الشكاوى في حال مواجهتها لأي نوع من التمييز مع الحفاظ على خصوصية المرأة وسرية بياناتها.

**Policy:**

Al-Balqa Applied University (BAU) is committed to **eliminating all forms of discrimination** against women, whether direct or indirect. BAU adheres to and **enforces the laws and regulations** of the **Hashemite Kingdom of Jordan**, particularly those outlined in the Constitution, which prohibit discrimination and impose strict penalties on violators. BAU integrates these legal principles into its **internal regulations and policies** to ensure full alignment with national standards. The university guarantees women **equal opportunities** in all areas of employment, including recruitment, remuneration, promotion, and appointment to administrative and leadership positions. It also seeks to **enhance women's representation** in governance councils and **affirms their right to file complaints** in cases of discrimination, with full respect for privacy and confidentiality.





**Scope:**

BAU's non-discrimination vs. women policy is applied to all employees, job candidates, contractors, stakeholders, partners, and visitors.

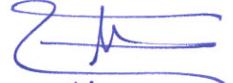
**Objectives:**

No.	Objective
1-	Guarantee that women have equal access to employment, promotion, and leadership opportunities across all university departments.
2-	Encourage women's access to respectable and decent employment and social security.
3-	Eliminate all forms of direct and indirect discrimination in the workplace, including in pay, rewards, and benefits.
4-	Ensure that women can report any form of discrimination safely, with respect for confidentiality and without fear of retaliation.
5-	Provide a supportive environment that enables women to thrive academically, professionally, and personally

**Related Procedures:**

No.	Procedure
1-	Integrate anti-discrimination in BAU's regulations, instructions and HR regulation.
2-	Guarantee the liberties of women.
3-	Refrains from engaging in any act or practice of discrimination against women.
4-	Apply transparent, merit-based recruitment, evaluation, and promotion processes.
5-	Assuring providing women with equal opportunities.
6-	Conduct regular gender sensitivity and anti-discrimination training for all staff
7-	Monitor hiring and promotion data to ensure equitable representation and address any disparities.
8-	Publish regular reports on gender equality and anti-discrimination efforts as part of institutional transparency.



  
Dr. Aiman