



MUST Rankings Office

MISR UNIVERSITY
FOR SCIENCE & TECHNOLOGY



SDG. 5 (Gender Equality)

5.6 Women's progress measures

5.6.8 Policies protecting those reporting discrimination.





SDG. 5 (Gender Equality)

Metrics and indicators

Underlined blue text directs to supporting evidence

5.6 Women's progress measures

5.6.8 Policies protecting those reporting discrimination.

As a university operating under the Egyptian Laws, MUST follows the articles of the Egyptian Constitution. Additionally, MUST endorses the regulations set by the National Council for Women in its [Charter to Combat Violence against Women in Egyptian Universities](#) issued in 2019. The Charter includes policies to eliminate discrimination and sexual harassment in universities, policies for protecting those reporting it, and penalties for assaulters.

Misr University for Science and Technology's comprehensive discrimination reporting system is characterized by a strong policy foundation, clear reporting mechanisms, a commitment to confidentiality, readily accessible information, an online reporting option, a Grievance Committee, and the right to appeal decisions. This system is designed to promote a discrimination-free environment while ensuring the safety and well-being of all individuals involved. Here's a step-by-step breakdown of our system:

1. Policy Framework: Misr University for Science and Technology (MUST) has established a robust policy explicitly designed to shield those who report discrimination from experiencing any negative consequences in their education or employment.
2. Clear Reporting Mechanisms: Our system defines clear and easily accessible mechanisms for individuals to report incidents of discrimination, ensuring that the reporting process is straightforward and user-friendly.
3. Confidentiality Assurance: We prioritize the confidentiality of those reporting discrimination, ensuring that the identity of the reporting individuals remains confidential, in compliance with applicable laws. This



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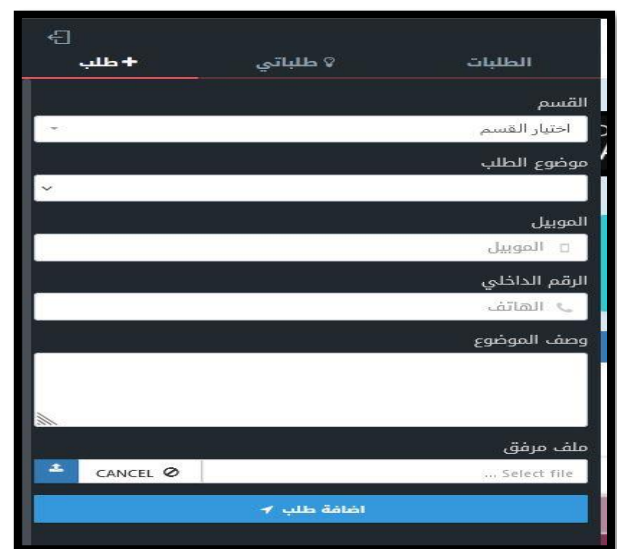
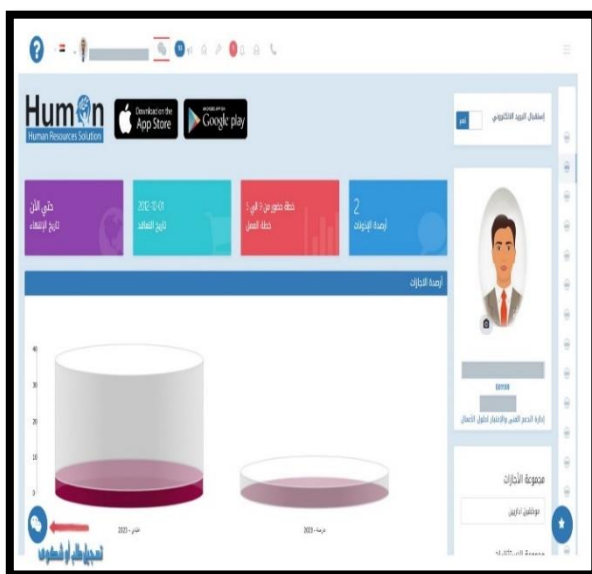
emphasis assures individuals that they can come forward without fear of retaliation or exposure.

4. Information Accessibility: [Information about our confidentiality and reporting procedures is readily available on the Equal Opportunities & Gender Equality Unit section of the MUST website.](#) This transparency underscores our commitment to protecting those who report discrimination.

5. Online Reporting Option: In addition, employees and faculty members have the option to submit complaints through the [HUMAN-MUST application](#), which employs stringent discretion rules to safeguard personal information, ensuring confidentiality and protection.

6. Grievance Committee: Within our system, we have established a Grievance Committee that serves as a recourse for any employee encountering any form of discrimination. The committee is tasked with evaluating complaints and taking the necessary corrective actions.

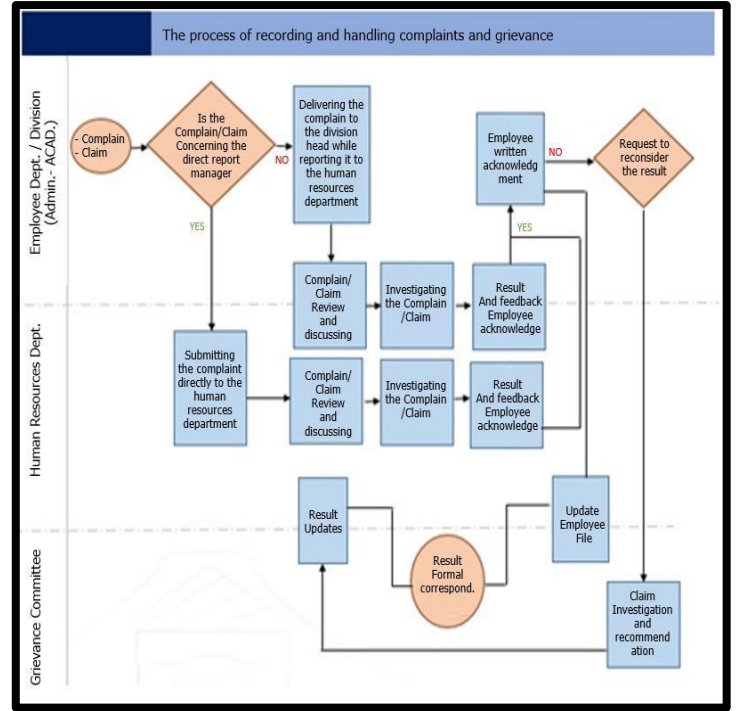
7. Right to Appeal: All employees retain the right to appeal a decision made by the Grievance Committee within a 30-day period following the committee's decision. This appeals process adds an extra layer of protection and accountability.



Requests and complaints on HUMAN website



Renewal of Grievance Committee



Process of the Grievance