



## **Equality, Diversity and Inclusion Policy**

### **1. Policy Statement**

Misr University for Science and Technology is committed to promoting equality, diversity and inclusion (EDI) across all academic, administrative and social activities of the University.

The University aims to provide an inclusive environment that values diversity and ensures fair treatment, dignity and respect for all members of the university community, including students, academic staff, administrative employees, researchers and visitors.

The University adopts a zero-tolerance approach toward discrimination, harassment, bullying and victimization.

### **2. Purpose**

**This policy aims to:**

- Promote equal opportunities in education, employment and professional development.
- Prevent discrimination and unfair treatment.
- Foster an inclusive learning and working environment.
- Support diversity as a source of academic excellence and innovation.

### **3. Scope**

**This policy applies to:**

- Academic staff
- Administrative staff
- Students
- Researchers
- Visitors and external collaborators

**It covers all University functions including:**

- Admission and recruitment
- Teaching and learning
- Research activities
- Training and promotion
- Student services and campus life

## **4. Legal Framework**

**MUST University's (EDI) Policy** is firmly established in the guiding principles of the Egyptian Constitution, which preserves the right to equal opportunities for all citizens without discrimination.

**Article (9)** underscores the State's obligation to ensure equality, while **Article (11)** emphasizes the State's commitment to achieving gender equality across all domains and empowering women. Additionally, **Article (53)** affirms the principle of equal treatment for all citizens, regardless of background or identity, while criminalizing discrimination and incitement of hatred. The State further commits to eliminating all forms of discrimination through the establishment of an independent commission.

## **5. Protected Characteristics**

**The University prohibits discrimination based on the following characteristics:**

### **3.1 Age**

The University ensures that individuals are not disadvantaged due to their age. Opportunities for employment, education and development are provided fairly to all age groups.

### **3.2 Gender or Gender Reassignment**

The University promotes equality for all genders and does not tolerate discrimination related to gender identity or gender reassignment. Respectful and inclusive practices are encouraged across the institution.

### **3.3 Disability**

The University supports individuals with physical, sensory, intellectual or mental disabilities and provides **reasonable accommodations** to ensure equal access to education, facilities and employment.

### **3.4 Race**

Discrimination based on race, ethnicity, nationality or cultural background is strictly prohibited. The University values cultural diversity and encourages mutual respect.

### **3.5 Religion or Belief**

The University respects freedom of religion and belief. Individuals are free to practice their religion or beliefs without discrimination or harassment.

### **3.6 Sexual Orientation**

The University promotes equality regardless of sexual orientation and ensures that all members of the University community are treated with dignity and respect.

### **3.7 Marriage and Civil Partnership**

No individual will be treated unfairly due to marital status or civil partnership.

### **3.8 Refugees and Asylum Seekers**

The University promotes equal opportunities for refugees and asylum seekers where applicable and supports their access to education and academic opportunities.

### **3.9 Pregnancy and Maternity**

The University protects the rights of pregnant students and employees and ensures that pregnancy or maternity does not negatively affect academic progress, employment, or career development.

## **5. Responsibilities**

### **University Administration**

- Ensure effective implementation of the policy
- Provide institutional support and resources
- Monitor equality and diversity practices

### **Faculty and Staff**

- Promote inclusive teaching and professional conduct
- Avoid discriminatory practices
- Support equal opportunities

### **Students**

- Respect diversity and contribute to a safe and inclusive environment.

## **6. Complaints and Reporting**

Any individual who experiences discrimination or harassment may report the issue through official university channels. All complaints will be:

- Handled confidentially
- Investigated fairly
- Addressed according to university disciplinary procedures.

## **7. Training and Awareness**

The University will promote equality and inclusion through:

- Workshops and training programs
- Awareness campaigns
- Integration of equality principles in institutional practices.

## **8. Monitoring and Review**

This policy will be **reviewed periodically** to ensure effectiveness and compliance with national regulations and international best practices.

## **Conclusion**

The Equality, Diversity, and Inclusion (EDI) Policy of Misr University for Science and Technology reflect the University's strong commitment to fostering a culture of fairness, respect, and inclusion across the entire academic community.

By implementing the principles and procedures outlined in this policy, the University aims to cultivate an environment in which every individual is recognized, respected, and supported to reach their full potential.

Aligned with the principles of the Egyptian Constitution, this policy reinforces the University's dedication to promoting equality and social justice. Through continuous efforts and practical initiatives, the University seeks to strengthen an inclusive academic culture that contributes positively to both the institution and the wider society.

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