



**MUST Rankings Office**



**MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY**



## **SDG. 10 (Reduced Inequalities)**

### **Report 2021-2022**





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## SDG. 10 (Reduced Inequalities)

### 10.6 Measurement against discrimination

#### 10.6.1: Non-discrimination admission policy



## SDG. 10 (Reduced Inequalities)

### Metrics and indicators

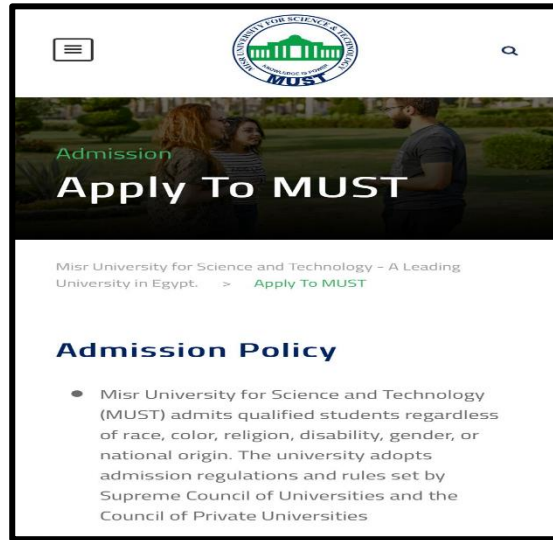
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### 10.6 Measurement against discrimination

#### 10.6.1: Non-discrimination admission policy

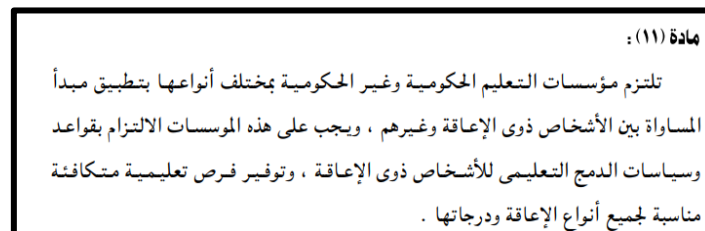
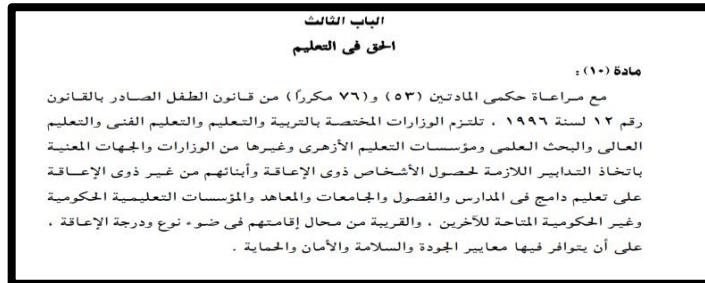
Misr University for Science and Technology (MUST) is unwavering in its dedication to a transparent and just admission process, completely devoid of any discrimination.

Our [admission policy](#) is readily available on the official website, and we remain committed to welcoming all students without bias. The university meticulously abides by the admission rules and regulations established by both the Supreme Council of Universities and the Private Universities Council. Qualified students are accepted at MUST without regard to race, color,



religion, gender, disability, or national origin. Furthermore, our commitment to impartiality is exemplified by the implementation of a user-friendly [online system](#) on our website for the admission process since 2018, ensuring a selection procedure entirely free from bias.

Misr University for Science and Technology upholds a non-discrimination admission policy in accordance with the Egyptian Law on the Rights of





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FOR SCIENCE & TECHNOLOGY

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Persons with Disabilities, [Law No. 10 of 2018](#). This policy ensures equal access to higher education for individuals without any form of discrimination. The university is committed to providing accessible facilities, suitable educational resources, and necessary support to accommodate the needs of disabled students. Moreover, it promotes fair opportunities in terms of registration and access, and offers the required guidance and assistance to ensure the success of disabled students in higher education. MUST admits students with disabilities in compliance with the percentage specified by law which states that the percentage of accepted disabled students should not be less than 5% of the admitted individuals.

### **Non-discrimination Scholarship admissions:**

In line with our commitment to ensuring inclusivity and diversity, Misr University of Science and Technology offers [the 'Assess for All' Scholarship program](#). Scholarship applications are accessible to all without gender bias, provided that the specified criteria are met. This program is designed to support low-income students to pursuit their right of higher education.



