

Commitment to Contributing to Poverty Eradication

Policy Text: The university is committed to actively participating in the formulation and implementation of policies aimed at eradicating poverty in all its dimensions. This includes collaboration with local, regional, national, and international entities. The university should adopt programs focusing on community education and vocational training for the most vulnerable groups, encourage social entrepreneurship, enhance food security, and launch community awareness initiatives. Additionally, the university should promote academic research that offers sustainable solutions to combat poverty and develop effective partnerships with the private sector to support economic development and improve living standards in local communities.

Policy Rationale: This policy seeks to support the first Sustainable Development Goal (SDG), which is to "end poverty in all its forms everywhere." The university is committed to developing effective policies and programs aimed at improving the economic and social conditions of disadvantaged groups, ensuring close cooperation with local and international partners to achieve this goal.

Scope and Audience: This policy applies to all academic and administrative activities related to poverty eradication both within and outside the university. It covers all faculty members, students, staff, local and international partners, as well as governmental and non-governmental entities.

Definitions:

- **Poverty:** The condition of being unable to meet basic needs such as food, shelter, and healthcare.
- **Social Entrepreneurship:** Initiatives aimed at achieving a positive social impact through commercial activities.

Responsibilities and Procedures:

- Develop educational and training programs targeting disadvantaged groups.
- Strengthen partnerships with the private sector to support economic initiatives.
- Conduct research studies to identify community needs and organize awareness workshops for the local community.

Forms and Tools: Templates will be provided for submitting proposals and initiatives related to poverty eradication.

Frequently Asked Questions (FAQs)

1. **How can I participate in the university's poverty eradication initiatives?**
Students and faculty members can register through the university's website or contact the Strategic Affairs Department.
2. **What are the benefits of participating in poverty eradication programs?**
These programs offer opportunities to access new resources, exchange knowledge, and enhance skills by working on social projects.

3. **How is the effectiveness of programs and initiatives evaluated?**
The effectiveness of programs is assessed through periodic reports, specific performance indicators, and participant feedback.
 4. **Are there opportunities for collaboration with international organizations in this field?**
Yes, the university consistently seeks to expand its partnerships with international organizations to support poverty eradication efforts.
 5. **How can I report any issues related to the initiatives?**
Any issues can be reported by contacting the Strategic Affairs Department or through the university's website.
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Promoting Food Security and Combating Hunger

Policy Text:

The university is committed to developing and implementing effective policies aimed at promoting food security and combating hunger within the university community and surrounding local communities. These policies include improving food service facilities to ensure the provision of healthy and balanced meals, and developing sustainable agricultural projects within the campus. The university also aims to reduce food waste through awareness programs and community initiatives focused on redistributing surplus food, as well as encouraging community participation in hunger alleviation efforts. Additionally, the university will launch awareness campaigns to promote food sustainability and encourage members of the university community to adopt more sustainable food practices.

Policy Rationale:

This policy aligns with the Sustainable Development Goal (SDG) to "end hunger, achieve food security, improve nutrition, and promote sustainable agriculture." The university aims to contribute to food security and improve nutritional conditions on campus and in the local community, focusing on sustainability and reducing food waste.

Scope and Audience:

This policy applies to all university-related activities, including students, faculty, staff, and partnerships with local and international organizations.

This policy applies to all academic and administrative activities related to food security both within and outside the university. It covers all students, faculty members, staff, local and international partners, and governmental and non-governmental entities.

Definitions:

- **Food Security:** A state where all individuals have access to sufficient, safe, and nutritious food to meet their dietary needs.
- **Sustainable Agriculture:** Agricultural practices aimed at meeting the needs of the current generation without compromising the ability of future generations to meet their own needs.

Responsibilities and Procedures:

- Improve food service facilities to ensure the quality of meals.
- Develop sustainable agricultural projects within the campus.
- Organize awareness workshops on food security and establish partnerships with local organizations to redistribute surplus food.

Forms and Tools:

Templates will be provided for submitting proposals and initiatives related to food security.

Frequently Asked Questions (FAQs)

1. **How can I participate in the university's food security initiatives?**
Students and faculty members can register through the university's website or contact the Strategic Affairs Department.
 2. **What are the benefits of participating in food security programs?**
These programs offer opportunities to access new resources, exchange knowledge, and enhance skills by working on social projects.
 3. **How is the effectiveness of programs and initiatives evaluated?**
The effectiveness of programs is assessed through periodic reports, specific performance indicators, and participant feedback.
 4. **Are there opportunities for collaboration with international organizations in this field?**
Yes, the university continuously seeks to expand its partnerships with international organizations to support hunger alleviation efforts.
 5. **How can I report any issues related to the initiatives?**
Any issues can be reported by contacting the Strategic Affairs Department or through the university's website.
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Ban on Tobacco Products Use on Campus

Policy Statement:

The university is committed to prohibiting the use of all tobacco products in enclosed areas across the campus and is currently working to extend this ban to open areas as well. These efforts align with the university's vision of providing a smoke-free, healthy, and holistic educational environment that aims to protect the health and safety of all members of the university community, including students, faculty, staff, and visitors. The university continues to develop policies and procedures to ensure the comprehensive and effective implementation of this ban in all campus facilities.

Policy Rationale:

This policy supports the Sustainable Development Goal (SDG) of "ensuring healthy

lives and promoting well-being for all at all ages." By implementing a comprehensive ban on the use of tobacco products in enclosed areas and extending it to open areas, the university aims to reduce exposure to secondhand smoke and minimize the harmful health effects associated with tobacco use, thereby promoting individual well-being and the overall health of the community.

Scope and Audience:

This policy applies to all academic and administrative activities related to the use of tobacco products on campus. It includes all students, faculty, staff, visitors, and anyone present on university property.

Definitions:

- **Tobacco Products:** This includes all forms of tobacco, such as cigarettes, electronic cigarettes, cigars, and shisha (hookah).
- **Secondhand Smoke:** Exposure to tobacco smoke produced by others who are smoking.

Responsibilities and Procedures:

- Conduct awareness campaigns about the dangers of smoking.
- Monitor compliance with the ban on tobacco products use.
- Organize awareness workshops for students and staff and provide mechanisms for reporting any violations of the policy.

Exceptions:

Exceptions to the policy may be considered based on a special evaluation by a designated committee.

Appeals:

Appeals can be submitted to the Office of Administrative Affairs, where requests will be reviewed according to approved procedures.

Forms and Tools:

Templates will be provided for submitting proposals and initiatives related to the smoking ban.

Frequently Asked Questions (FAQs)

1. **How can I report violations of the smoking ban policy?**
Violations can be reported by contacting the Office of Administrative Affairs or through the university's website.
2. **What are the benefits of implementing this policy?**
The policy aims to protect the health of the university community and reduce exposure to secondhand smoke, creating a healthier educational environment.
3. **Are there awareness programs available about the dangers of smoking?**
Yes, the university will organize awareness workshops for students and staff on the dangers of smoking.

4. **Are exceptions to this policy possible?**

Yes, exceptions may be considered based on a special evaluation by a designated committee.

5. **How can I participate in awareness campaigns?**

Students and faculty members can register to participate in the campaigns through the university's website.

Supporting Quality and Inclusive Education

Policy Text:

The university is committed to providing high-quality, inclusive education for all, promoting academic excellence, and ensuring that all students have access to equal educational opportunities without discrimination. The university seeks to develop curricula that align with global academic standards and offer academic support services such as academic advising, vocational training programs, and continuing education that enable students to develop their skills. Additionally, the university supports scientific research, encourages innovation, and provides special educational opportunities for marginalized groups through scholarships and support programs. Moreover, the university strives to enhance international partnerships with other universities to create a distinguished educational environment and facilitate academic and research exchanges that contribute to the global skill development of students.

Policy Rationale:

This policy aims to support Sustainable Development Goal (SDG) 4, which calls for "ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all." Through this policy, the university seeks to provide high-quality, inclusive education, ensuring fairness in access to educational opportunities for all students. The focus is on empowering students academically and professionally, in alignment with labor market needs and sustainable development requirements. By enhancing international partnerships, the university aims to improve education quality through knowledge and experience exchange with other institutions.

Scope and Audience:

This policy applies to all academic and administrative activities related to education within the university. It includes all students, faculty members, staff, and both local and international partners.

Definitions:

- **Quality Education:** Education that yields positive learning outcomes and enhances students' skills.
- **Educational Opportunities:** Programs and initiatives that allow students access to education and training.

Responsibilities and Procedures:

- A. Develop curricula that align with global standards.
- B. Provide effective academic support services.

Procedures:

- A. Organize workshops to train faculty members.
- B. Establish partnerships with international educational institutions.

Forms and Tools:

Templates will be provided for submitting proposals and initiatives related to education.

Frequently Asked Questions (FAQs)

1. **How can I participate in the educational programs offered by the university?**
Students and faculty members can register through the university's website or contact the Academic Affairs Department.
2. **What are the benefits of participating in educational programs?**
These programs offer access to new resources, knowledge exchange, and skill enhancement through participation in educational projects.
3. **How is the effectiveness of educational programs evaluated?**
The effectiveness of programs is assessed through periodic reports, specific performance indicators, and participant feedback.
4. **Are there opportunities for collaboration with international universities in this field?**
Yes, the university continually seeks to expand its partnerships with international universities to support educational efforts.
5. **How can I report any issues related to educational programs?**
Any issues can be reported by contacting the Academic Affairs Department or through the university's website.

Enhancing the Acceptance and Participation of Women at the University**Policy Statement:**

The university is committed to providing an inclusive educational and professional environment that enables women—whether students, faculty members, or administrative staff—to participate fully and equally in all aspects of university life. This policy aims to empower women academically and professionally by ensuring equal access to educational and job opportunities and promoting women's participation in academic and professional programs.

Reason for the Policy:

This policy aims to support Sustainable Development Goal 5, which states: "Achieve gender equality and empower all women and girls." Through this policy, the university seeks to promote women's empowerment in both education and work, providing an environment that allows women to achieve academic and professional success on par with their male counterparts. The university also aims to serve as a model for promoting gender equality in higher education and academic work.

Scope and Audience:

This policy applies to all academic and administrative activities related to the acceptance and participation of women within the university. This policy encompasses all female students, faculty members, female staff, and local and international partners.

Definitions:

- **Women's Empowerment:** Enhancing women's ability to make decisions and actively participate in all aspects of life.
 - **Educational Opportunities:** Programs and initiatives that enable women to access education and training.
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Responsibilities and Procedures:

- A. Developing educational curricula and support programs for female students.
- B. Providing training and mentoring programs for women working at the university.

Procedures:

- A. Organizing workshops to raise awareness within the university community about the importance of women's empowerment.
 - B. Ensuring equal opportunities for promotion and professional development for female staff and faculty members.
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Forms and Tools:

Forms will be provided to submit suggestions and initiatives related to women's empowerment.

Frequently Asked Questions:

1. How can I participate in the programs that support women's empowerment at the university? Female students and staff can register through the university's website or contact the Academic Affairs Department.
2. What are the benefits of participating in women's empowerment programs? These programs provide access to new resources, knowledge exchange, and skill enhancement through involvement in educational projects.
3. How is the effectiveness of women's empowerment programs and initiatives evaluated? Program effectiveness is assessed through periodic reports and specific performance indicators, in addition to participant feedback.
4. Are there opportunities for collaboration with international organizations to support women's empowerment? Yes, the university is always seeking to

expand its partnerships with international organizations to support women's empowerment efforts.

5. How can I report any issues related to the initiatives? Any issues can be reported by contacting the Women's Empowerment Unit or through the university's website.

Non-Discrimination Against Women at the University

Policy Statement:

The university is committed to implementing a strict non-discrimination policy against women in all its academic and administrative aspects, emphasizing the principle of full gender equality in all educational and professional processes. This policy prohibits any form of discrimination based on gender, whether in academic admissions, employment, promotions, or participation in university activities. The university aims to ensure an educational and working environment that allows women to achieve their full potential and actively contribute to the development of the university community, providing equal opportunities in all academic and professional fields.

Reason for the Policy:

This policy supports Sustainable Development Goal 5, which states: "Achieve gender equality and empower all women and girls." Through this policy, the university seeks to ensure equal opportunities for both genders in all academic and administrative processes, enhancing women's roles in the university community. It also aims to provide a discrimination-free environment that enables women to participate effectively in all educational and professional fields on equal footing.

Scope and Audience:

This policy applies to all academic and administrative activities related to non-discrimination against women within the university. It encompasses all female students, faculty members, female staff, and local and international partners.

Definitions:

- **Non-Discrimination:** The absence of preference or bias against individuals based on their gender.
 - **Gender Equality:** Providing equal opportunities for men and women in all areas.
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Responsibilities and Procedures:

- A. Developing comprehensive programs that enhance women's participation.
- B. Providing mentoring and guidance programs specifically for women.

