



جامعة المنوفية الأهلية

## 6- University Policy on Preventing Discrimination and Ensuring Equal Opportunity & Comprehensive Equity, Diversity, and Inclusion Policy

### - **Policy Statement:**

The University strictly prohibits **discrimination** based on race, color, religion, gender, age, disability, national origin, or any other protected characteristic. An accessible and clearly publicized **reporting mechanism** for discrimination and harassment will be established, ensuring prompt and impartial investigation. All hiring and admissions processes will adhere to **Equal Opportunity** principles, supported by mandatory anti-discrimination training for all staff and faculty.

### - **Actionable Measures:**

- **Mandatory EDI Training:** Require all students and employees to complete mandatory annual training on unconscious bias, anti-discrimination, and inclusive practices.
- **Transparent Reporting Mechanism:** Establish a confidential and accessible office for reporting discrimination, harassment, and inequitable treatment, with a guaranteed transparent investigation process and protection from retaliation.
- **Inclusive Recruitment:** Implement "blind" application reviews for admissions to competitive programs and for initial stages of staff hiring to minimize bias.
- **Accessibility Audit:** Conduct a comprehensive annual audit of physical and digital infrastructure to identify and remove barriers to access for individuals with disabilities.

**Vice President for Academic Affairs**

(Prof. Nancy Assad)