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## SDG. 10 (Reduced Inequalities)

### 10.6 Measurement against discrimination

#### 10.6.2 Access to university track underrepresented group applications





## SDG. 10 (Reduced Inequalities)

### Metrics and indicators

Underlined blue text directs to supporting evidence

#### 10.6 Measurement against discrimination

##### 10.6.2 Access to university track underrepresented group applications

##### Tracking the number of applicants/ accepted students in 2022:

Misr University for Science and Technology recognizes the importance of **tracking the number of applicants and admitted students** as a foundational measurement against discrimination by providing a means to identify and rectify disparities in admission and access, ensuring fairness and equal opportunities in higher education. This practice empowers our decision makers to grasp admission trends, make well-informed decisions regarding enrollment capacity and admission criteria, and plays a pivotal role in assessing the university's standing and competitiveness in higher education accessibility.

Type	Year 2021		Year 2022	
	Male	Female	Male	Female
Applicants	7092	7237	23410	19891
Accepted	2232	2641	2940	3082

There is no gap in admission among males and females. The university's admissions and registration unit tracks the admission of students with disabilities in compliance with the [percentage specified by law](#). The law

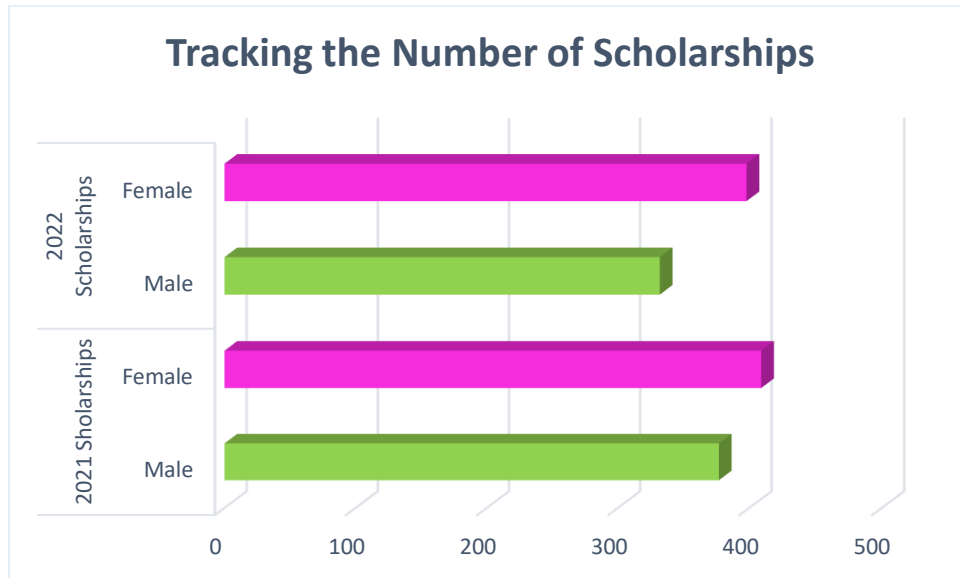
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emphasizes that the percentage of admission for persons with disabilities should not be less than 5% of the admitted individuals.

مادة (١٢) :  
يجب ألا تقل نسبة القبول لذوى الإعاقة عن (٥٪) من المقبولين فى المؤسسات التعليمية الحكومية وغير الحكومية بأنواعها فى الأحوال التى يزيد عدد المتقدمين منهم إلى المؤسسة على هذه النسبة ، وتحدد اللائحة التنفيذية لهذا القانون شروط وقواعد وإجراءات قبولهم فى تلك المؤسسات .

**MUST's annual scholarship tracking system** is essential for assessing financial aid program impact, ensuring transparency and fostering inclusivity. Notably, the results of two consecutive years of tracking showed a slight increase in scholarships for females, without significant gender disparities.



In 2022, Misr University for Science and Technology (MUST) initiated **tracking of first-generation students**, crucial for understanding their progress compared to others. This data helps identify their challenges, enabling targeted support for success and promoting inclusivity and equal



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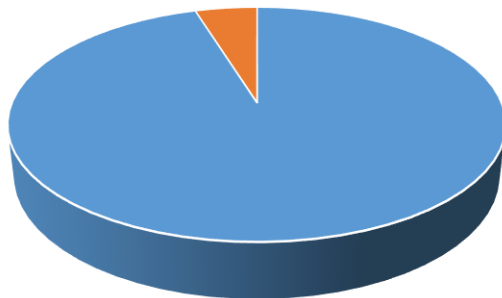
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opportunities. Additionally, MUST identified a gender gap among first-generation students, intensifying efforts to raise awareness about available scholarships to ensure equal opportunities and success for everyone.