Procedures:

- A. Organizing awareness workshops on the importance of gender equality.
- B. Updating application forms for study and employment to encourage women to apply.

Models and Tools:

Forms will be provided for submitting suggestions and initiatives related to non-discrimination.

Frequently Asked Questions:

1. **How can I report any cases of discrimination against women at the university?**
Any cases can be reported by contacting the Academic Affairs Department or through the university's website.
 2. **What are the benefits of implementing a non-discrimination policy?**
This policy promotes a positive educational environment and helps achieve gender equality, which benefits all members of the university community.
 3. **How is the effectiveness of this policy evaluated?**
The effectiveness of the policy is assessed through periodic reports and specific performance indicators, along with participant feedback.
 4. **Are there special programs to support women at the university?**
Yes, the university offers mentoring and training programs specifically designed to support women in all academic and professional fields.
 5. **How can I participate in workshops related to gender equality?**
You can register for workshops through the university's website or by contacting the Academic Affairs Department.
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Related Information:

Reference should be made to other university policies related to gender equality and sustainable development.

Support for Maternity at the University**Policy Statement:**

The university aims to develop a comprehensive maternity leave policy that targets all women in the university community, including faculty members, students, and staff. The university seeks to provide integrated support for women during pregnancy and motherhood while safeguarding their academic and professional rights, creating an environment that helps them balance family responsibilities with educational or job responsibilities. The university is working on plans to provide paid maternity leave for staff and faculty members, ensuring their return to the same position or an equivalent one after the leave, without any negative impact on their career progression. Additionally, the university will develop flexible mechanisms upon

return from leave, including flexible working hours and designated breastfeeding facilities. The university also aims to develop appropriate academic support for pregnant students by providing accommodations in course schedules and academic deadlines, assisting them in completing their studies without negative impact during pregnancy and motherhood. The university is committed to providing psychological and social support for women during pregnancy, along with enhancing university facilities to meet the needs of mothers.

Reason for the Policy:

Through this policy, the university seeks to achieve the fifth goal of the Sustainable Development Goals, which states, "Achieve gender equality and empower all women and girls." By developing this policy, the university aims to enhance women's empowerment and provide a flexible and inclusive academic and professional environment that supports women at all stages of their lives. The university seeks to ensure that motherhood responsibilities do not hinder women's professional or academic journeys; rather, they will facilitate their active participation.

Scope:

This policy applies to all academic and administrative activities related to maternity leave within the university.

Audience:

This policy includes all female faculty members, pregnant students, staff, and local and international partners.

Definitions:

- **Maternity Leave:** A period granted to women after childbirth, including paid leave.
 - **Empowerment:** Enhancing a woman's ability to make decisions and participate effectively in all aspects of life.
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Responsibilities and Procedures:

- Develop support programs for women during pregnancy and motherhood.
 - Ensure the provision of suitable breastfeeding facilities.
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Procedures:

- Organize workshops to raise awareness within the university community about women's rights.
 - Update work policies to include flexibility upon return from maternity leave.
 - Consider exceptions to the policy based on special assessments by a designated committee.
 - Submit appeals to the Academic Affairs Office, where requests will be reviewed according to approved procedures.
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Models and Tools:

Forms will be provided for submitting suggestions and initiatives related to maternity leave.

Frequently Asked Questions:

- **How can I obtain maternity leave?** Female staff and faculty members can submit a formal request to the Human Resources Department according to the approved procedures.
 - **Does maternity leave include paid leave?** Yes, the university provides paid maternity leave in accordance with applicable policies.
 - **How can I receive academic support during pregnancy?** Pregnant students can contact the Academic Affairs Department for accommodations in their schedules.
 - **Are there programs to support mothers after returning from leave?** Yes, the university offers support programs that include flexible working hours and breastfeeding facilities.
 - **How can I report any issues related to maternity leave?** Any issues can be reported by contacting the Human Resources Department or the Academic Affairs Office.
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Related Information:

Refer to other university policies regarding women's empowerment and gender equality.

Protection of Whistleblowers Against Discrimination at the University

Policy Text:

The university seeks to provide a fair and safe educational and working environment free from all forms of discrimination, and is committed to protecting individuals who report any discriminatory practices related to education or employment. This policy aims to ensure the protection of individuals who report discrimination or file complaints regarding discriminatory practices from any form of retaliation or sanctions that may adversely affect their academic or professional trajectory. This policy includes providing effective and confidential mechanisms for reporting discrimination, and ensuring appropriate actions are taken to protect whistleblowers from any negative repercussions resulting from filing complaints. The university is

also committed to conducting thorough and transparent investigations into all reports related to discrimination and ensuring that whistleblowers do not face any professional or academic harm. Disciplinary actions will be taken against any retaliatory attempts made against whistleblowers.

Reason for the Policy:

This policy is part of the university's commitment to achieving the fifth goal of the Sustainable Development Goals, which calls for "achieving gender equality and empowering all women and girls." This policy also supports the university's efforts to achieve equality and justice among all individuals regardless of their gender or background. Through this policy, the university aims to create an environment that promotes transparency and integrity, allowing everyone the opportunity to report discrimination without fear of negative repercussions. The university seeks to uphold the highest ethical and legal standards to ensure fairness in addressing all complaints and protecting whistleblowers against discrimination.

Scope and Audience:

This policy applies to all academic and administrative activities related to the protection of individuals reporting discrimination within the university. This policy includes all students, faculty members, staff, and local and international partners.

Definitions:

- **Reporting Discrimination:** Submitting a complaint or notification regarding discriminatory practices.
 - **Retaliation:** Any action taken against individuals who report discrimination.
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Responsibilities and Procedures:

- Provide secure channels for reporting discrimination.
 - Ensure thorough investigations into all reports.
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Procedures:

- Organize workshops to raise awareness within the university community about individuals' rights to report discrimination.
- Develop mechanisms to ensure the protection of whistleblowers from retaliation.
- Consider exceptions to the policy based on special assessments by a specialized committee.

- Submit appeals to the Academic Affairs Office, where requests will be reviewed according to the approved procedures.
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Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to the protection of whistleblowers.

Frequently Asked Questions:

- **How can I report any discrimination cases at the university?** Any cases can be reported by contacting the Academic Affairs Department or through designated reporting channels.
 - **What are the procedures followed after submitting a report of discrimination?** The university will conduct a thorough and transparent investigation into the reports, ensuring the protection of the whistleblowers.
 - **Is there protection for whistleblowers?** Yes, the university is committed to protecting whistleblowers from any negative responses or retaliation.
 - **How can I obtain information about my rights as a whistleblower?** Information can be obtained through workshops organized by the university or via the university's website.
 - **What should I do if I experience retaliation after reporting?** Any cases of retaliation should be reported to the Human Resources Department or the Academic Affairs Office.
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Related Information:

Refer to other university policies related to equality and justice.

Paternity Leave and Support for Gender Equality

Policy Text:

The university is committed to developing a comprehensive policy for paternity leave aimed at supporting gender equality in child-rearing responsibilities. This policy is part of the university's efforts to enhance women's participation in the academic and professional community by providing a flexible and balanced environment that allows fathers to actively participate in caring for their children, thus alleviating the burden on women, whether they are students, faculty members, or administrative staff. The university seeks to establish a policy that allows fathers to take paid leave during the child-rearing period, ensuring their effective participation in family life and reducing pressure on mothers. This policy will ensure that paternity leave does not affect fathers' professional or academic rights, while also providing flexibility in work hours after returning from leave, contributing to a balance between professional and family life. The university will also take steps to raise awareness within the university community about the importance of fathers' involvement in child care, thereby promoting a culture of gender equality in family responsibilities and encouraging balanced participation between fathers and mothers.

Reason for the Policy:

This policy aims to support the fifth goal of the Sustainable Development Goals, which states, "Achieve gender equality and empower all women and girls." By providing paternity leave, the university seeks to enhance fathers' involvement in child care, which helps to alleviate the burdens on women, thus supporting their full participation in academic and professional life without impacting their career or educational opportunities. This policy also reflects the university's commitment to promoting an equal working and studying environment and ensuring equal opportunities between genders.

Scope and Audience:

This policy applies to all academic and administrative activities related to paternity leave within the university. This policy includes all fathers among faculty members and staff, as well as mothers among students, faculty members, and staff, along with local and international partners.

Definitions:

- **Paternity Leave:** A period of time granted to fathers after the birth of a child, including paid leave.
- **Gender Equality:** Providing equal opportunities for men and women in all areas.

Responsibilities and Procedures:

- Develop support programs for fathers during the child-rearing period.
- Ensure flexibility in work hours after returning from paternity leave.

Procedures:

- Organize workshops to raise awareness within the university community about the importance of fathers' involvement.
- Update work policies to include flexibility after returning from paternity leave.
- Consider exceptions to the policy based on special assessments by a specialized committee.
- Submit appeals to the Academic Affairs Office, where requests will be reviewed according to the approved procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to paternity leave.

Frequently Asked Questions:

- **How can I obtain paternity leave?** Fathers can submit a formal request to the Human Resources Department according to the approved procedures.
- **Does paternity leave include paid time off?** Yes, the university provides paid paternity leave according to applicable policies.

- **How can I obtain support during the child-rearing period?** Fathers can contact the Academic Affairs Department for information about available programs.
- **Are there awareness programs about the importance of fathers' involvement?** Yes, the university organizes workshops to raise awareness within the university community about the importance of fathers' participation in child care.
- **How can I report any issues related to paternity leave?** Any issues can be reported by contacting the Human Resources Department or the Academic Affairs Office.

Related Information:

Refer to other university policies related to gender equality and sustainable development.

Water Reuse and Environmental Sustainability

Policy Text:

The university is currently seeking to develop a comprehensive policy for water reuse aimed at enhancing the efficiency of water resource consumption and achieving environmental sustainability. This policy aims to reduce reliance on freshwater by utilizing treated and gray water for non-potable uses such as irrigation, cleaning, and cooling in various university facilities. The university is working on studying and implementing the latest technologies in water treatment and reuse, in accordance with global environmental and health standards, to ensure the highest levels of efficiency and safety. The university is currently planning to establish advanced infrastructure aimed at collecting, treating, and sustainably reusing water, with a focus on reducing water waste and maximizing the benefits from available water resources.

Additionally, the university aims to raise awareness among the university community about the importance of water conservation and reuse by launching educational programs and initiatives related to water sustainability. The university will conduct periodic assessments to develop these policies and infrastructures, ensuring the achievement of long-term environmental goals.

Reason for the Policy:

This policy comes as part of the university's commitment to supporting the sixth goal of the Sustainable Development Goals, which states to ensure availability and sustainable management of water and sanitation for all. By developing this policy, the university aims to address challenges related to water scarcity and achieve effective and sustainable water management across all its facilities. Furthermore, the university seeks to establish itself as a leading institution in promoting environmental sustainability practices, ensuring that future generations benefit from water resources.

Scope and Audience:

This policy applies to all academic and administrative activities related to water reuse within the university. This policy includes all facility management and infrastructure, students, faculty members, staff, suppliers, and local and international partners.

Definitions:

- **Water Reuse:** The use of treated or gray water for non-potable applications.
- **Treated Water:** Water that has been processed to be safe for use in non-potable applications.

Responsibilities and Procedures:

- Develop advanced systems for water reuse.
- Implement necessary technical solutions to reduce water waste.

Procedures:

- Organize workshops to raise awareness within the university community about the importance of water reuse.
- Conduct periodic assessments to ensure environmental goals are achieved.
- Consider exceptions to the policy based on special assessments by a specialized committee.
- Submit appeals to the Academic Affairs Office, where requests will be reviewed according to the approved procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to water reuse.

Frequently Asked Questions:

- **How can I report any issues related to water reuse?** Issues can be reported by contacting the Facilities Management Department or the Academic Affairs Office.
- **Are there awareness programs about the importance of water reuse?** Yes, the university organizes workshops and awareness programs to promote the importance of water sustainability.
- **How can I participate in initiatives related to water reuse?** Students and faculty members can participate by registering for the workshops or initiatives organized by the university.
- **What are the benefits of water reuse?** Water reuse helps reduce water waste, contributing to the conservation of natural resources and enhancing environmental sustainability.
- **How is the effectiveness of this policy evaluated?** The effectiveness of the policy is assessed through periodic evaluations and a review of results to achieve the specified goals.

Related Information:

Refer to other university policies related to sustainability and water resource management.

