



<b>The Hashemite University (HU)</b>	
<b>Policy Management System</b>	
<b>Gender Equality Policy</b>	
<b>Policy Code:</b>	HU0500
<b>Policy Name:</b>	Gender Equality Policy
<b>Handler:</b>	The Hashemite University President
<b>Issuing Authority :</b>	Department of Humanities and Social Sciences
<b>Approved by:</b>	The Dean's Council based on the 2022 Sustainable Development Framework (Ref. 16/13/10/2202761)
<b>Revision cycle:</b>	(5-7) years

## **Policy Statement**

This policy establishes the guiding principles and requirements for gender equality at Hashemite University with the aim of promoting women's empowerment to achieve global environmental benefits and opportunities. It places a strong emphasis on eliminating all forms of discrimination against women as part of the university's commitment to social justice and development effectiveness.

## **Background and Rationale**

Gender equality has recently become a crucial benchmark for assessing the quality and effectiveness of academic institutions. It is essential for sustainable development where all members of society are treated with respect and dignity. The policy ensures that staff members and students, regardless of their gender, have equal opportunities to realize their full potential in their academic and professional journeys, whether for education or work.

In alignment with the Hashemite University's commitment to international declarations and conventions on human rights and freedoms, the institution is dedicated to combating all forms of gender inequality in its various activities.

## **Scope and Purpose**

In accordance with the university's core values and principles, Hashemite University shall actively promote gender equality within its work environment, where all members of the university community, including both full-time and part-time employees and students, are treated with respect and dignity. This policy serves as an internal guiding document that outlines a shared vision, priorities, and processes for integrating a gender equality perspective into all university activities.

Gender equality ensures that both women and men have the same status and equal opportunities to exercise their rights and contribute to national, political, economic, social, and cultural development. It recognizes and values the similarities and differences between men and women and acknowledges the distinct roles they play in society.

The primary objective of this policy is to further elaborate on the non-discrimination policy and emphasize equal access and participation in all university services, facilities, and opportunities for female faculty and students.

This policy should be considered in conjunction with other university policies, including:

- Discrimination and Anti-Harassment Policy
- Compliance Investigation Policy
- Compliance Reporting Policy
- Disciplinary Policy

### **Principles of the Policy**

1. **Universality:** All members of the Hashemite University community, including both men and women, are entitled to the same rights and duties, irrespective of cultural, religious, or traditional practices that may negatively impact females. Admission, registration, and graduation regulations apply equally to both genders.

2. **Equality and Non-Discrimination:** Female students have equal opportunities to establish councils, clubs, societies, research labs, and access university facilities. They can also participate in national, regional, and international events. The university applies the same pay scale for both female and male faculty members and non-academic employees based on the job description and position, regardless of gender.

3. **Participation and Inclusion:** Female faculty members have equal access to representation in administrative committees at various levels within the university. They are encouraged to participate in research, and both male and female faculty members receive equal approval for various types of leaves, regardless of gender. Female students are encouraged to enroll in programs that match their qualifications.

## **Definitions**

- Gender: Refers to both male and female, considering biological and social and cultural differences. It also encompasses the characteristics that society constructs for women and men, including norms, common behavior, and gender roles.
- Gender Equality: Refers to women and men enjoying equal access to socially valued opportunities, resources, and advantages. It does not imply that men and women are identical but rather emphasizes equal opportunities offered to both genders.
- Discrimination: In this policy, discrimination occurs when a person or group of people are treated less favorably or differently than another group in similar situations.
- Gender Discrimination: It involves unjust and differential treatment based on gender.

## **Responsibilities and Implementation Strategies**

The senior and middle-level administration at Hashemite University are responsible for ensuring equal treatment of male and female students, staff, and faculty in their work-related responsibilities. All stakeholders must be familiar with the policy regulations. The Compliance and Legal Office is responsible for taking appropriate actions if any stakeholders file complaints related to this policy.

Implementation strategies include promoting awareness of cultural and gender equality, enhancing gender equality education, providing support for women to advance their careers, encouraging women's representation and participation in university councils, and eradicating all forms of discrimination or violence against women, whether they are staff or students.

## **Procedures for Handling Policy Violations**

Complaints regarding policy violations can be initiated in various ways:

1. Report to Line Managers: Line managers are responsible for recording and investigating complaints from their employees and then submitting them to the disciplinary board through the Compliance Office.

2. Report to the Compliance Office: Reports can be submitted verbally or in writing to the Compliance Office.

3. Report through Google Form: An online form is available for reporting violations.

The Office of Compliance and Legal Manager handles these reports and categorizes cases as having no basis (no prima facie), disciplinary, or grievances. Cases with a prima facie are presented before the Grievance Board or Disciplinary Board, with the respective board conducting hearings and providing recommendations. Parties affected by the decision can file an appeal, which will be presented before the Higher Disciplinary & Grievance Board (HDGB). The HDGB's decision is then conveyed to the Office of the President. If no appeal is filed, the Senior Compliance & Legal Manager releases the decision directly to the Office of the President.