**Tracking First Generation Students 2020-2021 and 2021-2022:**

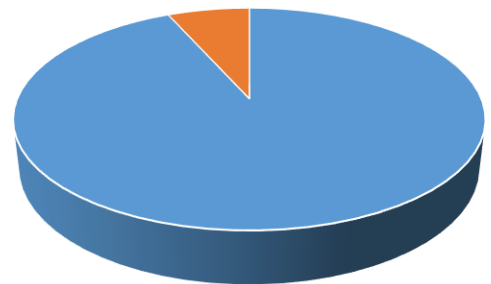
Number of Students	Male		Female	
	Students Starting a degree	First Generation students	Students Starting a degree	First Generation students
	2385	120	2688	193

**Male Students Starting A degree 2022**



■ Students Starting a degree ■ First Generation students

**Female Students Starting A degree 2022**



■ Students Starting a degree ■ First Generation students

MUST is committed to providing comprehensive support to international students, with a particular focus on those from underrepresented groups, including refugees and individuals from low-income countries. The university has an [International Students Affairs Sector](#) dedicated to overseeing their academic journey, ensuring that they have equitable access to the application process and the necessary support to excel in their studies. This initiative reflects MUST's dedication to promoting inclusivity





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and providing opportunities for underrepresented groups to access higher education.





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## SDG. 10 (Reduced Inequalities)

### 10.6 Measurement against discrimination

#### 10.6.3 Access to university underrepresented groups recruit



10



## SDG. 10 (Reduced Inequalities)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

### 10.6 Measurement against discrimination

#### 10.6.3: Access to university underrepresented groups recruit:

#### **MUST Recruitment and selection policy for faculty members and administrative sector:**

Misr University for Science and Technology maintains clear and inclusive recruitment and selection policies, encompassing faculty members and the administrative sector. Our commitment to non-discrimination ensures that these policies provide equal opportunities and are free from bias or favoritism, applying objective and neutral criteria while preventing discrimination based on gender, race, religion, nationality, or disability.

<p><b>MISR UNIVERSITY</b> FOR SCIENCE &amp; TECHNOLOGY Human Resources Management</p>		<p><b>جامعة مصر</b> للعلم والتكنولوجيا ادارة الموارد البشرية</p>
<p>4.2.2.1.2 <b>Equality and non-discrimination:</b> 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.</p> <p>4.2.2.1.3 <b>Recruitment regarding modern slavery:</b> The university does not employ based on slavery. The university combats forced labor and child labor in accordance with the regulations governing this in the Egyptian Labor Law, as no employee under the age of 18 is appointed in accordance with Article No. 99 of the Egyptian Labor Law, No. 12 of 2003.</p>		

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.

## The Number of Employees at Misr University for Science and Technology for the Year 2021-2022:

MUST ensures that the recruitment and selection process is solely competence-based and aligns with employment requirements. It extends equal opportunities to all, including underrepresented groups, such as women, individuals with disabilities, and international applicants. MUST adheres to [Article 22 of Law No. 10 of 2018](#), which stipulates that individuals with disabilities have the right to be appointed to 5% of the total job positions in both governmental and non-governmental entities.

١٨ المريدة الرسمية - العدد ٧ مكرر (ج) في ١٩ فبراير سنة ٢٠١٨  
مادة (٢٢) :  
تلتزم الجهات الحكومية وغير الحكومية وكل صاحب عمل من يستخدم عشرين عاملاً فأكثر سواً كانوا يعملون في مكان واحد أو أماكن متفرقة وأياً كانت طبيعة عملهم بتعيين نسبة (٥/١٠) من عدد العاملين على الأقل من الأشخاص ذوي الإعاقة الذين ترشحهم الوزارة المعنية بشئون العمل والجهات الإدارية التابعة لها من واقع السجل المنصوص عليه في المادة (٢١) ، ويقوم المجلس بالتنسيق مع الوزارة المختصة بتابعة هذه الجهات للتأكد من الالتزام بتشغيل النسبة المقررة للأشخاص ذوي الإعاقة وظروف العمل الخاصة بهم وقرص تشغيلهم وجميع الالتزامات الأخرى التي ينظمها هذا القانون في شأن تشغيلهم ، على أن يصدر بالقواعد والشروط في هذه الحالة قرار من رئيس مجلس الوزراء بناء على عرض الوزير المختص بعد التنسيق مع الوزراء المعنيين في حدود النسبة المقررة لهذه الفئة .