Promoting the Use of Clean Energy Technologies and Increasing Energy Efficiency

Policy Text:

The university aims to implement a comprehensive policy designed to promote the use of clean energy technologies and increase energy efficiency across all its facilities. This policy is part of the university's efforts to support Egypt's Vision 2030, which seeks to achieve a transition to sustainable energy and a green economy. The university is committed to implementing projects and initiatives that enhance the sustainability of energy consumption by adopting practical solutions in infrastructure, such as improving energy efficiency in university buildings.

One of the key actions taken by the university is the replacement of traditional lighting systems in all university colleges and facilities with energy-efficient lighting systems. Traditional light bulbs, which consume between 75% and 90% more energy, have been replaced with energy-saving bulbs that use only about 25% of the energy compared to traditional bulbs. This significantly contributes to reducing overall energy consumption at the university and lowering carbon emissions. These steps are part of the university's policy to enhance the efficient use of natural resources and adopt sustainable practices that help reduce environmental impact while maintaining the highest environmental standards in the daily operations of university facilities.

Reason for the Policy:

This policy aims to support the seventh goal of the Sustainable Development Goals, which states “ensure access to affordable, reliable, sustainable, and modern energy for all.” Through this policy, the university seeks to enhance energy efficiency in its facilities, reduce the consumption of non-renewable energy, and contribute to the transition to sustainable energy use. This aligns with the university's commitment to supporting environmental sustainability and reducing its carbon footprint, in line with Egypt's Vision 2030.

Scope and Audience:

This policy applies to all academic and administrative activities related to energy use within the university. It includes all facility and maintenance management, students, faculty members, staff, and local and international partners.

Definitions:

- **Clean Energy Technologies:** Technological solutions aimed at producing energy sustainably and in an environmentally friendly manner.
- **Energy Efficiency:** Using the least amount of energy possible to achieve the same level of performance.

Responsibilities and Procedures:

- Develop advanced systems to enhance energy consumption efficiency.
- Implement necessary technical solutions to reduce energy consumption.

Procedures:

- Organize workshops to raise awareness within the university community about the importance of using clean energy.
- Conduct periodic assessments to ensure environmental goals are achieved.

- Consider exceptions to the policy based on special assessments by a specialized committee.
- Submit appeals to the Academic Affairs Office, where requests will be reviewed according to the approved procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to clean energy technologies.

Frequently Asked Questions:

- **How can I report any issues related to energy use at the university?** Issues can be reported by contacting the Facilities Management Department or the Academic Affairs Office.
- **Are there awareness programs about the importance of using clean energy?** Yes, the university organizes workshops and awareness programs to promote the importance of sustainability in energy consumption.
- **How can I participate in initiatives related to clean energy technologies?** Students and faculty members can participate by registering for workshops or initiatives organized by the university.
- **What are the benefits of enhancing energy consumption efficiency?** Improving energy consumption efficiency helps reduce operational costs and environmental impact.
- **How is the effectiveness of this policy evaluated?** The effectiveness of the policy is assessed through periodic evaluations and a review of results to achieve the specified goals.

Related Information:

Refer to other university policies related to sustainability and energy management.

Combating Discrimination and Promoting Equal Opportunities in the Workplace

Policy Text:

The university is committed to implementing a robust policy aimed at eliminating all forms of discrimination in the workplace and promoting an inclusive work environment that ensures equal opportunities for all. Under this policy, all forms of direct and indirect discrimination in the workplace are prohibited, whether based on religion, gender, sexual orientation, age, disability, racial origin, or refugee status. The university is dedicated to creating a professional environment that values each individual based on their skills and competencies, ensuring that all employees or job candidates enjoy the same opportunities for career advancement without bias or discrimination.

The university seeks to implement this policy by adopting comprehensive systems and procedures that apply at all stages of the employment process, from job postings to promotions and professional development. The university also commits to conducting periodic reviews of employment and development policies to ensure full compliance with principles of equality and justice. This includes providing awareness training programs for all staff and faculty members to ensure a deep understanding of the importance of combating discrimination and instilling principles of inclusivity.

Reason for the Policy:

This policy aims to support the eighth goal of the Sustainable Development Goals, which states “promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.” Through this policy, the university seeks to ensure that its work environment adheres to the highest international standards in combating discrimination, providing all employees and job candidates with equal and fair opportunities. This policy also supports the university's commitment to social justice, where individuals are assessed solely based on their competencies, contributing to increased productivity, innovation, and sustainability within the workplace.

Scope and Audience:

This policy applies to all academic and administrative activities related to employment within the university. It encompasses all faculty members, administrative staff, students, interns, and local and international partners.

Definitions:

- **Discrimination:** Any unfair or unequal treatment exercised against individuals based on their personal characteristics.
- **Equal Opportunities:** Providing the same opportunities to all individuals without discrimination.

Responsibilities and Procedures:

- Ensure the implementation of employment policies that align with anti-discrimination standards.
- Provide training programs to support an inclusive work environment.

Procedures:

- Organize workshops to raise awareness within the university community about the importance of combating discrimination.
- Conduct periodic reviews of employment policies to ensure compliance.
- Consider exceptions to the policy based on special assessments by a specialized committee.
- Submit appeals to the Academic Affairs Office, where requests will be reviewed according to the approved procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to combating discrimination.

Frequently Asked Questions:

- **How can I report any discrimination cases at the university?** Cases can be reported by contacting the Human Resources Department or the Academic Affairs Office.

- **Are there training programs on combating discrimination?** Yes, the university offers workshops and training programs to raise awareness of the importance of combating discrimination.
- **How can I participate in initiatives related to combating discrimination?** Students and faculty members can participate by registering for workshops or initiatives organized by the university.
- **What are the benefits of implementing this policy?** This policy promotes a fair and inclusive work environment, contributing to increased productivity and innovation.
- **How is the effectiveness of this policy evaluated?** The effectiveness of the policy is assessed through periodic reviews and an evaluation of results to achieve the specified goals.

Related Information:

Refer to other university policies related to equality and justice.

Policy on Combating Modern Slavery and Forced Labor

Policy Text:

The university is committed to developing a comprehensive policy aimed at combating all forms of modern slavery and forced labor, including human trafficking and child labor exploitation. This policy reflects the university's commitment to the fundamental principles of human rights and social justice, ensuring that all operations and contractual relationships fully align with these principles.

The university is implementing stringent monitoring systems to ensure that all commercial contracts, purchases, and partnerships with suppliers are free from any practices related to modern slavery, with thorough reviews of supply chains to ensure compliance with international standards. The university also aims to establish secure and confidential mechanisms for reporting any violations related to forced labor, providing full protection for whistleblowers. Regular awareness and training programs will be launched targeting all employees and students to enhance awareness of the risks of modern slavery.

Reason for the Policy:

This policy aims to support the eighth goal of the Sustainable Development Goals, which states “promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.” By ensuring that all operational and commercial activities are free from any practices related to forced labor, the university seeks to enhance its reputation as a morally responsible educational institution that contributes to building a safe and just work environment.

Scope and Audience:

This policy applies to all academic and administrative activities related to combating modern slavery within the university and includes all faculty members, staff, students, and suppliers.

Definitions:

- **Modern Slavery:** Any form of exploitation or forced labor that involves a violation of human rights.

- **Forced Labor:** Work that is performed under coercion or threat, which is not undertaken with the free consent of individuals.

Responsibilities and Procedures:

The university administration must:

- Implement monitoring systems and verify compliance of employment policies with standards against modern slavery.
- Organize workshops to raise awareness within the university community about the risks of modern slavery.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to combating modern slavery.

Frequently Asked Questions:

- **What procedures are in place to report cases of forced labor or modern slavery?** Individuals can report any violations related to forced labor through secure and confidential mechanisms established for this purpose, ensuring protection for whistleblowers.
- **Are there awareness programs about the risks of modern slavery?** Yes, regular awareness and training programs will be launched targeting all employees and students to enhance awareness of the risks of modern slavery.

Policy on Promoting Innovation and Developing Sustainable Infrastructure

Policy Text:

The university is currently developing a comprehensive policy aimed at promoting innovation and developing sustainable infrastructure that meets present needs and addresses future challenges. This policy is part of the university's commitment to achieving the ninth goal of the Sustainable Development Goals, which focuses on “building resilient infrastructure, promoting sustainable industrialization, and fostering innovation.” The university recognizes that innovation and the continuous development of infrastructure are critical elements for ensuring academic and research excellence. Therefore, it focuses on establishing an educational and research environment based on creativity and technological advancement.

At this stage, the university aims to implement projects designed to improve energy efficiency and apply environmental sustainability standards across all buildings and facilities. This includes adopting modern, environmentally friendly technologies in construction and operation and developing innovative solutions to enhance resource management and reduce carbon emissions. The university is also committed to expanding its research and initiatives in advanced technology, focusing on sustainable manufacturing and clean energy solutions, in collaboration with local and international partners.

As part of this policy, the university is designing new educational programs aimed at training students and faculty members in innovation and entrepreneurship in the fields of technology, engineering, and sustainability. Efforts are underway to build strategic partnerships with academic and industrial institutions to accelerate knowledge and

technology transfer, ensuring the continuous development of infrastructure and achieving sustainability.

Reason for the Policy:

Through this policy, the university seeks to achieve the ninth goal of the Sustainable Development Goals by building resilient infrastructure that supports innovation and contributes to sustainable manufacturing. The policy aims to position the university at the forefront of institutions contributing to addressing environmental and technological challenges through innovation and infrastructure development, thereby enhancing its capabilities in providing high-quality education and research that supports sustainable economic growth.

Scope and Audience:

This policy applies to all academic and administrative activities related to innovation and infrastructure within the university. It includes all faculty members, researchers, students, infrastructure management, and local and international partners.

Definitions:

- **Innovation:** The development of new ideas or the improvement of existing products and services.
- **Sustainable Infrastructure:** Systems and facilities that support sustainable development and reduce environmental impact.

Responsibilities and Procedures:

The university administration must:

- Develop projects aimed at improving energy efficiency.
- Apply environmental sustainability standards across all facilities.

Procedures:

- Organize workshops to raise awareness within the university community about the importance of innovation.
- Conduct regular assessments to ensure environmental goals are being met.

Exceptions:

Exceptions to the policy may be considered based on a specific assessment by a designated committee.

Appeals:

Appeals may be submitted to the Office of Academic Affairs, where requests will be reviewed according to established procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to innovation.

Frequently Asked Questions:

- 1. How can I participate in the educational programs offered by the university?**
Students and faculty members can register through the university's website or contact the Academic Affairs Department for more information about available programs.
 - 2. What are the benefits of participating in educational programs?**
These programs provide opportunities to access new resources, exchange knowledge, and enhance skills through working on educational projects.
 - 3. How can I report any issues related to the educational programs?**
Any issues can be reported by contacting the Academic Affairs Department or through the university's website, where complaints will be handled confidentially and attentively.
 - 4. Are there awareness programs on innovation and sustainability?**
Yes, awareness and training programs targeting all employees and students will be launched to enhance awareness of the importance of innovation and sustainability.
-

Policy on Responsible Admission

Policy Text:

The university is committed to implementing a non-discriminatory admission policy aimed at ensuring fairness and equality in educational opportunities for all applicants, regardless of race, religion, gender, sexual orientation, social or economic status, or any other factor that may lead to discrimination. This policy is based on the university's core values of promoting inclusivity and diversity and is framed within the context of achieving the tenth goal of the Sustainable Development Goals, which states, "Reduce inequalities."

This admission policy includes clear and transparent procedures that ensure the application and evaluation process is conducted according to objective criteria based on academic merit and personal competence, without any unjust discrimination. In cases where affirmative action is required, such as those related to increasing representation of disadvantaged or marginalized groups, the rationale and reasons behind these policies are clarified to ensure transparency and equality of opportunity. The university is committed to enhancing the representation of students from diverse backgrounds while ensuring the necessary support is provided to underprivileged groups to achieve social and economic balance within the educational environment.

Reason for the Policy:

This policy aims to support the tenth goal of the Sustainable Development Goals, which focuses on "reducing inequalities," by providing equal educational opportunities for all and ensuring that the university's admission process is based on justice and inclusivity. The university also seeks to enhance diversity within the student community, contributing to the creation of an inclusive educational environment that values differences and embraces diversity.

Scope and Audience:

This policy applies to all academic and administrative activities related to the admission process within the university. It includes all applicants for study, parents,

the local community, faculty members, administrative staff, and local and international partners.

Definitions:

- **Non-discriminatory Admission:** An admission process that ensures no discrimination against any applicant based on their personal characteristics.
- **Affirmative Action:** Procedures aimed at increasing the representation of disadvantaged or marginalized groups.

Responsibilities and Procedures:

- The university administration must ensure the implementation of the non-discriminatory admission policy at all stages of the application process.
- Periodically review the policy to ensure it aligns with international best practices.
- Organize workshops to raise awareness within the university community about admission standards.
- Provide necessary support to underprivileged groups to achieve social balance.

