



MUST Rankings Office

MISR UNIVERSITY FOR SCIENCE & TECHNOLOGY



SDG. 5 (Gender Equality)

5.6 Women's progress measures

5.6.1 Policy of non-discrimination against women





SDG. 5 (Gender Equality)

Metrics and indicators

Underlined blue text directs to supporting evidence

5.6 Women's progress measures

5.6.1 Policy of non-discrimination against women

Misr University for Science and Technology is dedicated to creating an environment where every person, regardless of their gender, is accorded respect, honor, and equitable treatment. To honor this dedication, we have implemented a strong and all-encompassing policies that prohibit any form of discrimination against women in every aspect of academic life, including admissions, academic programs, employment, and extracurricular activities.

MUST Values & principles

MUST enjoys a position of influence, as an educator and employer in the region, nationally and internationally. Recognizing that with privilege comes responsibility and duties, the Code of Ethics MUST adopts, describes how those responsibilities are fulfilled.

This Code articulates the overarching framework of ethical principles that govern MUST community. Its principles underpin all University policies and our approach to partnerships with other institutions. The code applies to all MUST University activities undertaken by all staff, students and individuals acting on behalf of the University or in the name of the University including those who hold an honorary status with the University. Former employees who have been conferred privileges at the University, for example, Emeritus Professors, also abide by these principles.

MUST is committed to maintaining the highest ethical standards and to upholding the public's trust. This Code of Ethics forms the ethical principles that guide all members of the university community in all decisions and activities. These principles are:

- **Respect:** We nurture a climate of care, concern, fairness, and civility towards others while recognizing and embracing each individual's dignity, freedom, and diversity.
- **Honesty and Integrity:** We act and communicate truthfully and candidly. We uphold the university's values and make decisions based on general welfare, conducting ourselves free of personal conflicts or appearances of impropriety and self-dealing.
- **Communication:** We openly share information with all stakeholders regarding the processes used in creating policies as well as making decisions for the university.
- **Stewardship:** We use university resources in a wise and prudent manner in order to achieve our educational mission and strategic objectives, not for personal benefit or gain.
- **Excellence:** We conduct all university affairs diligently, exercising due professional care and strive to meet the high expectations we have set for ourselves as well as the expectations of those we serve.
- **Responsibility and Accountability:** We are trustworthy and answerable for our conduct, decisions and obligations and comply with all applicable laws, regulations, policies and procedures. We recognize our obligation to report unethical conduct to appropriate authorities.

- 1- MUST Admission Policy: MUST University adopts a policy of non-discrimination against women as stated in the admission policy on its website declaring rules and regulations of students' acceptance irrespective of their gender, race, or nationality.



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- 2- [MUST Recruitment and Selection Policy](#): Equal opportunities rules are applied when recruiting new employees and staff members. The Internal Human Resources Regulation of the university, states in chapter HR04.2, that MUST ensure fair measure in selection of new employees and staff members based on objective and neutral standards with no discrimination because of gender, race, religion, nationality, or disability (HR04.2.2.1.2). The regulation also ensures an Equal Pay policy (HR04.2.2.1.8). The numbers of academic staff of MUST reflect a higher ratio of female faculty than male faculty members with 917 female staff to 679 male staff of the university's academic staff in 2021-2022 with the percentage of 57.5%.

4.2.2.1.2 **Equality and non-discrimination**: Misr University for Science and Technology provides equal opportunities and does not allow discrimination based on gender, race, religion, nationality, or disability and is based on objective and neutral standards to prevent bias and favoritism.

Article HR04.2.2.1.2 of MUST Recruitment Policy

4.2.2.1.8 **Employment regarding equal wages**: The university is committed to paying equal wages to increase job satisfaction in accordance with the internal policies specified for this. Misr University for Science and Technology does not differentiate between genders in wages and salaries.

Article HR04.2.2.1.8 of MUST Recruitment Policy

As an accredited private university, MUST follows [the Egyptian Labor Law No. 12](#) of the Year 2003, (Chapter 2) regarding employment of female workers, and the Constitution of the [Arab Republic of Egypt Promulgation of 2014](#). Additionally, The [National Strategy for Empowering Egyptian Women 2030](#), issued in May 2014, emphasis on the principles of non-discrimination against women. Egypt issued its first [bullying law](#) no. 189/2020, supporting the amendment of the Criminal Law 58/1937 Article 306 that criminalizes all sort of verbal or physical sexual harassment.



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3- MUST [Equality, diversity, and inclusion \(edi\) policy.](#), [Anti-Discrimination and Anti-Harassment Policies.](#) MUST policies unequivocally condemns all forms of gender-based harassment, discrimination, and bias. We have put in place mechanisms and support systems to address and rectify instances of discrimination. We have established clear [reporting mechanisms](#) for incidents of discrimination. Reports are treated confidentially, and appropriate action is taken promptly to address any violations of our non-discrimination policy. This ensures accountability and promotes a culture of respect and fairness.

<p>- EQUALITY, DIVERSITY, AND INCLUSION (EDI) POLICY</p> <p>The upper hierarchy is responsible for the protected characteristics listed below:</p> <p>Age:</p> <p>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.</p> <p>Disability:</p> <p>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.</p> <p>Race:</p> <p>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.</p> <p>Gender:</p> <p>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.</p> <p>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.</p> <p>Religion:</p> <p>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.</p>	<p>- ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICIES</p> <p>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.</p> <p>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.</p> <p>Procedure:</p> <p>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.</p> <ul style="list-style-type: none"> - A meeting of the unit committee is conducted to discuss and investigate complaints. - The complaint will be directed to the university competent authorities. <p>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.</p> <p>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.</p> <ul style="list-style-type: none"> - Follow-up the findings and investigations related to complaints brought to the Unit. <p>Confidentiality:</p> <p>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.</p>
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Our policy mandates the establishment of support services and resources that are responsive to the unique needs and challenges that women may face:

1- Launching [Equal Opportunities and Gender Equality Unit](#) in 20222. The Gender Equality Unit is crucial for promoting equitable treatment and opportunities for all genders through raising awareness about gender equality, challenging stereotypes, and addressing systemic biases. Misr University for Science and Technology actively [conducts training and awareness programs for our faculty, staff, and students](#) to ensure that everyone understands and respects the principles of non-discrimination.



The Equal Opportunities and Gender Equality Unit at Misr University for Science and Technology organized a symposium entitled, "Human Rights... The Right to Live".

2- With the aim to draw more attention to women’s rights, our university conducted various initiatives to support women during the academic year 2021-2022 such as:

- A forum for raising awareness to [stop violence against women](#) on 15 December 2021,
- The [Anti-Bullying Seminar](#) in December 2021 including anti-bullying towards women awareness.
- Other supportive activities include spreading awareness against sexual harassment as exemplified in a graduation project under the title “Disallowed Touch” focused on [child sexual harassment awareness](#).



Anti-bullying seminar



Anti-harassment day



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3- Establishment women's health unit.