In the academic year 2021-2022, even though the total number of employees at Misr University for Science and Technology may have shown a potential male dominance, the academic staff, which is a significant subset of these employees, displayed a notable female dominance. With 917 female academic staff members compared to 679 male academic staff members, women accounted for 57.5% of the academic workforce, reflecting the university's commitment to achieving gender balance and diversity within its academic ranks.

	Male	Female	Total
<b>Number of Employees</b>	<b>2302</b>	<b>1788</b>	<b>4090</b>
<b>Number of Disabled Employees</b>	<b>63</b>	<b>31</b>	<b>94</b>



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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

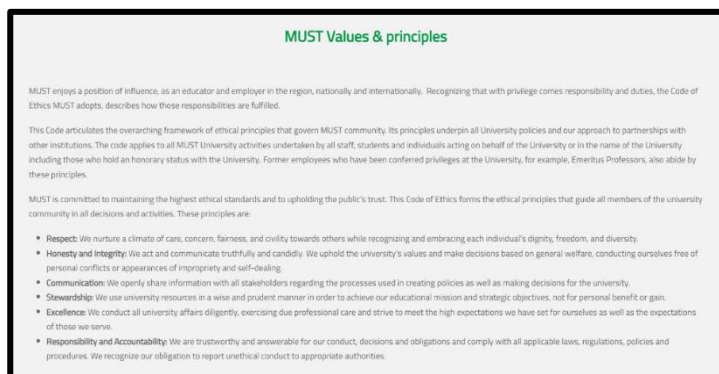
comprehensive Equality, Diversity, and Inclusion (EDI) policy, as well as

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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MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY

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.



**Our Internal Complaint Management System:**

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.





MUST Rankings Office

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## SDG. 10 (Reduced Inequalities)

### 10.6 Measurement against discrimination

#### 10.6.5 University Diversity Office





# SDG. 10 (Reduced Inequalities)

## Metrics and indicators

Underlined blue text directs to supporting evidence

### 10.6 Measurement against discrimination

#### 10.6.5: University Diversity Office

The university established the [Equal Opportunities and Equality Unit](#), a crucial advocate for promoting inclusivity and equity on campus. The members of the unit work tirelessly to foster a welcoming environment for individuals of various backgrounds, including race, ethnicity, gender, religion, sexual orientation, and more. Their responsibilities encompass developing and implementing diversity initiatives, conducting training programs, and ensuring policies that support a diverse community. This is achieved through facilitating dialogue, [raising awareness](#), and addressing concerns related to diversity and is oversies by senior management, to provide guidance and implement policies, programs, and training related to diversity and equity.





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

- Other supportive activities include spreading awareness e.g awareness against sexual harassment as exemplified in a graduation project under the title "Disallowed Touch" focused on [child sexual harassment awareness](#).



The [Anti-Bullying Seminar](#)



Anti-harassment day

**Advancing Equity: Implementation of Diversity Office Policies:**

Policy No1: EQUALITY, DIVERSITY, AND INCLUSION (EDI) POLICY

<https://must.edu.eg/academics/equal-opportunities-gender-equality-unit/#EDI>

Policy No2: ANTI-BRIBERY AND CORRUPTION POLICY

<https://must.edu.eg/academics/equal-opportunities-gender-equality-unit/#ABC>



## MUST Rankings Office

MISR UNIVERSITY  
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### Policy No3: ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICIES

<https://must.edu.eg/academics/equal-opportunities-gender-equality-unit/#ADAH>

### Policy No4: Complaint Policy

<https://must.edu.eg/academics/equal-opportunities-gender-equality-unit/#CP>



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MISR UNIVERSITY  
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## SDG. 10 (Reduced Inequalities)

### 10.6 Measurement against discrimination

**10.6.6: Support for Underrepresented Groups**

**10.6.9: Disability Access Scheme**



## SDG. 10 (Reduced Inequalities)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

### 10.6 Measurement against discrimination

#### 10.6.6: Support for Underrepresented Groups:

##### 10.6.9: Disability Access Scheme

The university is dedicated to supporting underrepresented groups including individuals with disabilities. It offers recommendation programs, counseling, and peer support to students, staff, and faculty members, fostering inclusivity and equity within the academic community.