Exceptions and Appeals:

Exceptions to the policy may be considered based on a specific assessment by a designated committee. Appeals may be submitted to the Office of Academic Affairs, where requests will be reviewed according to established procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to the admission process.

Frequently Asked Questions:

- **How can I participate in the university's initiatives to promote non-discriminatory admission?**
Students and faculty members can register through the university's website or contact the Strategic Affairs Department.
- **What are the benefits of participating in non-discriminatory admission programs?**
These programs provide opportunities to access new resources, exchange knowledge, and enhance skills through working on social projects.
- **How is the effectiveness of programs and initiatives evaluated?**
The effectiveness of programs is assessed through periodic reports and specific performance indicators, as well as participant feedback.
- **Are there opportunities for collaboration with international organizations in this field?**
Yes, the university is always seeking to expand its partnerships with international organizations to support efforts to promote non-discriminatory admission.
- **How can I report any issues related to the initiatives?**
Any issues can be reported by contacting the Strategic Affairs Department or through the university's website.

Policy on Anti-Discrimination

Policy Text:

The university is committed to implementing a strict and comprehensive policy to combat all forms of discrimination in all its academic and administrative operations, ensuring a just and inclusive educational and work environment. This policy is designed to protect the rights of all individuals within the university community from any discrimination or unfair treatment based on race, religion, gender, sexual orientation, social or economic status, disability, age, or any other factor that may lead to inequality.

This policy aims to promote the values of inclusivity and justice in all areas of university life, including recruitment processes, academic admissions, evaluations, educational opportunities, and professional advancement. The university seeks to ensure that every individual in the university community has equal opportunities for participation and growth, regardless of their background or circumstances.

Reason for the Policy:

This policy aims to support the tenth goal of the Sustainable Development Goals, which focuses on “reducing inequalities.” Through this policy, the university is committed to fostering an educational and professional environment that provides equal opportunities for all and seeks to remove any barriers that may hinder the achievement of equality and justice. This ensures that every individual has the ability to interact, learn, and grow in an environment free from discrimination and exploitation.

Scope and Audience:

This policy applies to all academic and administrative activities related to combating discrimination within the university. It includes all faculty members, administrative staff, students, trainees, and local and international partners.

Definitions:

- **Discrimination:** Any unfair or unequal treatment exercised against individuals based on their personal characteristics.
- **Equal Opportunities:** Providing the same opportunities to all individuals without discrimination.

Responsibilities and Procedures:

- The university administration must ensure the implementation of the anti-discrimination policy in all aspects of university life.
- Provide clear mechanisms for reporting any discrimination incidents.
- Organize workshops to raise awareness within the university community about the importance of combating discrimination.
- Conduct thorough investigations into all reports related to discrimination.

Exceptions and Appeals:

Exceptions to the policy may be considered based on a specific assessment by a designated committee. Appeals may be submitted to the Office of Academic Affairs, where requests will be reviewed according to established procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to combating discrimination.

Frequently Asked Questions:

- **How can I report a discrimination incident?**
You can report any discrimination incident by contacting the Office of Academic Affairs or through the university's website.
- **What procedures are followed after reporting a discrimination incident?**
A thorough investigation will be conducted for all reports, and you will be informed of the results and the actions taken.
- **Are there workshops to raise awareness in the university community about combating discrimination?**
Yes, periodic workshops are organized to raise awareness among all individuals about the importance of combating discrimination.
- **How can I participate in initiatives related to combating discrimination?**
You can register through the university's website or contact the Strategic Affairs Department.
- **What are the potential penalties for individuals who engage in discrimination?**
Penalties vary based on the severity of the incident and may include disciplinary actions up to expulsion from the university.

Accessibility Policy for Individuals with Disabilities

Policy Text:

In line with the university's firm commitment to promoting inclusivity and equality, the university acknowledges a comprehensive accessibility policy aimed at ensuring a sustainable educational and professional environment that considers the rights and needs of individuals with disabilities. This policy is based on international human rights principles, emphasizing the provision of equal opportunities and non-discrimination for all individuals, including those with disabilities. The university is committed to providing reasonable accommodations that enable these individuals to access all available educational and professional services on an equal footing with others.

This policy includes the university's commitment to adapting infrastructure to meet the needs of individuals with disabilities, including the design and development of buildings and public facilities according to the highest standards of physical accessibility. Additionally, the university is dedicated to providing the necessary technical resources and academic support to enable students with disabilities to achieve their academic and professional progress. The university also emphasizes the provision of sufficient funding to ensure the sustainability of these accommodations, aligning with changing requirements and technological advancements.

The university adopts an open communication approach with individuals with disabilities to understand their needs and provide appropriate solutions. Specialized teams are assigned to study requests from individuals with disabilities and address them effectively and transparently, ensuring the necessary support is provided as

quickly as possible, along with regular reviews to ensure continuous updates to the policies and procedures in place.

Reason for the Policy:

This policy aims to achieve the tenth goal of the Sustainable Development Goals, which states "reduce inequalities," by ensuring that individuals with disabilities are empowered to access equal opportunities in education and work. Through this policy, the university seeks to remove barriers that hinder the participation of individuals with disabilities and promote an educational and professional environment based on justice and inclusivity, where all individuals have equal opportunities for growth and advancement.

Scope and Audience:

This policy applies to all academic and administrative activities related to supporting individuals with disabilities within the university. It encompasses all faculty members, administrative staff, students, employees with disabilities, partners, and suppliers.

Definitions:

- **Accessibility:** Providing necessary accommodations to ensure individuals with disabilities can access services and facilities.
- **Rights:** Basic rights that guarantee individuals equal opportunities in education and work.

Responsibilities and Procedures:

- The university administration must implement the necessary systems to support individuals with disabilities.
- Ensure the provision of appropriate and reasonable accommodations.
- Organize workshops to raise awareness within the university community about the rights of individuals with disabilities.
- Conduct periodic assessments to ensure that goals related to inclusivity are being met.

Exceptions and Appeals:

Exceptions to the policy may be considered based on a specific assessment by a designated committee. Appeals may be submitted to the Office of Academic Affairs, where requests will be reviewed according to established procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to improving accessibility for individuals with disabilities.

Frequently Asked Questions:

- **How can I request necessary accommodations to support me as a student with a disability?**
You can submit your request through the university's website or by contacting the Office of Academic Affairs.

- **What resources are available to support students with disabilities?**
The university offers a range of technical resources and academic support, including training and personal assistance.
 - **Are there workshops to raise awareness in the university community about the rights of individuals with disabilities?**
Yes, periodic workshops are organized to raise awareness among all individuals about the importance of the rights of individuals with disabilities.
 - **How is the effectiveness of the accessibility policies and procedures evaluated?**
The effectiveness of the policies is assessed through periodic reviews and feedback from the university community.
 - **What steps can I take if I encounter difficulties accessing services?**
You can report any difficulties you face by contacting the Office of Academic Affairs or through the university's website.
-

Harassment Prevention Policy

Policy Text:

The university is committed to implementing a strict and comprehensive policy to combat all forms of harassment in its educational and administrative environments, aiming to create a safe and professional work and study environment that respects the dignity and rights of individuals. This policy covers all students, faculty members, staff, suppliers, and visitors, and includes all academic and professional activities organized or related to the university.

This policy prohibits any form of harassment, whether physical, verbal, psychological, or electronic, including harassment based on gender, race, religion, sexual orientation, age, disability, or any other characteristic that could lead to discrimination or abuse. The university focuses on ensuring fair and respectful treatment for all individuals and reaffirms its commitment to addressing any practices that violate these principles.

The policy includes clear and confidential mechanisms for submitting complaints and handling them promptly and efficiently through specialized committees, ensuring the protection of the rights of victims and taking disciplinary actions against violators. The university is also committed to providing psychological and legal support for individuals who have experienced harassment, in addition to ensuring mechanisms that protect them from any form of retaliation or discrimination as a result of their complaints.

Reason for the Policy:

This policy aims to promote a safe and inclusive educational and professional environment at the university, supporting the achievement of the tenth goal of the Sustainable Development Goals, which states “reduce inequalities.” Through this policy, the university seeks to protect the rights of all individuals and ensure equal opportunities in education and employment without subjecting them to any form of harassment or discrimination.

Scope and Audience:

This policy applies to all academic and administrative activities related to preventing harassment within the university. It includes all faculty members, administrative staff, students, trainees, and local and international partners.

Definitions:

- **Harassment:** Any unwanted behavior that causes offense or distress to individuals.
- **Retaliation:** Any action taken against individuals who report harassment.

Responsibilities and Procedures:

- The university administration must ensure the implementation of the harassment prevention policy in all aspects of university life.
- Provide clear mechanisms for reporting any incidents of harassment.
- Organize workshops to raise awareness within the university community about the importance of preventing harassment.
- Conduct thorough investigations into all reports of harassment.

Exceptions and Appeals:

Exceptions to the policy may be considered based on a specific assessment by a designated committee. Appeals may be submitted to the Office of Academic Affairs, where requests will be reviewed according to established procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to preventing harassment.

Frequently Asked Questions:

- **How can I report an incident of harassment?**
You can report any incident of harassment by contacting the Office of Academic Affairs or through the university's website.
- **What are the procedures followed after reporting an incident of harassment?**
A thorough investigation will be conducted for all reports, and you will be informed of the findings and the actions taken.
- **Are there workshops to raise awareness in the university community about preventing harassment?**
Yes, periodic workshops are organized to raise awareness among all individuals about the importance of preventing harassment.
- **How can I receive support if I have been harassed?**
The university provides psychological and legal support for individuals who have experienced harassment, and you can contact the Office of Academic Affairs for assistance.
- **What are the potential penalties for individuals who engage in harassment?**
Penalties vary depending on the severity of the incident and may include disciplinary actions up to expulsion from the university.

Sustainable Urban Planning Policy

Policy Text:

The university is committed to implementing sustainable urban planning practices in all construction and development projects within the campus. This policy focuses on adopting intelligent designs that enhance the efficiency of energy, water, and natural resource usage, with a commitment to using environmentally friendly building materials. The university aims to promote sustainability by adopting technologies such as thermal insulation, solar lighting and energy systems, and smart resource management systems. The university also works to enhance green spaces on campus and reduce the carbon footprint, contributing to a comfortable and sustainable academic environment.

Reason for the Policy:

This policy aims to support the achievement of the eleventh goal of the Sustainable Development Goals, which calls for building sustainable cities and local communities. By adopting sustainable urban planning practices, the university seeks to contribute to improving the quality of both the internal and external environment, reducing pollution, and achieving sustainable urban development in line with global efforts to combat climate change.

Scope and Audience:

This policy applies to all academic and administrative activities related to sustainable urban planning within the university. It includes all engineering and architectural departments, faculty members, students, contractors, and suppliers.

Definitions:

- **Sustainable Urban Planning:** Design and development strategies for buildings and facilities that focus on environmental sustainability.
- **Carbon Footprint:** The amount of carbon emissions produced by human activities.

Responsibilities and Procedures:

- The university administration must ensure that infrastructure projects are executed according to sustainable urban planning standards.
- Promote the use of environmentally friendly technologies in all facilities.
- Organize workshops to raise awareness within the university community about the importance of sustainability.
- Conduct periodic assessments to ensure the achievement of environmental goals.

Exceptions and Appeals:

Exceptions to the policy may be considered based on a specific assessment by a designated committee. Appeals may be submitted to the Office of Academic Affairs, where requests will be reviewed according to established procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to sustainable urban planning.

Frequently Asked Questions:

- **How can I participate in sustainable urban planning initiatives?**
You can submit your suggestions through the university's website or contact the projects management office.
- **What are the benefits of applying sustainable urban planning practices?**
These practices help reduce operational costs, improve quality of life, and minimize environmental impact.
- **Are there workshops to raise awareness in the university community about the importance of sustainability?**
Yes, periodic workshops are organized to educate all individuals about the importance of sustainable urban planning.
- **How is the effectiveness of policies and procedures related to urban planning evaluated?**
The effectiveness of policies is assessed through periodic reviews and specific performance indicators.
- **What steps can I take if I have a suggestion to improve sustainability on campus?**
You can submit your suggestion through the available forms on the university's website.

Policy on Preserving Green Spaces and Enhancing Biodiversity

Policy Text:

The university is committed to preserving green spaces and enhancing biodiversity within the campus. This policy includes the use of drought-resistant native plants and the implementation of sustainable irrigation techniques that reduce water consumption. The policy also focuses on minimizing the use of chemical pesticides and promoting the use of natural fertilizers, which contributes to the preservation of the local ecosystem. The university also organizes awareness activities to increase students' and staff's awareness of the importance of environmental conservation and participation in green initiatives.

