



MUST Rankings Office

**MISR UNIVERSITY
FOR SCIENCE & TECHNOLOGY**



SDG. 10 (Reduced Inequalities)

10.6 Measurement against discrimination

10.6.4 Anti-discrimination Policies:





SDG. 10 (Reduced Inequalities)

Metrics and indicators

Underlined blue text directs to supporting evidence

10.6 Measurement against discrimination

10.6.4 Anti-discrimination Policies:

Misr University for Science and Technology is steadfast in upholding the core value of respect, honor, and equitable treatment for all its members.

This commitment is reinforced through the implementation of

comprehensive Anti-

Harassment and Anti-

Discrimination policies,

ensuring that

discrimination, racism,

and all forms of

harassment are actively combated. These policies create a safe and

inclusive environment for students, staff, administrative personnel, and

faculty members, aligning with the university's principles and promoting

personal, social, and humanitarian development in both professional and

personal aspects of life.

Misr University for Science and Technology (MUST) maintains a

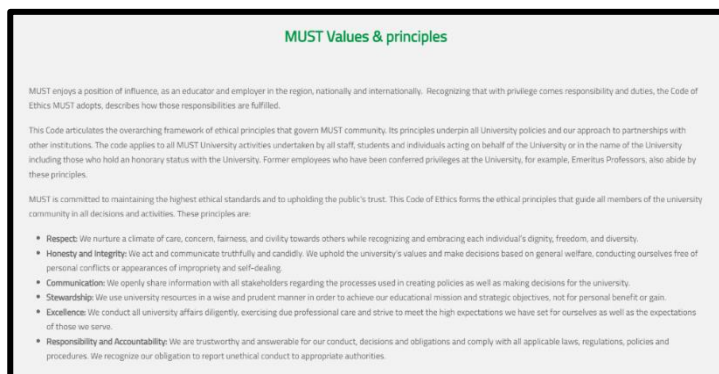
comprehensive Equality, Diversity, and Inclusion (EDI) policy, as well as

Anti-Discrimination and Anti-Harassment Policies. These policies firmly

condemn all forms of harassment, discrimination, and bias. To address

and rectify instances of harassment and discrimination, MUST has

established supportive mechanisms and clear reporting processes. Reports





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are treated confidentially, and prompt and appropriate actions are taken to address any violations of our non-discrimination policy. This approach ensures accountability and fosters an environment of respect and fairness within the university community, encompassing all types of harassment and discrimination.

EQUALITY, DIVERSITY, AND INCLUSION (EDI) POLICY

The upper hierarchy is responsible for the protected characteristics listed below:

Age:
MISR University for Science and Technology is devoted to providing chances to all employees and students, regardless of age, who come to the University. Except where genuinely warranted, age will not be a barrier to attaining work rights and benefits or enrolling in courses.

Disability:
MISR University for Science and Technology is devoted to disability equality and ensuring that all staff, students, and visitors have a positive experience of work, learning, teaching, and research environment.

Race:
The university is totally committed to fostering racial equality and creating a racial-free work, learning, research, and teaching environment. We recognize that education is vital for equality and that we can play a critical role in ensuring that Egypt is free of racial discrimination.

Gender:
MISR University for Science and Technology is dedicated to gender equality and attempts to eliminate sex discrimination in its workplace, learning, teaching, and research environments. Sex equality refers to equal and fair treatment of men and women.
To achieve this goal, the University President established the Equal Opportunities and Gender Equality Unit that has a committee to achieve sex equality in the university.

Religion:
MISR University for Science and Technology supports and embraces the variety of its staff, students, and visitors, and strives to provide an environment in which cultural and religious views are respected.

Equality, Diversity, and Inclusion (EDI) policy

ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICIES

MISR University for Science and Technology is dedicated to promote an atmosphere where its faculty, students, administrators, and staff members can feel safe, relying on others to be trustworthy, and show respect to one another as fellow human beings. In fact, respect one another among instructors, students, staff, and administrators is a crucial component of the educational process, and it must be preserved at all costs.

This policy outlines the university procedures for handling complaints of discrimination and harassment against faculty, students, administrators, and staff that are based on a protected feature as defined in this policy.

Procedure:
A complaint is submitted to the Equal Opportunities and Gender Equality Unit via the unit office or via e-mail to the unit within the institution.

- A meeting of the unit committee is conducted to discuss and investigate complaints.
- The complaint will be directed to the university competent authorities.

In the case of staff, the complaint shall be directed to the Secretary-General of the university on the recommendation of the unit committee to make the appropriate decision and direct it to the competent department.

In the case of university students and faculty members, the complaint shall be directed to the university on the recommendation of the unit committee to make the appropriate decision and direct the complaint to the competent department such as legal affairs or the University Supreme Disciplinary Board.

- Follow-up the findings and investigations related to complaints brought to the Unit.

Confidentiality:
The university will make every effort to ensure confidentiality to the greatest extent possible, in accordance with the relevant regulations and the requirement to handle issues effectively and fairly to protect the university community. All parties participating in the proceedings will be aware of the importance of discretion and confidentiality.

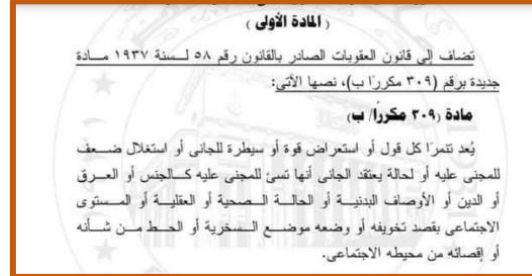
Anti-Discrimination and Anti-Harassment Policies.



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Misr University for Science and Technology is in compliance with [Egypt's bullying law no. 189/2020](#), which amends the Criminal Law 58/1937 to criminalize all forms of verbal or physical sexual harassment. This alignment underscores the university's commitment to ensuring a safe and respectful environment for its community members.



Our university's [Internal Complaint Management System](#), overseen by the [Equal Opportunities and Gender Equality Unit](#), provides a structured process for submitting complaints through the unit office or email. The unit committee conducts investigations and directs complaints to the appropriate university authorities.

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