- 1- The [Support unit for people with special needs](#) at Misr University for Science and Technology (MUST) provides various services to support students with special needs. These services aim to ensure that all students, regardless of their disabilities, have equal access to education and a supportive learning environment.
- 2- Misr University for Science and Technology (MUST) is dedicated to supporting international students through a range of services offered via the [International Student Affairs Sector](#). These services encompass visa and immigration guidance, orientation programs, language assistance, accommodation solutions, cultural engagement activities, academic support, healthcare information, legal assistance, and career counseling.
- 3- The [Psychological Guidance Unit](#) at Misr University for Science and Technology (MUST) plays a pivotal role in supporting the psychological well-

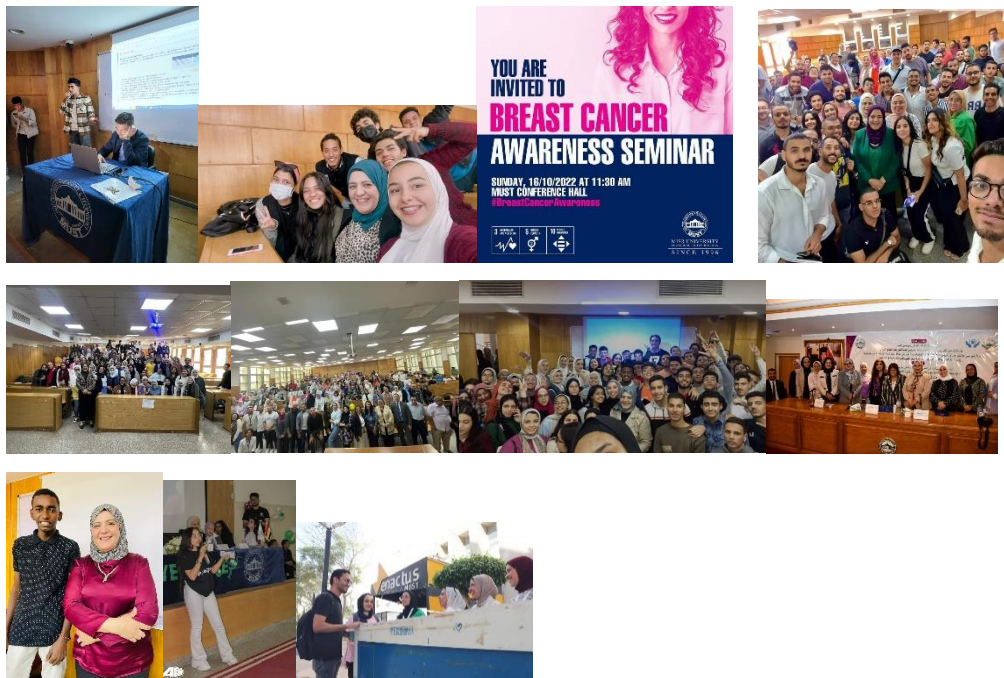


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being of students and staff. Its services encompass individual counseling for personal concerns, group therapy to facilitate peer support, workshops and seminars addressing mental health topics, crisis intervention for urgent situations, psychological assessments to provide tailored recommendations, awareness campaigns aimed at reducing mental health stigma, and referrals to access specialized care when needed. These services collectively assist individuals in navigating emotional and psychological challenges, promoting their overall well-being as they pursue their academic and professional journeys within the university.

### Mental Health Awareness

Seminars, courses, and workshops by the Psychological Counseling Unit at Misr University for Science and Technology are available to both regular students and those with special needs.



- 4- The [Academic Advising Center](#) at Misr University for Science and Technology offers a comprehensive range of services, including academic guidance, course registration assistance, and career counseling. These services support students

## MUST Rankings Office

in their academic journey, provide equal access for underrepresented groups, and foster success in their education and future careers. The mentoring system at MUST covers all undergraduate and postgraduate students with no discrimination. Information related to the [mentoring system](#) is provided on the academics' section of MUST website for public view. Additionally, upon admission, an academic mentor is assigned to each student to provide guidance and assistance. Each academic advisor tracks students' performance by submitting regular reports.

Academic Advising
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It is the university policy that each student is entitled to academic advising. In each specialization, the dean or department head concerned assigns academic advisors to provide students with pertinent information about their major, and to assist in planning their program of study, and in solving their academic problems. Before each registration, students must consult their advisors and seek their approval of the courses they plan to take each semester. Each advisor should have access to complete and updated copies of the student's academic records so as to be able to help each student create a personal academic program suited to his/her needs, abilities and the university's graduation requirements.

**The steps that the student must follow (in order) in case of a problem related to academic advising**

Communicate directly with the student's academic advisor

- Through Microsoft Teams
- Through the official email of the academic advisor
- Personal interview with your academic advisor

Communicate with the general academic advisor in the college

- Through Microsoft Teams
- Personal interview with the general academic advisor of the college
- Through the official email of the college's academic advising

Communicate with the Vice Dean for Education and Student Affairs

- A personal interview with the Vice Dean of the College in his office in the College, and he will communicate with the Dean of the College if necessary.