Reason for the Policy:

This policy supports the eleventh goal of the Sustainable Development Goals by promoting the sustainability of green areas, which play a vital role in improving air quality, reducing pollution, and providing a healthy living environment. The university aims to be a model in preserving biodiversity and the local environment, enhancing its capacity to face environmental challenges.

Scope and Audience:

This policy applies to all academic and administrative activities related to the preservation of green spaces and environmental development within the university. It includes all staff involved in facilities management and agriculture, faculty members, students, suppliers, and contractors.

Definitions:

- **Green Spaces:** Areas planted with vegetation that contribute to improving the environment.

- **Biodiversity:** The variety of life in all its forms, including species and ecosystems.

Responsibilities and Procedures:

- The university administration must ensure the implementation of sustainable irrigation techniques and the preservation of green spaces.
- Organize awareness activities to promote environmental consciousness.
- Conduct periodic assessments of environmental conservation practices.
- Develop partnerships with environmental organizations to support green initiatives.

Exceptions and Appeals:

Exceptions to the policy may be considered based on a specific assessment by a designated committee. Appeals may be submitted to the Office of Academic Affairs, where requests will be reviewed according to established procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to environmental conservation.

Frequently Asked Questions:

- **How can I participate in initiatives related to preserving green spaces?**
You can submit your suggestions through the university's website or contact the facilities management office.
- **What are the benefits of enhancing biodiversity within the campus?**
Biodiversity contributes to improving environmental quality, increasing sustainability, and reducing pollution.
- **Are there awareness activities about the importance of environmental conservation?**
Yes, the university organizes periodic awareness activities to raise environmental consciousness among students and staff.
- **How is the effectiveness of policies and procedures related to environmental conservation evaluated?**
The effectiveness of policies is assessed through periodic reviews and specific performance indicators.
- **What steps can I take if I have a suggestion to improve green spaces?**
You can submit your suggestion through the available forms on the university's website.

Policy on Community Partnerships to Enhance Sustainable Urban Development Policy Text:

The university seeks to build strong partnerships with government entities, non-governmental organizations, and local businesses to enhance sustainable urban development. This policy aims to collaborate with community stakeholders to implement projects that promote sustainability, such as improving urban infrastructure, optimizing resource management, and enhancing awareness programs related to sustainability. These partnerships focus on supporting shared environmental

and social goals, contributing to improving the quality of life within local communities.

Reason for the Policy:

This policy aims to support the eleventh goal of the Sustainable Development Goals by enhancing cooperation between the university and the local community to achieve sustainable urban development. These partnerships contribute to improving the infrastructure of cities and communities surrounding the university, raising awareness of the importance of sustainability, and reducing the environmental impact of urban development.

Scope and Audience:

This policy applies to all academic and administrative activities related to community partnerships within the university. It includes all local government departments, non-governmental organizations, local businesses and institutions, as well as faculty members and students.

Definitions:

- **Sustainable Urban Development:** The development of cities and communities in a way that preserves the environment and supports quality of life.
- **Community Partnerships:** Collaboration between the university and external entities to achieve shared goals.

Responsibilities and Procedures:

- The university administration must promote collaboration with government and community entities.
- Organize awareness programs to enhance sustainability.
- Conduct periodic assessments of partnership projects.
- Develop new strategies to enhance cooperation.

Exceptions and Appeals:

Exceptions to the policy may be considered based on a specific assessment by a designated committee. Appeals may be submitted to the Office of Academic Affairs, where requests will be reviewed according to established procedures.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to community partnerships.

Frequently Asked Questions:

- **How can I participate in community partnerships?**
You can submit your suggestions through the university's website or contact the partnerships office.
- **What are the benefits of enhancing community partnerships?**
These partnerships help improve the quality of life, enhance environmental awareness, and provide additional resources for projects.

- **Are there awareness programs about the importance of sustainability?**
Yes, the university organizes periodic awareness programs to increase understanding of sustainability among students and staff.
- **How is the effectiveness of community partnerships evaluated?**
The effectiveness of partnerships is assessed through periodic reviews and specific performance indicators.
- **What steps can I take if I have a suggestion to improve partnerships?**
You can submit your suggestion through the available forms on the university's website.

Responsible Purchasing Policy for Goods

Policy Text:

The university is committed to implementing an ethical purchasing policy for goods, which encompasses all purchases made by the university to ensure they are sourced from suppliers that respect ethical values and sustainability. This policy is based on principles of responsible production and consumption, emphasizing the encouragement of suppliers who adhere to environmental and social standards that respect human rights and minimize negative environmental impact. Suppliers involved in harmful or unsustainable practices are excluded from university transactions.

Reason for the Policy:

This policy aims to support the twelfth goal of the Sustainable Development Goals, which focuses on ensuring sustainable patterns of production and consumption. Through this policy, the university seeks to promote a culture of ethical purchasing and raise awareness within the university community about the importance of balancing its needs with environmental and social considerations. This policy also contributes to reducing pollution and waste and encourages the use of renewable resources.

Scope and Audience:

This policy applies to all academic and administrative activities related to purchasing operations within the university. It includes all students, faculty members, staff, suppliers, businesses interacting with the university, and administrative entities overseeing purchasing operations.

Definitions:

- **Ethical Purchasing:** The process of acquiring goods from sources that adhere to ethical values and environmental standards.
- **Suppliers:** Individuals or companies that provide goods and services to the university.

Responsibilities and Procedures:

- The university administration must ensure the implementation of the ethical purchasing policy in all purchasing operations.
- Review suppliers to ensure their compliance with ethical standards.
- Organize workshops to raise awareness within the university community about the importance of ethical purchasing.

- Conduct periodic assessments of purchasing practices to ensure compliance.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to ethical purchasing.

Frequently Asked Questions:

- **How can I participate in promoting the ethical purchasing policy?**
You can submit your suggestions through the university's website or contact the purchasing department.
- **What are the benefits of implementing the ethical purchasing policy?**
This policy helps reduce environmental impact and enhance sustainability, contributing to improving the university's image.
- **Are there workshops to raise awareness within the university community about ethical purchasing?**
Yes, the university organizes periodic workshops to increase awareness of the importance of ethical purchasing.
- **How is the effectiveness of the ethical purchasing policy evaluated?**
The effectiveness of the policy is assessed through periodic reviews and specific performance indicators.
- **What steps can I take if I have a suggestion to improve purchasing practices?**
You can submit your suggestion through the available forms on the university's website.

Proper Disposal of Hazardous Waste Policy**Policy Text:**

The university is committed to implementing a proper disposal policy for hazardous waste, which encompasses all academic and administrative activities dealing with hazardous waste generated from laboratories, clinics, and maintenance operations. All departments are required to adhere to approved environmental and health procedures for the safe disposal of hazardous waste in compliance with local and international laws to protect the environment and public health. Hazardous waste is disposed of through specialized and accredited companies to ensure it is managed in environmentally friendly ways, avoiding any pollution or risks.

Reason for the Policy:

This policy supports the twelfth goal of the Sustainable Development Goals, which focuses on ensuring sustainable patterns of production and consumption. The policy aims to mitigate the negative impacts of hazardous waste on the environment and the health of the university community while promoting adherence to internationally recognized environmental standards. Through this policy, the university seeks to enhance environmental awareness among students and staff, encouraging them to adopt sustainable practices in their daily lives.

Scope and Audience:

This policy applies to all academic and administrative activities related to the disposal of hazardous waste within the university. It includes all faculty members, students involved in research activities, staff and workers in maintenance and laboratory

departments, university administrations responsible for overseeing waste disposal operations, and companies and contractors engaged with the university.

Definitions:

- **Hazardous Waste:** Materials that pose a risk to public health or the environment due to their chemical or physical properties.
- **Proper Disposal:** Procedures followed to safely and environmentally dispose of waste.

Responsibilities and Procedures:

- The university administration must ensure the implementation of necessary procedures for the disposal of hazardous waste.
- Review specialized companies to ensure their compliance with environmental standards.
- Organize workshops to raise awareness within the university community about the importance of safe waste disposal.
- Conduct periodic assessments to ensure compliance with the policies.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to hazardous waste disposal.

Frequently Asked Questions:

- **How can I report hazardous waste?**
You can report any hazardous waste by contacting the maintenance department or through the university's website.
- **What procedures are followed for hazardous waste disposal?**
Hazardous waste is disposed of through specialized companies that adhere to environmental standards.
- **Are there workshops to raise awareness within the university community about waste disposal?**
Yes, the university organizes periodic workshops to increase awareness of the importance of safe waste disposal.
- **How is the effectiveness of the hazardous waste disposal policy evaluated?**
The effectiveness of the policy is assessed through periodic reviews and specific performance indicators.
- **What steps can I take if I have a suggestion to improve waste disposal practices?**
You can submit your suggestion through the available forms on the university's website.

Waste Measurement and Recycling Policy

Policy Text:

The university is committed to implementing a precise policy for measuring the amount of waste sent to landfills and the quantity recycled, aiming to reduce the

environmental impact resulting from waste disposal operations. This policy requires all departments and divisions within the university to submit periodic reports detailing the quantities of waste produced and the methods used for disposal, including the amounts of materials that have been recycled. The university relies on modern systems to measure and analyze waste data, assisting in developing effective strategies to increase recycling rates and reduce the amount of waste sent to landfills.

Reason for the Policy:

Through this policy, the university seeks to support the twelfth goal of the Sustainable Development Goals, which focuses on ensuring sustainable patterns of production and consumption. This system aims to reduce waste directed to landfills and promote recycling, contributing to minimizing harmful environmental impacts and reducing emissions from landfills. The policy also aims to foster a culture of sustainability within the campus by providing transparent and accurate reports on waste management.

Scope and Audience:

This policy applies to all academic and administrative activities related to waste management within the university. It includes all faculty members, students, staff, departments responsible for maintenance and facilities, as well as suppliers and companies contracted with the university.

Definitions:

- **Waste:** Materials that are disposed of and are no longer of value.
- **Recycling:** The process of converting waste into new materials that can be reused.

Responsibilities and Procedures:

- The university administration must ensure accurate reporting of waste quantities.
- Implement effective systems to measure and analyze waste data.
- Organize workshops to raise awareness within the university community about the importance of waste management.
- Conduct periodic assessments to ensure environmental objectives are being met.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to waste management.

Frequently Asked Questions:

- **How can I report the quantities of waste produced?**
You can report waste quantities by contacting the maintenance department or through the university's website.
- **What procedures are followed to measure waste quantities?**
The university relies on modern systems to periodically measure and analyze waste data.

- **Are there workshops to raise awareness within the university community about waste management?**
Yes, the university organizes periodic workshops to increase awareness of the importance of waste management.
- **How is the effectiveness of the waste management policy evaluated?**
The effectiveness of the policy is assessed through periodic reviews and specific performance indicators.
- **What steps can I take if I have a suggestion to improve waste management practices?**
You can submit your suggestion through the available forms on the university's website.

Policy on Reducing Dependency on Plastic

Policy Text:

The university is committed to reducing its dependency on all types of plastic in its various academic, administrative, and service activities, adopting more sustainable practices that contribute to environmental protection and minimize the impact of plastic on public health. This policy encompasses all forms of plastic, including reusable and single-use plastics. The use of environmentally friendly alternatives such as biodegradable materials and recycling will be encouraged, while reducing reliance on plastic products in the university's facilities and events. The university will also work on creating awareness programs aimed at encouraging individuals and suppliers to adopt practices that minimize plastic use.

Reason for the Policy:

This policy is part of the university's commitment to supporting the twelfth goal of the Sustainable Development Goals, which focuses on achieving sustainable consumption and production patterns. By reducing the use of all types of plastic, the university aims to lessen the negative environmental impact associated with the production and use of plastic materials and to transition toward the sustainability of natural resources. Additionally, it seeks to raise awareness within the university community about the importance of protecting the environment and reducing plastic waste, which takes a long time to decompose and harms natural and aquatic environments.

Scope and Audience:

This policy applies to all academic and administrative activities related to plastic use within the university. It includes all students, faculty members, university staff, suppliers, contractors, administrative bodies supervising daily activities, and student organizations.

Definitions:

- **Plastic:** Synthetic materials used in the manufacturing of products.
- **Environmentally Friendly Alternatives:** Materials used as substitutes for plastic that are biodegradable or recyclable.

Responsibilities and Procedures:

- The university administration must ensure the implementation of the policy to reduce plastic use in all activities.

- Organize awareness programs to promote the use of environmentally friendly alternatives.
- Conduct periodic evaluations of plastic use practices.
- Develop partnerships with suppliers to provide sustainable alternatives.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to reducing plastic use.

Frequently Asked Questions:

- **How can I participate in reducing plastic use within the university?**
You can submit your suggestions via the university's website or by contacting the facilities management.
- **What alternatives to plastic are available at the university?**
Alternatives include biodegradable materials and recyclable products.
- **Are there awareness programs about the importance of reducing plastic?**
Yes, the university organizes periodic awareness programs to increase understanding of the importance of reducing plastic use.
- **How is the effectiveness of the plastic reduction policy evaluated?**
The effectiveness of the policy is assessed through periodic reviews and specific performance indicators.
- **What steps can I take if I have a suggestion to improve plastic reduction practices?**
You can submit your suggestion through the available forms on the university's website.

Policy on Reducing the Use of Single-Use Items

Policy Text:

The university is committed to reducing the use of single-use items in all its academic and administrative activities. This policy aims to decrease reliance on plastic materials and any other items used once and then discarded, such as cups, plates, and office supplies. All departments and offices must replace these items with environmentally friendly or biodegradable alternatives. The university also encourages raising awareness within the university community about the importance of reuse and the implementation of sustainable practices in daily life on campus.

Reason for the Policy:

This policy aims to support the achievement of the twelfth goal of the Sustainable Development Goals, which focuses on ensuring sustainable consumption and production patterns. By reducing the use of single-use items, the university contributes to minimizing waste, reducing the consumption of natural resources, and promoting a culture of sustainability among community members. It also seeks to decrease the university's carbon footprint and contribute to global efforts to protect the environment.

Scope and Audience:

This policy applies to all academic and administrative activities related to the use of single-use items within the university. It includes all faculty members, students, staff

in various departments and offices, suppliers, and companies that work with the university.

Definitions:

- **Single-Use Items:** Products that are used only once and then discarded, such as plastic cups and plates.
- **Environmentally Friendly Alternatives:** Materials that can be reused multiple times or that decompose naturally.

Responsibilities and Procedures:

- The university administration must ensure the implementation of the policy to reduce the use of single-use items in all activities.
- Organize awareness programs to promote the use of sustainable alternatives.
- Conduct periodic evaluations of practices related to the use of single-use items.
- Develop partnerships with suppliers to provide environmentally friendly alternatives.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to reducing the use of single-use items.

Frequently Asked Questions:

- **How can I participate in reducing the use of single-use items within the university?**
You can submit your suggestions via the university's website or by contacting facilities management.
- **What alternatives to single-use items are available at the university?**
Alternatives include reusable materials or biodegradable products.
- **Are there awareness programs about the importance of reducing single-use items?**
Yes, the university organizes periodic awareness programs to increase understanding of the importance of reducing the use of these items.
- **How is the effectiveness of the single-use item reduction policy evaluated?**
The effectiveness of the policy is assessed through periodic reviews and specific performance indicators.
- **What steps can I take if I have a suggestion to improve practices for reducing single-use items?**
You can submit your suggestion through the available forms on the university's website.

Application of Sustainability Standards to Services Provided by External Parties

Policy Text:

The university is committed to applying sustainability standards outlined in its internal policies related to the twelfth goal of the Sustainable Development Goals to

all services provided by external parties. These policies include ethical purchasing of goods, proper disposal of hazardous waste, measuring the quantity of waste sent to landfills and the quantity recycled, reducing plastic use, and minimizing the use of single-use items. Contractors providing services to the university are required to adhere to these policies to ensure their operations align with the university's goals for environmental sustainability and minimizing negative environmental impacts.

All external parties providing services to the university must adopt practices that comply with the sustainability standards in place on campus, including waste reduction and promoting recycling processes as well as using biodegradable materials. All service providers must demonstrate their commitment to these policies by submitting periodic reports detailing the actions they take to ensure compliance with these standards.

Reason for the Policy:

This policy aims to ensure that both the university and its external partners effectively contribute to achieving the twelfth goal of the Sustainable Development Goals, which relates to sustainable consumption and production. By applying these policies to all external parties, the university seeks to reduce the environmental impact of various activities and services and foster a culture of sustainability.

Scope and Audience:

This policy applies to all academic and administrative activities related to services provided by external parties. It includes all contractors providing services to the university, relevant academic and administrative departments involved in contracting and transactions, and faculty members, students, and staff interacting with external parties in various university activities.

Definitions:

- **Sustainability Standards:** Principles and procedures aimed at reducing environmental impact and promoting responsible resource use.
- **Ethical Purchasing:** The process of buying goods and services from sources that adhere to ethical values and environmental standards.

Responsibilities and Procedures:

- The university administration must ensure the implementation of sustainability standards in all procurement and contracting operations.
- Evaluate service providers' performance to ensure compliance with standards.
- Organize workshops to raise awareness within the university community about the importance of sustainability.
- Conduct periodic assessments of purchasing and contracting practices.

Forms and Tools:

Forms will be provided for submitting suggestions and initiatives related to the application of sustainability standards.

Frequently Asked Questions:

- **How can I ensure that service providers follow sustainability standards?**
You can review the periodic reports submitted by service providers detailing their compliance with the standards.
 - **What are the benefits of applying sustainability standards to provided services?**
These standards help reduce environmental impact and promote responsible resource use, contributing to the achievement of sustainable development goals.
 - **Are there workshops to raise awareness of sustainability standards within the university community?**
Yes, the university organizes periodic workshops to increase awareness of the importance of sustainability.
 - **How is the effectiveness of the sustainability policy evaluated?**
The effectiveness of the policy is assessed through periodic reviews and specific performance indicators.
 - **What steps can I take if I have a suggestion to improve sustainability practices?**
You can submit your suggestion through the forms available on the university's website.
-

Application of Sustainability Standards to External Suppliers

Policy Text:

The university is committed to applying sustainability standards to all its internal and external operations, including its dealings with external suppliers. This policy stipulates that all external suppliers working with the university must adhere to the policies that support the twelfth goal of the Sustainable Development Goals, which include:

- Ethical purchasing of goods.
- Proper disposal of hazardous waste.
- Measuring the quantity of waste sent to landfills and recycled.
- Reducing plastic use and minimizing single-use items.

Suppliers must also adhere to practices that reduce environmental impact and promote sustainability at all stages of the supply of goods and services.

Reason for the Policy/Purpose:

This policy is part of the university's commitment to the twelfth goal of the Sustainable Development Goals, which focuses on ensuring sustainable production and consumption patterns. Through this policy, the university aims to ensure that all external suppliers contribute to environmental preservation, waste reduction, and minimizing the use of environmentally harmful resources, thus enhancing the university's ability to achieve its environmental and social goals.

Who Needs to Know This Policy:

- Suppliers and companies that engage with the university in procurement processes.

- Relevant departments within the university, including the Purchasing Department, Environmental Safety Department, and Human Resources.
- All faculty members, staff, and students dealing with external suppliers in any academic or administrative activities.

Definitions:

- **External Suppliers:** Companies or individuals providing goods or services to the university.
- **Sustainability:** The ability to meet present needs without compromising the ability of future generations to meet their needs.

Responsibilities and Procedures:

- The Purchasing Department must ensure that all suppliers comply with this policy.
- The Environmental Safety Department must monitor the implementation of environmental standards by suppliers.
- All relevant departments must provide periodic reports on progress in implementing this policy.

Exceptions:

Exceptions to this policy may be considered based on a written request from the supplier and must be approved by a designated committee.

Appeals:

Appeals can be submitted to the Purchasing Department Manager, who will review the case and make an appropriate decision.

Tools and Resources:

- Supplier Sustainable Practices Guide.
- Supplier Evaluation Forms.

Frequently Asked Questions:

- **What standards must suppliers adhere to?**
Suppliers must comply with the above-mentioned standards to ensure sustainable operations.
- **How can suppliers submit an exception request?**
Requests must be submitted to the Purchasing Department with a clear explanation of the reasons.

Relevant Information:

- University sustainability policy.
- United Nations Sustainable Development Goals.

Reducing Greenhouse Gas Emissions

Policy Text:

The university is committed to reducing greenhouse gas emissions resulting from its academic and administrative activities by a specified percentage by 2030. This will be achieved through improving energy efficiency and increasingly relying on renewable energy sources. The university adopts environmentally friendly technologies such as smart lighting systems and enhances thermal performance of buildings to reduce energy consumption. Efforts to monitor carbon emissions resulting from daily activities, including resource consumption and waste management, will be strengthened, and the use of sustainable transportation such as public transport and bicycles will be promoted to minimize environmental impact.

The university supports efforts to reduce its carbon footprint by adopting practices and systems that enhance responsible resource use. This includes reducing reliance on fossil fuels, activating sustainability programs that encourage energy and water conservation, and using recyclable materials. The university also seeks to encourage the university community to adopt sustainable behaviors in daily life, such as reducing energy consumption.

Purpose of the Policy:

This policy aims to support the thirteenth goal of the Sustainable Development Goals, which focuses on “taking urgent action to combat climate change and its impacts.” By reducing carbon emissions and the carbon footprint, the university aims to contribute effectively to global efforts to combat climate change and achieve environmental sustainability at both local and global levels. Additionally, this policy aims to raise awareness within the university community about the importance of reducing individual and collective carbon footprints and to encourage individuals to adopt environmentally friendly behaviors in order to build a more sustainable future.

Who Needs to Know This Policy:

- Faculty members and students: To raise awareness of the importance of reducing emissions and participating in the implementation of necessary measures.
- Facilities and Maintenance Management: To ensure the adoption of best environmental practices in managing resources and infrastructure.
- Suppliers and external partners: To ensure their compliance with environmental standards in providing services to the university.

Definitions:

- **Greenhouse Gas Emissions:** Gases contributing to the greenhouse effect.
- **Carbon Footprint:** The total carbon emissions resulting from human activities.

Responsibilities and Procedures:

- The Facilities and Maintenance Management must implement energy efficiency technologies.
- All departments must provide periodic reports on carbon emissions.

Exceptions:

Exceptions to this policy may be considered based on a written request, and must be approved by a designated committee.

Appeals:

Appeals can be submitted to the Facilities Management Director, who will review the case and make an appropriate decision.

Tools and Resources:

- Sustainable Practices Guide.
- Emissions Evaluation Forms.

Frequently Asked Questions:

- **How can I contribute to reducing emissions?**
Individuals can reduce energy consumption and use sustainable transportation.
- **What procedures are in place to monitor emissions?**
Periodic assessments will be conducted to monitor emissions.

Relevant Information:

- University sustainability policy.
- United Nations Sustainable Development Goals.

Enhancing Climate Education and Awareness**Policy Text**

The university is committed to integrating concepts of climate change and sustainability into academic curricula, offering workshops and training programs aimed at increasing awareness among students and staff regarding the importance of climate action. Research in the areas of climate change adaptation and mitigation is encouraged, alongside support for innovation in sustainability technologies. The university will also organize periodic events to raise community awareness about the importance of adopting environmentally friendly behaviors and mitigating harmful impacts on the climate.

Purpose of the Policy

This policy aims to support Goal 13 of the Sustainable Development Goals by empowering the next generation of researchers and thinkers to become leaders in climate action. The university seeks to provide educational programs that build students' and the community's capacity to understand the risks associated with climate change and take practical actions to address them.

Who Needs to Know This Policy

- **Faculty Members and Students:** To ensure the integration of sustainability and climate change concepts into academic programs and research projects.
- **Research and Development Centers:** To promote research in the fields of sustainability and climate action.

- **Local Community and External Partners:** To engage in awareness programs and climate workshops organized by the university.

Definitions

- **Climate Change:** Long-term changes in temperature and weather patterns.
- **Sustainability:** The ability to meet present needs without compromising the ability of future generations to meet their needs.

Responsibilities and Procedures

- Faculty members must incorporate sustainability concepts into their curricula.
- Research centers are required to present research projects related to climate change.
- Organize periodic workshops to raise awareness among students and staff.

Exceptions

Exceptions to this policy may be considered upon written request, and must be approved by a designated committee.

Appeals

Appeals can be submitted to the Director of the Research and Development Center, who will review the case and make an appropriate decision.

Tools and Resources

- Guide to Educational Programs on Climate Change.
- Evaluation Forms for Workshop Effectiveness.

Frequently Asked Questions

- **How can I participate in the workshops?** Registration can be done through the university's website.
- **What topics do the training programs cover?** Topics include climate change, sustainability, and renewable energy technologies.

Relevant Information

- University Policy on Sustainability.
- United Nations Sustainable Development Goals.

Adapting to the Impacts of Climate Change

Policy Text

The university is committed to implementing strategies to adapt to the impacts of climate change to protect its facilities and infrastructure from climate risks such as floods and rising temperatures. These strategies include:

- **Improving Drainage Systems:** To ensure effective water drainage and reduce flood risks.
- **Enhancing Climate-Resilient Construction Techniques:** Such as using insulating materials and designs that withstand extreme weather conditions.
- **Increasing Green Spaces:** To create a healthy environment and mitigate the impacts of climate change.

Emergency plans and disaster preparedness strategies are also being developed in coordination with relevant government authorities.

Purpose of the Policy

This policy aims to support Goal 13 of the Sustainable Development Goals by enhancing the university's ability to adapt to potential climate changes. The university seeks to protect its academic environment and infrastructure from the effects of climate change, ensuring the continuity of academic and research activities without disruption while maintaining the safety of the university community.

Who Needs to Know This Policy

- **University Departments Concerned with Infrastructure:** To ensure the implementation of climate strategies and improve the climate resilience of university facilities.
- **Students and Faculty Members:** To raise awareness about disaster preparedness measures and the importance of maintaining sustainable infrastructure.
- **Government Authorities and External Partners:** To collaborate on implementing emergency plans and sharing expertise in climate change adaptation.

Definitions

- **Climate Change Adaptation:** Actions taken to reduce damage caused by climate change.
- **Climate Resilience:** The ability of a system to adapt to climate changes and recover from their effects.

Responsibilities and Procedures

- Infrastructure departments must implement the mentioned strategies.
- All departments are required to submit periodic reports on climate change adaptation status.

Exceptions

Exceptions to this policy may be considered upon written request, and must be approved by a designated committee.

Appeals

Appeals can be submitted to the Director of Infrastructure Management, who will review the case and make an appropriate decision.

Tools and Resources

- Guide to Climate Change Adaptation Strategies.
- Evaluation Forms for Emergency Plan Effectiveness.

Frequently Asked Questions

- **How can I contribute to adaptation efforts?** Individuals can participate in events and workshops organized by the university.
- **What procedures are in place to monitor adaptation?** Periodic assessments will be conducted to monitor the effectiveness of the strategies.

Relevant Information

- University Policy on Sustainability.
 - United Nations Sustainable Development Goals.
-

Natural Resources and Water Management

Policy Text

The university adopts a strict policy for managing natural resources, particularly water, by improving water consumption efficiency and reducing waste. The university relies on sustainable irrigation techniques, such as:

- **Utilizing Rainwater:** To reduce dependence on freshwater sources.
- **Using Recycled Water:** For irrigating green spaces.
- **Reducing Freshwater Use:** In non-essential operations.

Facilities are provided to enhance water consumption efficiency on campus, and students and staff are educated about the importance of conserving these resources.

Purpose of the Policy

This policy supports Goal 13 of the Sustainable Development Goals by improving the sustainability of natural resource consumption and reducing the environmental impact of water use. The university aims to be a model in resource management, contributing to the reduction of negative impacts associated with climate change related to water resource scarcity.

Who Needs to Know This Policy

- **Facilities and Maintenance Management:** To ensure the improvement of water consumption efficiency and the application of sustainable irrigation techniques.
- **Faculty Members and Students:** To enhance their engagement in conserving natural resources and raising awareness about water sustainability.
- **Suppliers and Contractors:** To ensure the use of techniques and practices that consider the conservation of natural resources in university projects.

Definitions

- **Natural Resource Management:** Processes and procedures followed to conserve and sustainably use natural resources.
- **Sustainable Irrigation:** Irrigation techniques that reduce water consumption and protect the environment.

Responsibilities and Procedures

- Facilities and maintenance management must implement sustainable irrigation techniques.
- All departments are required to submit periodic reports on water consumption.

Exceptions

Exceptions to this policy may be considered upon written request, and must be approved by a designated committee.

Appeals

Appeals can be submitted to the Director of Facilities Management, who will review the case and make an appropriate decision.

Tools and Resources

- Guide to Water Management Strategies.
- Evaluation Forms for Water Consumption Efficiency.

Frequently Asked Questions

- **How can I contribute to water conservation?** Individuals can participate in events and workshops organized by the university.
- **What procedures are in place to monitor water consumption?** Periodic assessments will be conducted to monitor the effectiveness of the strategies.

Relevant Information

- University Policy on Sustainability.
- United Nations Sustainable Development Goals.

Enhancing Collaboration to Support Climate Action

Policy Text

The university seeks to enhance collaboration with local and international entities to support climate action through community partnerships. These partnerships include cooperation with:

- **Governments:** To develop policies that support sustainability.
- **Non-Governmental Organizations:** To implement effective environmental initiatives.

- **Businesses:** To develop and implement joint climate projects that contribute to improving local community sustainability and mitigating the impacts of climate change.

Community awareness campaigns and environmental projects are also organized to enhance participation in climate action and achieve tangible impacts on the ground.

Purpose of the Policy

This policy aims to support Goal 13 of the Sustainable Development Goals by enhancing partnerships between the university and the local and international community to address climate change. The university seeks to achieve a broad positive impact through collaborative efforts on climate and sustainability projects, contributing to enhancing local capacity to adapt to climate changes and reduce negative environmental impacts.

Who Needs to Know This Policy

- **Government Entities and Local Institutions:** To collaborate on implementing joint climate projects and support environmental sustainability.
- **Non-Governmental Organizations and Businesses:** To participate in joint climate initiatives with the university.
- **Faculty Members and Students:** To encourage them to engage in community activities that support climate action and raise awareness about the importance of climate partnerships.

Definitions

- **Community Partnerships:** Collaboration between the university and various entities to achieve shared environmental goals.
- **Climate Action:** Efforts made to mitigate the impacts of climate change and promote sustainability.

Responsibilities and Procedures

- The Public Relations Department must organize events and awareness campaigns.
- Faculty members are encouraged to motivate students to participate in community activities.

Exceptions

Exceptions to this policy may be considered upon written request, and must be approved by a designated committee.

Appeals

Appeals can be submitted to the Director of Public Relations, who will review the case and make an appropriate decision.

Tools and Resources

- Guide to Community Partnerships.

- Evaluation Forms for Climate Project Effectiveness.

Frequently Asked Questions

- **How can I participate in climate partnerships?** Registration can be done through the university's website or by contacting the Public Relations Department.
- **What are the benefits of participating in these partnerships?** They contribute to enhancing environmental awareness and provide opportunities for learning and development.

Relevant Information

- University Policy on Sustainability.
- United Nations Sustainable Development Goals.

Preventing and Reducing Marine Pollution

Policy Text

The university is committed to implementing an effective policy to prevent and reduce marine pollution by minimizing activities that exacerbate direct or indirect marine pollution. This policy requires all academic and administrative departments to comply with national and international environmental standards related to the protection of seas and oceans. The measures include:

- **Reducing Plastic Waste:** Minimizing the use of single-use plastic materials.
- **Preventing the Discharge of Chemicals and Toxic Waste:** Ensuring that these materials do not leak into water bodies.
- **Encouraging Research and Innovations:** Supporting projects that enhance the sustainability of oceans and marine resources.

Purpose of the Policy

This policy aims to support the fourteenth Sustainable Development Goal (SDG), which emphasizes the "conservation and sustainable use of oceans, seas, and marine resources." Through this policy, the university seeks to protect the marine environment from the hazards posed by human activities, both within the campus and through community partnerships. It also aims to raise awareness among students and faculty about the importance of preserving the oceans as a vital natural resource.

Who Needs to Know This Policy

- **Faculty Members and Students:** Those engaged in research or academic activities related to the marine environment.
- **Staff in Purchasing and General Administration:** Those dealing with materials that may impact the marine environment.
- **Contractors and Suppliers:** Those contracted by the university to carry out projects that affect water resources.

- **All Departments:** Those overseeing sustainability programs and environmental initiatives within the university.

Definitions

- **Marine Pollution:** Any pollution that affects seas and oceans due to human activities.
- **Marine Resources:** All natural resources found in oceans and seas.

Responsibilities and Procedures

- All departments must adhere to environmental standards.
- The Facilities Management Department must monitor activities that may lead to pollution.

Exceptions

Exceptions to this policy may be considered upon written request, and must be approved by a specialized committee.

Appeals

Appeals can be submitted to the Director of Environmental Management, who will review the case and make an appropriate decision.

Tools and Resources

- Environmental Policy Manual.
- Evaluation Forms for Assessing the Impact of Activities on the Marine Environment.

Frequently Asked Questions

- **How can I contribute to reducing marine pollution?** Individuals can participate in events and workshops organized by the university.
- **What procedures are in place for monitoring marine pollution?** Periodic assessments will be conducted to evaluate the effectiveness of the policies.

Related Information

- The university's sustainability policy.
 - The United Nations Sustainable Development Goals.
-

Sustainable Agriculture

Policy Text

The university is committed to implementing sustainable agricultural practices for plants within the campus, ensuring the conservation of biodiversity and the responsible use of natural resources. This policy aims to improve the environmental quality on campus through:

- **Increasing Green Spaces:** Enhancing the natural environment within the campus.
- **Selecting Drought-Resistant Native Plants:** To reduce water consumption.
- **Utilizing Sustainable Irrigation Techniques:** To minimize water usage.
- **Employing Organic and Eco-Friendly Fertilizers:** To avoid harmful chemicals in soil and groundwater.

Purpose of the Policy

This policy is part of the university's commitment to support the fifteenth Sustainable Development Goal (SDG), which focuses on protecting terrestrial ecosystems, restoring forests, combating desertification, and halting land degradation. Through this policy, the university aims to:

- **Enhance Ecosystem Sustainability:** Through sustainable agricultural practices.
- **Contribute to Biodiversity Conservation:** And reduce negative environmental impacts.

Who Needs to Know This Policy

- **Staff in Maintenance and Agriculture Departments:** Responsible for caring for the green spaces on campus.
- **Students:** Particularly those interested in environmental sustainability or participating in agricultural activities within the university.
- **Administrators:** Responsible for making decisions regarding the management of natural resources within the campus.
- **External Partners and Suppliers:** Those providing agricultural services or sustainable materials to the university.

Definitions

- **Sustainable Agriculture:** Agricultural practices aimed at conserving the environment and natural resources.
- **Biodiversity:** The variety of life in all its forms, including species and ecosystems.

Responsibilities and Procedures

- Maintenance and agriculture departments must adhere to sustainable practices.
- All departments must provide periodic reports on the status of green spaces.

Exceptions

Exceptions to this policy may be considered upon written request, and must be approved by a specialized committee.

Appeals

Appeals can be submitted to the Director of Agriculture, who will review the case and make an appropriate decision.

Tools and Resources

- Sustainable Agriculture Manual.
- Evaluation Forms for Assessing the Effectiveness of Agricultural Practices.

Frequently Asked Questions

- **How can I contribute to sustainable agriculture?** Individuals can participate in events and workshops organized by the university.
- **What procedures are in place for monitoring sustainable agriculture?** Periodic assessments will be conducted to evaluate the effectiveness of the policies.

Related Information

- The university's sustainability policy.
 - The United Nations Sustainable Development Goals.
-

Conservation of Terrestrial Ecosystems

Policy Text

The university is committed to conserving the terrestrial ecosystems associated with it, including agricultural land, forests, and green areas within the campus and surrounding areas. This policy aims to:

- **Ensure Sustainable Use of Natural Resources:** By applying sustainable practices.
- **Restore Degraded Ecosystems:** Through environmental initiatives that enhance biodiversity.
- **Reduce Soil Degradation and Combat Desertification:** Through educational programs and developmental projects.

This policy applies to all academic and administrative activities at the university, as well as construction and development projects that may affect surrounding ecosystems.

Purpose of the Policy

This policy is part of the university's commitment to achieving the fifteenth Sustainable Development Goal (SDG), which emphasizes:

- **Conserving Terrestrial Ecosystems:** Restoring and promoting their sustainable use.
- **Sustainable Forest Management:** And combating desertification.
- **Halting Land Degradation:** And preventing biodiversity loss.

Through this policy, the university aims to preserve vital ecosystems and contribute to restoring ecological balance. It also seeks to raise awareness within the university community about the importance of environmental conservation and promote a culture of sustainability.

Who Needs to Know This Policy

- **Academic and Administrative Departments:** Responsible for construction projects and urban planning.
- **All Faculty Members and Students:** Engaged in research and environmental activities.
- **Relevant Departments:** Responsible for managing land and green spaces within the campus.
- **Contractors and Companies:** Working with the university on construction and development projects.
- **The Local Community Surrounding the University:** Which may be affected by the associated ecosystems.

Definitions

- **Terrestrial Ecosystems:** Include all ecosystems found on land, including forests and agricultural land.
- **Biodiversity:** The variety of life in all its forms, including species and ecosystems.

Responsibilities and Procedures

- Relevant departments must adhere to sustainable practices.
- All departments must provide periodic reports on the status of ecosystems.

