

People's Democratic Republic of Algeria
Ministry of Higher Education and Scientific Research
University of El Oued



General Secretariat

Anti-Discrimination and Anti-Harassment Policy

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Policy Statement

The University of El Oued is committed to providing a safe, fair, and inclusive educational and operational environment for all members of its community, including students, faculty, staff, and visitors, in alignment with the Sustainable Development Goals, particularly those ensuring quality education for all and reducing inequalities. We believe that diversity and equality are fundamental pillars of academic and social excellence, and thus any form of discrimination or harassment contradicts the university's values and its goals of building a just and sustainable community.

Objectives

- Prevent all forms of discrimination and harassment within the university campus or in any activity related to the University of El Oued.
- Provide a clear framework for reporting incidents and addressing them promptly and fairly.
- Promote a culture of mutual respect and human rights among all members of the university community.

Scope of the Policy

This policy applies to all members of the University of El Oued community, including:

- Students (full-time or part-time).
- Faculty members and staff.
- Contractors, visitors, and guests participating in university activities.
- Activities inside or outside the campus related to the university, including virtual online activities.

Definitions

1. **Discrimination:** Any unfair or biased treatment based on race, color, religion, gender, gender identity, sexual orientation, national origin, disability, age, or any other characteristic protected by law.

2. **Harassment:** Any unwanted behavior, whether verbal, physical, or electronic, intended to annoy, offend, or create a hostile environment, including sexual harassment or bullying.

Policy

1. **Prohibition:** All forms of discrimination or harassment are explicitly prohibited in all activities and interactions associated with the University of El Oued.
2. **Reporting:** Any individual who experiences or witnesses discrimination or harassment has the right to file a complaint with the University of El Oued's Office of Equality and Inclusion through official channels.

3. Procedures:

- All complaints will be investigated confidentially, fairly, and promptly.
 - Appropriate disciplinary measures will be taken against anyone found guilty of discrimination or harassment, in accordance with university regulations and local laws.
4. **Training and Awareness:** The University of El Oued will conduct periodic training programs for students, faculty, and staff to enhance awareness about combating discrimination and harassment.
 5. **Protection from Retaliation:** Retaliation against any individual who files a complaint or participates in an investigation related to discrimination or harassment is prohibited.

Responsibilities

- **Office of Equality and Inclusion:** Responsible for overseeing the implementation of this policy and investigating complaints within the University of El Oued.
- **University Administration:** Supports this policy and provides the necessary resources for its implementation.
- **All University Community Members:** Obligated to comply with this policy and report any violations.

Review

This policy will be reviewed annually to ensure its continued effectiveness and relevance to the needs of the University of El Oued community.