

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



General Secretariat

Equality and Diversity Policy

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Policy Statement

The University of El Oued is committed to promoting an academic and operational environment characterized by equality, diversity, and inclusion, where all members of the university community are respected regardless of age, gender or gender reassignment, disability, race, religion or belief, pregnancy or maternity, or any other characteristics. This policy aims to ensure equal opportunities, promote diversity as a core value, and integrate everyone into decision-making processes and academic activities, in alignment with Algerian laws and the United Nations Sustainable Development Goals (SDGs), specifically SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities).

Main Objectives

1. Equality:

- Ensure female representation of at least 40% in leadership positions by 2027.
- Provide equal opportunities for promotion and training for all employees, regardless of age, gender, disability, or pregnancy.
- Support pregnant women and mothers by offering paid leave and flexible work policies.

2. Diversity:

- Maintain 100% acceptance of all groups in educational programs, including people with disabilities, with 100% representation of students from diverse racial and religious backgrounds.
- Promote cultural diversity through events celebrating local and national heritage.

3. Inclusion:

- Develop an environment free from discrimination, reducing reported cases of harassment or discrimination to zero by 2025, including discrimination based on pregnancy or maternity.

Policy Commitments

1. Equality

- **Employment:**
 - Implement a fair hiring policy based solely on merit, allocating 50% of new positions to women starting from January 2024, and supporting pregnant women with flexible schedules.
 - Ensure gender pay equality and equality across all groups, regardless of age or disability.
- **Education:**
 - Maintain free education for all students to ensure equality across groups.
 - Provide scholarships, free university transportation, free accommodation, and free meals for all students, prioritizing pregnant women and mothers.
 - Offer educational materials in multiple formats (e.g., audio texts) to support students with disabilities.

2. Diversity

- **Representation:**
 - Encourage cultural and religious diversity by organizing 4 annual events celebrating local and national heritage starting in 2024.
- **Training:**
 - Conduct quarterly workshops for 75% of faculty and staff on respecting diversity (including race, religion, and gender) by 2026.

3. Inclusion

- **Infrastructure:**
 - Equip all university buildings with ramps and facilities for people with disabilities by 2025.
 - Establish an inclusive library supporting blind students with audio reading technologies and providing comfortable spaces for pregnant women by 2025.
- **Psychological and Social Support:**

- Offer free counseling services to all students and staff annually, focusing on supporting pregnant women and new mothers.
- Establish a 24/7 hotline for reporting discrimination or harassment by 2025, ensuring privacy protection.

4. Anti-Discrimination

- Implement a strict code of conduct prohibiting discrimination based on age, gender or gender reassignment, disability, race, religion, pregnancy, or maternity, with penalties up to dismissal for serious violations.
- Form an independent complaints committee of 5 members (representatives from administration, faculty, and students) to investigate any report within 15 days.

Responsibilities

1. University Board of Directors:

- Approve the policy and review it annually based on performance reports.

2. Equality, Diversity, and Inclusion Committee:

- Composition: Vice President for Academic Affairs (Chair), Head of Human Resources, one representative from each faculty (4 members), a student representative, and a human rights expert.
- Duties: Oversee implementation, review complaints, and submit semi-annual reports.

3. Human Resources Department:

- Implement fair employment policies and document all procedures, considering gender, age, and disability.

4. Financial Resources:

- Allocate a budget to implement the policy, including scholarships, training, and infrastructure development to support people with disabilities and pregnant women.
- Seek funding from international organizations supporting equality and diversity.

Evaluation and Monitoring

Key Performance Indicators (KPIs):

- Increase female representation in leadership positions to 40% by 2027.
- Reduce discrimination-related complaints by 90% by 2025, including discrimination against pregnant women.
- Train 80% of staff on diversity and inclusion (covering race, religion, and gender) by 2026.