Exceptions

Exceptions to this policy may be considered upon written request, and must be approved by a specialized committee.

Appeals

Appeals can be submitted to the Director of Environmental Management, who will review the case and make an appropriate decision.

Tools and Resources

- Ecosystem Management Manual.
- Evaluation Forms for Assessing the Impact of Activities on the Environment.

Frequently Asked Questions

- **How can I contribute to conserving ecosystems?** Individuals can participate in events and workshops organized by the university.
- **What procedures are in place for monitoring ecosystems?** Periodic assessments will be conducted to evaluate the effectiveness of the policies.

Related Information

- The university's sustainability policy.
- The United Nations Sustainable Development Goals.

Reducing the Use of Single-Use Plastic Products

Policy Text

The university aims to reduce the use of single-use plastic products on campus in line with global efforts to protect ecosystems and promote biodiversity. According to this policy, the following actions are being undertaken:

- Reducing reliance on plastic bags, bottles, and utensils by replacing them with sustainable, reusable, or biodegradable alternatives.
- Establishing and activating a comprehensive waste recycling system to ensure effective waste management.
- Providing awareness and educational programs about the impact of plastic on ecosystems and wildlife.

Reason for the Policy / Purpose

This policy supports the fifteenth Sustainable Development Goal, which focuses on:

- Protecting and restoring terrestrial ecosystems and promoting biodiversity.
- Reducing land degradation and desertification by minimizing pollution from plastic waste, which destroys natural habitats and threatens animal and plant species.
- Encouraging the use of sustainable resources and reducing reliance on non-biodegradable materials that negatively impact the environment.

Who Needs to Know This Policy

- Students, faculty members, and staff: To enhance their awareness of the importance of reducing plastic use in daily activities on campus.
- Suppliers and external contractors: To ensure their compliance with the environmental standards adopted by the university and to supply sustainable alternatives.
- Facilities and maintenance management teams: To implement recycling policies and ensure the safe disposal of plastic waste in ways that contribute to biodiversity conservation.

Definitions

- **Plastic Waste:** All plastic products that are used once and cause environmental pollution.
- **Biodiversity:** The diversity of life in all its forms, including species and ecosystems.

Responsibilities and Procedures

- All departments must commit to reducing plastic use.
- The facilities management must implement recycling policies.

Exemptions

Exemptions to this policy may be considered upon written request and must be approved by a specialized committee.

Appeals

Appeals can be submitted to the Director of Environmental Management, who will review the case and make an appropriate decision.

Tools and Resources

- Waste Management Guide.
- Models for Assessing Recycling Effectiveness.

Frequently Asked Questions

- How can I contribute to reducing plastic waste? Individuals can participate in events and workshops organized by the university.
- What procedures are followed to monitor plastic waste? Regular assessments will be conducted to monitor the effectiveness of the policies.

Related Information

- The university's sustainability policy.
- United Nations Sustainable Development Goals.

Management of Hazardous Waste Policy Text

The university is committed to adopting a comprehensive and sustainable approach to waste management on campus, including hazardous waste generated from academic and research activities. Hazardous waste, such as chemical, biological, and electronic materials, is managed according to the highest environmental and health standards to ensure the protection of the environment and the safety of individuals. This waste is disposed of through specialized and certified companies that comply with local and international environmental regulations. The university also requires all individuals working in laboratories and facilities that handle hazardous materials to undergo continuous training on safe practices for handling and disposing of these materials.

Reason for the Policy / Purpose

This policy supports the fifteenth Sustainable Development Goal, which focuses on protecting terrestrial ecosystems and biodiversity. Through this policy, the university aims to:

- Reduce the negative impact of hazardous waste on the natural environment.
- Limit soil degradation and groundwater pollution, contributing to the protection of natural habitats for wild plants and animals.
- Enhance biodiversity and reduce pollution in the environmental habitats surrounding the campus.

Who Needs to Know This Policy

- Faculty members and researchers: Who deal with hazardous materials in academic and research activities.
- Students working in laboratories: To ensure they follow safety procedures when handling hazardous waste.
- Employees in maintenance and facilities: Responsible for collecting and sorting waste and ensuring its safe and sustainable disposal.
- Waste disposal companies: Contracted by the university to ensure compliance with environmental standards and the application of best practices.

Definitions

- **Hazardous Waste:** Includes chemical, biological, and electronic materials that pose a risk to public health and the environment.
- **Sustainable Disposal:** Procedures followed to ensure waste management in a manner that protects the environment and minimizes risks.

Responsibilities and Procedures

- All departments must commit to sustainable waste management practices.
- The facilities management must submit periodic reports on waste management status.

Exemptions

Exemptions to this policy may be considered upon written request and must be approved by a specialized committee.

Appeals

Appeals can be submitted to the Director of Environmental Management, who will review the case and make an appropriate decision.

Tools and Resources

- Waste Management Guide.
- Models for Assessing Waste Disposal Effectiveness.

Frequently Asked Questions

- How can I contribute to sustainable waste management? Individuals can participate in events and workshops organized by the university.
- What procedures are followed to monitor hazardous waste? Regular assessments will be conducted to monitor the effectiveness of the policies.

Related Information

- The university's sustainability policy.
 - United Nations Sustainable Development Goals.
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Engaging Local Stakeholders Policy Text

The university seeks to engage local stakeholders, including local governments, community institutions, businesses, and non-governmental organizations, to promote peace and justice and build strong institutions at both the local and national levels.

This policy includes:

- Developing strategic partnerships with local stakeholders to support sustainable development initiatives that enhance transparency, accountability, and governance.
- Supporting projects that promote social stability, reduce conflicts, and empower communities through collaborative educational and training programs.

Reason for the Policy / Purpose

This policy responds to the sixteenth Sustainable Development Goal, which aims to:

- Promote peaceful and inclusive societies and ensure justice for all.
- Build effective and accountable institutions by fostering cooperation with local stakeholders.
- Support the achievement of social and economic justice and empower local stakeholders through partnerships in projects that support human rights, enhance transparency, and combat corruption.

Who Needs to Know This Policy

- Various university departments: To ensure the engagement of local stakeholders in programs and activities that promote peace and justice.
- Local government entities: To strengthen partnerships in projects that support the building of effective and accountable institutions.
- Non-governmental organizations and community institutions: To ensure collaboration in local development initiatives that promote stability and social justice.
- Local businesses: To participate in projects that enhance transparency and social responsibility.

Definitions

- **Local Stakeholders:** Include local governments, community institutions, businesses, and non-governmental organizations that play a role in promoting peace and justice.
- **Strong Institutions:** Institutions characterized by transparency and accountability that work towards sustainable development.

Responsibilities and Procedures

- All relevant departments must commit to engaging local stakeholders in activities and projects.
- Work teams must submit periodic reports on the progress of partnerships and initiatives.

Exemptions

Exemptions to this policy may be considered upon written request and must be approved by a specialized committee.

Appeals

Appeals can be submitted to the Director of Public Relations, who will review the case and make an appropriate decision.

Tools and Resources

- Community Partnerships Guide.
- Models for Assessing Project Effectiveness.

Frequently Asked Questions

- How can I participate in these initiatives? Individuals can register through the university's website or contact the Public Relations Department.
- What are the benefits of participating in these partnerships? Participation contributes to enhancing community awareness and provides opportunities for learning and development.

Related Information

- The university's sustainability policy.
- United Nations Sustainable Development Goals.

Combating Organized Crime and Corruption Policy Text

The university is committed to implementing strict policies to combat organized crime, corruption, and bribery in all aspects of its academic and administrative operations. This policy aims to:

- Promote a corruption-free environment by enforcing strict standards of integrity and transparency.
- Prohibit the offering or acceptance of bribes: All faculty members, staff, students, and suppliers are strictly prohibited from offering or accepting any bribes or illegal rewards or engaging in corrupt practices that affect the integrity of university dealings.
- Avoid gifts and financial privileges: This includes practices such as offering gifts, financial privileges, or any type of benefits that may lead to abuse of power or undue influence on academic or administrative decisions.

Furthermore, this policy explicitly prohibits any dealings or involvement with entities or individuals engaged in organized crime activities. This policy applies to all operations within the university, including procurement, contracts, and external partnerships. The university is committed to taking all legal and disciplinary measures against individuals or entities found to be involved in corrupt or criminal practices. The university also implements ongoing training programs to raise awareness among all members of the university community about the importance of adherence to integrity and combating corruption.

Reason for the Policy / Purpose

This policy is part of the university's commitment to supporting the sixteenth Sustainable Development Goal, which calls for:

- Promoting peaceful and inclusive communities and reducing corruption and organized crime.
- Building strong and effective institutions: Through this policy, the university aims to create an educational and administrative environment based on transparency and accountability, contributing to the establishment of justice and the rule of law within the university community.
The university seeks to prevent any attempts to abuse power or misuse authority and to enhance the trust of the local and international community in the integrity of the institution. Through this policy, the university also aims to set an example in the academic community by adopting best practices in combating corruption and bribery and ensuring transparency in all operations.

Who Needs to Know This Policy

- Faculty members and staff: To ensure their compliance with standards of integrity and transparency in all academic and administrative processes and to refrain from any corrupt practices.
- Students: To raise awareness about the importance of integrity and transparency in their academic and extracurricular activities.
- Suppliers and contractors: To ensure their compliance with the university's policies and standards.

Definitions

- **Corruption:** Any act that involves misuse of power for personal gain or advantage.

- **Organized Crime:** Criminal activities conducted by structured groups engaged in illegal practices for financial gain.

Responsibilities and Procedures

- All departments must commit to adhering to integrity and transparency standards in their operations.
- The administration must develop a reporting mechanism for individuals to report suspicious activities related to corruption or organized crime.

Exemptions

Exemptions to this policy may be considered upon written request and must be approved by a specialized committee.

Appeals

Appeals can be submitted to the Director of Legal Affairs, who will review the case and make an appropriate decision.

Tools and Resources

- Ethics and Integrity Guide.
- Reporting Mechanism for Corruption and Bribery Cases.

Frequently Asked Questions

- What actions should I take if I witness corruption? Individuals should report any suspicious activities to the designated authority.
- What training is available to enhance awareness of corruption? The university will provide periodic training sessions on ethics and integrity for all members of the university community.

Related Information

- The university's sustainability policy.
- United Nations Sustainable Development Goals.

Enhancing Academic Freedom

Policy Statement

The university is committed to supporting and promoting academic freedom as a fundamental pillar of higher education and scientific research. Academic freedom is considered a right guaranteed for faculty members, researchers, and students, allowing them to engage in research, discussion, and teaching freely without undue interference or restrictions. This freedom includes:

- The right of individuals to express their academic opinions and participate in intellectual discussions.
- The development of curricula and the conduct of research and publication of results without succumbing to political, economic, or social pressures.

This policy also encourages the creation of an interactive environment that respects intellectual diversity and allows for constructive critical discussions, while committing members of the academic community to the highest standards of academic integrity and professional responsibility. Academics and students enjoy the freedom to present new ideas and concepts, engage in research and dialogues that contribute to the advancement of knowledge, within a legal and ethical framework that promotes responsibility and mutual respect.

The university emphasizes that academic freedom is not only an individual right but a collective responsibility aimed at enhancing the quality of education and scientific research, enriching academic discussions that foster innovation and serve the public interest.

Purpose of the Policy

This policy aims to support the sixteenth goal of the Sustainable Development Goals, which seeks to:

- Promote peaceful and inclusive societies and ensure transparency and accountability.
- Build effective institutions: by protecting and promoting academic freedom, the university contributes to creating an academic community based on intellectual openness and transparency, where students and academics can exercise their rights to expression and research without fear of reprisals or unwarranted interventions.

This policy is established to ensure that all academic research and teaching within the university are conducted according to the principles of integrity and transparency, thereby contributing to the development of effective and accountable educational institutions. Academic freedom is seen as a key driver of scientific knowledge development and participation in solving complex social and environmental issues, thereby enhancing the university's role as a beacon of innovation and social responsibility.

Through this policy, the university aims to empower faculty members and students to actively participate in the global academic dialogue and contribute to addressing societal challenges through independent scientific research, while maintaining high standards of transparency and accountability at all levels of academic work.

Who Needs to Know This Policy

- Faculty members and researchers: to ensure their practice of academic freedom in teaching and research without external constraints or pressures.
- Students: to ensure the protection of their right to participate in academic discussions freely and to learn in an environment that encourages critical thinking and innovation.
- University administrations: to ensure that all policies and procedures respect and promote academic freedom and support integrity in academic processes.
- The international academic community: to affirm the university's commitment to global standards related to academic freedom and scientific research.

Frequently Asked Questions

1. What is academic freedom? