



Policy Name:	Protects Those Reporting Discrimination from Educational or Employment Disadvantage Policy
---------------------	---

Code:	BAU_024	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 بضمان حصول جميع أصحاب العلاقة على الحق في الإبلاغ عن حالات التمييز دون مواجهة الحرمان التعليمي أو الوظيفي، من خلال توفير بيئة آمنة وداعمة للإبلاغ عن التمييز من خلال قنوات مختلفة داخل المنظمة، بما في ذلك على سبيل المثال لا الحصر الإدارة العليا ووحدة التدقيق الداخلي والإدارة القانونية ومركز تطوير وضمان الجودة ومجالس الإدارة وما إلى ذلك بالإضافة إلى اتخاذ التدابير المناسبة للتعامل مع الحالات من توجيه وإرشاد وتوقيع العقوبة وتطوير السياسات والإجراءات، مع الحفاظ على سرية معلوماتهم وحقوقهم، وإبلاغهم بالقرار الذي تم اتخاذه قبل إعلانة بشفافية.

Policy:

Al-Balqa Applied University (BAU) is committed to ensuring that all individuals have the right to report instances of discrimination without facing educational or employment disadvantages. by providing a safe and supportive environment for reporting discrimination through various channels within the organization, including but not limited to senior management, internal oversight units, legal department, quality assurance and development center, governing boards, etc. in addition to taking the appropriate measures to deal with the cases, such as guidance, counseling, imposition of punishment, and the development of policies and procedures, while



maintaining the confidentiality of their information and rights, and to inform them of the decision that was made before announcing it transparently.

Scope:

BAU Anti-discrimination policy for those who are reporting discrimination applies to all BAU employees, learners, partners, stakeholders, contractors, and suppliers.

Objectives:

No.	Objective
1-	Ensure that everyone adheres to legislation and laws, and that they are applied correctly.
2-	Ensuring that everyone has equal opportunities in the numerous sectors of labor and education.
3-	Providing the BAU population with the right to report any instance of discrimination they may experience.
4-	Comply with established national and institutional anti-discrimination policies and good practices.
5-	Ensure the academic and work environment is welcoming and fosters respect.
6-	Give everyone a chance to bring the case forward without any fear of retaliation.
7-	Inform education and employment policies to ensure that all individuals have equal access to opportunities.


Related Procedures:

No.	Procedure
1-	Diversifying the workforce.
2-	The issuance of legislation and directives to prevent discrimination.
3-	Developing an environment without discrimination.
4-	Effectively managing conflicts resulting from discrimination.
5-	Setting acceptable behavior standards for faculty and students.
6-	Raising awareness regarding rights and duties.



7-	Protecting individuals from victimization and reprisals.
8-	Opening numerous communication channels with the higher administration.
9-	Activating and enhancing the function of the university's internal control unit and legal department.
10-	Organize training and informative programs about rights, duties, and how to prevent discrimination.
11-	Raise awareness that diversity and inclusion are valued in every area of the BAU campus.




Dr. Aiman