Policy Name:	Women's Applications and Entry Policy		

Code:	BAU_020	Published date	2016
Reviewed date	2020,2023, 2025	Confidentiality status:	Public
Accreditation:	Quality Assurance and Continual Improvement Council (QACIC)		

Responsibilities:

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

Policy:

تلتزم جامعة البلقاء التطبيقية بضمان حصول المرأة على **فرص متكافئة في التعليم، والتوظيف،** وتولي المناصب القيادي وحصولها الكامل **على الحقوق والموارد والفرص الأكاديمية والمهنية.** وتؤمن الجامعة بأن إشراك المرأة بشكل فعّال في مختلف مجالات الحياة الجامعية يساهم في تنمية المجتمع والاقتصاد، ويدعم تحقيق أهداف التنمية المستدامة، وخاصة **الهدف الرابع** **(التعليم الجيد) والهدف الخامس (المساواة بين الجنسين)،** وذلك من خلال إزالة العقبات التي تعيق تقدم المرأة، وتعزيز مشاركتها في عمليات صنع القرار، وتقديم برامج تدريبية وتأهيلية وإرشاد وظيفي ودعم نفسي واجتماعي، إضافة إلى توفير منح دراسية وفرص للتبادل الأكاديمي في جامعات مرموقة.

Policy:

Al-Balqa Applied University (BAU) is firmly committed to ensuring that women have **equal access** to higher education, employment, and leadership opportunities. BAU recognizes that women face unique challenges in applications, admission, and career progression, and therefore adopts proactive measures to eliminate barriers and promote inclusiveness. This policy aligns with **national legislation**, the **UN Sustainable Development Goals (SDG 4: Quality Education, SDG 5: Gender Equality),** and global best practices in higher education equity.

Scope:

BAU's Policy for Women Application and Entry Policy applies to all BAU's staff, contractors, stakeholders, partners, and learners.
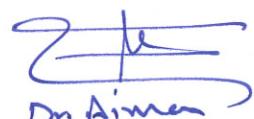
Objectives:

No.	Objective
1-	Guarantee women's equal rights in applying for and entering all programs of study without discrimination.
2-	Ensure fair admission processes, including gender-sensitive recruitment and outreach.
3-	Provide academic, financial, and social support mechanisms (scholarships, mentoring, childcare, counseling).
4-	Increase the participation of women in non-traditional fields (e.g., STEM, engineering, IT).
5-	Strengthen women's leadership roles in governance and decision-making bodies.
	Monitor, evaluate, and report progress annually to ensure accountability and continuous improvement.

Related Procedures:

No.	Procedure
1-	**Reviewing All admissions criteria and processes annually to ensure fairness and gender sensitivity.**
2-	**Holding targeted recruitment campaigns encourages women to apply to underrepresented fields.**
3-	**Support women students by providing them with scholarships, mentorship, flexible study arrangements, and access to counseling.**
4-	Implementation of professional training and leadership workshops are offered to increase women's representation in governance.
5-	Monitoring compliance, investigating complaints, and ensuring corrective action.

Dr Aimen