Following a few tips makes life easier...

General Coordinator of the Academic Advising Center

## Mentoring information on MUST website



5- The establishment of a [Women's Health Unit](#) at MUST University is of paramount importance as it will serve as a hub for addressing the specific health needs of women. This dedicated unit will offer a wide range of services and support to promote women's well-being, from preventive care to specialized treatments. By focusing on women's health, it will not only improve the overall health outcomes for women but also contribute to research, education, and advocacy efforts, fostering a greater understanding of gender-sensitive healthcare and ultimately empowering women to take charge of their health and well-being.



These units play a role in raising awareness and promoting human rights in general, as well as raising awareness about the rights of minorities in particular.

### 6- Financial Support for 2021-2022

During the academic year 2021-2022, various forms of financial support were provided to all university students without discrimination:

Type of financial support	Number of students
Sibling discount, (second sibling receives a 10% reduction in tuition fees)	270
A child of employee's discount (with discounts ranging from 10% to 25% of the tuition fees).	43



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The Student Care Committee offered financial support to students, with discounts varying from 10% for those facing financial distress to 15% in cases of a parent's death or chronic illness.	447
Full Scholarships	730
International students Discount, (from Palestinian, Syrian, Jordanian, Yemeni, and Nigerian nationalities), could avail a 25% discount on their tuition fees.	444
Student care committee installments, particularly designed for financially struggling students.	1218
Post graduate Students Discount (75% of the tuition fees).	71

### 7- Housing Facilities

MUST Student Housing accommodates a diverse range of students, including international, Egyptian expatriates, and exchange students living far from campus, with separate housing options for males and females to accommodate various lifestyle and cultural preferences. Our housing facility offers numerous amenities and services, including a convenient location just 5 minutes from campus, transportation services, 24/7 supervision for student safety, 24/7 access to medical services in emergencies, and fully furnished bedrooms and apartments to support independent living.

Housing service data for the academic year 2021-2022	Male	Female	Total
National Students	43	194	237
International Students	44	59	103
Total Students	87	253	340

### 8- Transportation Support



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Misr University for Science and Technology supports students and employees in transportation by providing transportation facilities for forty-eight different destinations around the Egyptian Government.

### Staff and student transportation service

Serial	Line Name	Distance in Kilometers
1	Shbeen	118
2	Tookh	63.3
3	Nasr City	57.3
4	The Thousand dwellings	46.4
5	Liberation Square	30.2
6	Faisal	25.6
7	Haram	23.6
8	Fayoum	98.2
9	Bagoor	85.5
10	Helwan	57.2
11	May City	66.1
12	Dar El Salam	36.6
13	Al Barageel	23.8
14	Mosasa/Mezalat	40.2
15	Ring Road	23.2
16	Meet Nama/ Tenth of Ramadan city	80.7
17	Great Sea- Giza	33.4
18	Qalub	61.8
19	The gates	21.1
20	Ebny Beetak (Build Your House)	12
21	October City- Factories	13.2
22	October City- Tenth District	15
23	El-Marg	65.6
24	Bani Sweef	35.2
25	El Meetmetya	144
26	October Gardens	110
27	Meet Nama- Mostorod	23.2
28	Matraya	20
29	Al-Haram district	45.2
30	Nasr City- Rabi'a Al Adawia	50.6
31	Moassassa- Ring Road	28.8
32	Al-Haram- Nasr El Deeen	52.8
33	Al Bagoor 2	35
34	The Gates 2	36.4
35	October- Sixth District 1	85.5
36	October- Sixth District 2	21.1
37	Benha	20



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MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY

38	October Gardens 2	16
39	800 Fidan 2	16
40	Mansoria	107
41	Helwan Elwasty	21
42	Tanta	20
43	Zagazaeq	25
44	1185 housing	55
45	Mezalat 2	135
46	New October	124
47	New Cairo	21.2
48	Tenth of Ramadan City	40

### 9- Health Support:

The [Memorial Souad Kafafi University Hospital](#) is a leading healthcare institution dedicated to providing exceptional medical services to our community and beyond. With a legacy built on compassion, innovation, and unwavering dedication, we strive to be the healthcare destination of choice for individuals seeking high-quality care and comprehensive treatment solutions. Ready and Responsive 24/7 Emergency Services deliver swift, lifesaving care when every second counts.

### 10- Illiteracy Eradication Program

MUST offers programs to eradicate illiteracy among its employees. These programs reflect the institution's commitment to fostering a culture of lifelong learning and inclusivity within its workforce. By providing opportunities for its staff to enhance their literacy skills, the university not only empowers its employees to reach their full potential but also



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contributes to the overall development and progress of the institution.





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## SDG. 10 (Reduced Inequalities)

### 10.6 Measurement against discrimination

**10.6.7:** [Accessible Facilities](#)





## SDG. 10 (Reduced Inequalities)

### Metrics and indicators

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### 10.6 Measurement against discrimination

#### 10.6.7: Accessible Facilities

Misr University for Science and Technology (MUST) is unwavering in its commitment to cultivating an inclusive and accessible environment for its entire community, including individuals with disabilities. MUST campus is designed to be fully accessible, with all university buildings thoughtfully constructed to prioritize accessibility for the multitude of students and university staff. These facilities are equipped with essential features like ramps, elevators, wider doorways, and parking facilities, ensuring that individuals with mobility challenges can navigate the campus comfortably.

#### Accessibility

##### Accessibility

- All buildings have available avenues for people with visual and motion disabilities, allowing students to easily access all buildings.
- Provide adequate space between benches within classrooms.
- Cooperate with college coordinators to welcome students with abilities in order to overcome the obstacles facing them.
- Contribute to the accessibility of audio recordings of all appointments in all departments from assisting staff as college coordinators in cases of visual impairment and a sign language specialist in cases of auditory impairment.
- Provision of facilities for people with visual and motion disabilities, as well as auditory when needed.
- Assuring the significance of integrating students into student activities and community life in order to overcome the emotional barrier of loneliness or alienation.
- Providing a companion for students with special needs who are taking the exam, provided the companion is from outside the college or department.

##### Financial Support

- The unit undertakes to submit the students' documents related to the economic situation to His Excellency the Chairman of the Board of Trustees of Misr University for Science and Technology in a very confidential manner, and approvals are issued to provide (free private university housing – transportation – means of living on campus throughout the study period).
- Misr University for Science and Technology offers scholarships to students with special needs to study on campus without charge.
- The university can offer some special medical devices to some students who are financially incapable.
- The university provides various services to the categories of students with special needs (Autistic spectrum disorder – Learning disability – attention deficit hyperactivity disorder – Visual impairment – Hearing impairment).

##### Psychological Support

The psychological guidance system seeks to provide advice and help students in facing the difficulties related to their university life and help them to understand their problems and work to solve them in order to produce a generation of young people equipped with science, knowledge and the ability to make decisions. This can be achieved through the following:

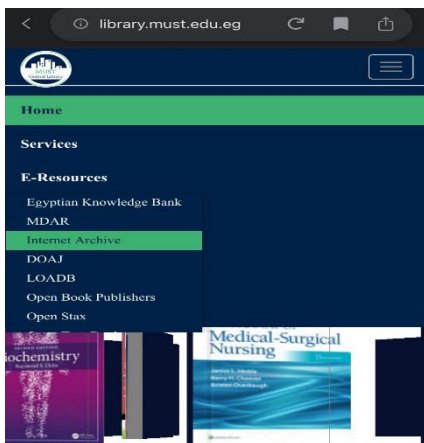
- Follow-up students psychologically and academically, guide and observe them, and submit reports and recommendations to the Vice President for Education and Student Affairs.
- Providing students with suggestions and recommendations to improve their educational attainment and help them overcome their academic and psychological problems.
- Paying attention to cases of academic delay and working on studying the reasons for that delay, offering help, and suggesting appropriate solutions.
- Helping students discover their abilities and tendencies, define their goals, and develop their potentials, which will be reflected on the society.
- Urging students to adhere to virtuous morals, civilized behavior, and possess the qualities of science and etiquette.
- Studying the negative behavioral phenomena of some students and working to find appropriate solutions to them.
- Orienting students who stumble academically, guiding them, taking care of them, and following up on them to raise their scientific level and helping them to overcome the obstacles they face.



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MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY

The **Digital Central Library** is dedicated to assisting disabled students in accessing electronic information effortlessly. It offers various technical solutions, including three devices dedicated for the convenience of disabled students, Nonvisual Desktop Access (NVDA) equipped with screen reader software, the procurement of specialized books for those with disabilities, and free access to digital resources. These resources encompass a vast Internet Archive with 3,843,994 items, approximately 17,000 downloadable audiobooks from "Librivox," and around 1,000 audiobooks available on Open Culture. These services are thoughtfully provided to empower disabled students in their pursuit of accessible electronic content.



Internet Archive is a non-profit library of millions of free books, movies, software, music, websites, and more.



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MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY



## SDG. 10 (Reduced Inequalities)

### 10.6 Measurement against discrimination

#### 10.6.8 Disability support services





## SDG. 10 (Reduced Inequalities)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

#### 10.6 Measurement against discrimination

##### 10.6.8 :Disability support services

A Support Unit for people with special needs has been established since 2017. The unit director is a specialist in the psychological and educational field for both normal individuals and individuals with special needs. The unit is a vital component of the university's commitment to inclusivity and accessibility. The unit plays a crucial role in ensuring that students with disabilities can participate fully in the academic environment and enjoy a rich and fulfilling university experience. The unit provides academic support to all students with disabilities. This can include extended time for exams and note-taking assistance. These accommodations are tailored to meet the specific needs of each student individually. Through the collaboration with the Mental support Counseling and Guidance, services are offered to help students with disabilities adapt to university life, manage their coursework, and address any emotional or psychological challenges they may face. The unit raises awareness about disability issues through offering workshops and training for faculty, staff, and students to ensure that everyone understands the needs and challenges of students with disabilities.

**Peer Support and Networking:** MUST encourage students with disabilities to connect with their peers. They often organize support groups



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MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY

or networks where students can share their experiences and strategies for success. Additionally, it conducts outreach activities and collaborates with student teams to support individuals with special needs e.g [NADER](#) and [Khotwa](#) Students organizations.



## MUST Rankings Office

The unit also takes part in the students' moments of joy and exceptional success during their graduation or when they achieve their personal accomplishments.



[The African Open Weightlifting Championship: A graduate of the MUST, Amr Farouk, secures the gold.](#)

The unit for supporting individuals with special needs also provides consultations and recommendations to the colleges to overcome the challenges faced.

## Local Community Service: Dr. Souad Kafafi Foundation

Dr. Souad Kafafi Foundation for Integrated Social Care is part of the organization of Misr University for Science and Technology (MUST), and is dedicated to serving the local community. The foundation focuses on social assistance and child and maternity care, providing support to widows, orphans,



divorced women, and individuals with chronic diseases. It also assists orphaned and disabled students and supports orphan girls' marriage. The foundation organizes celebratory events for orphaned children and individuals with special needs, offering immediate assistance during disasters. Dr. Souad Kafafi Foundation is dedicated to fulfilling its mission through several offered services. These service activities reflect MUST's commitment to holistic development, inclusion, and community support:

**1. Rehabilitation and Service Center for People with Special Needs:** The Souad Kafafi Center is a modern facility that offers comprehensive rehabilitation for individuals with special needs. It focuses on improving communication, interaction, and social integration for both typical and atypical children. The center also provides cognitive rehabilitation, educational support, and psychological testing. Furthermore, it assists in addressing various issues, including cerebral palsy, hyperactivity, Down Syndrome, and learning difficulties. The center conducts counseling sessions for parents and offers specialized training to enhance children's educational development and modify undesirable behaviors.

**MUST Rankings Office**

MISR UNIVERSITY FOR SCIENCE & TECHNOLOGY

**2. The Orphanage:** The foundation ensures that children living in its orphanage experience a nurturing and stable family environment. These children, primarily girls, attend distinguished international schools and are cared for by qualified surrogate mothers. They receive educational, health, recreational, and athletic support, along with opportunities for artistic and creative development. The orphanage also aims at instilling religious values and traditions in its residents.

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## MUST Rankings Office

3. [Suad Kafafi Nursery](#): The foundation operates an educational nursery following advanced educational systems. It focuses on cultivating responsible and civic-minded citizens who can contribute to society and the nation. The nursery staff is carefully selected to provide high-quality educational and healthcare services, emphasizing educational, cultural, and religious aspects.





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MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY



## SDG. 10 (Reduced Inequalities)

### 10.6 Measurement against discrimination

#### 10.6.10 Disability Accommodation Policy







## SDG. 10 (Reduced Inequalities)

### Metrics and indicators

Underlined blue text directs to supporting evidence

#### 10.6 Measurement against discrimination

##### 10.6.10: Disability Accommodation Policy

MUST has implemented a [Disability Accommodation Policy](#), which is available on the university's official webpage. This policy outlines the university's commitment to providing reasonable accommodations and support to students with disabilities, ensuring that they have equal access to educational opportunities and facilities. It may also detail the procedures for requesting accommodations, the types of accommodations available, and the contact information for the university's Disability Service Office. This policy reflects the university's dedication to fostering an inclusive and accessible learning environment for all students.

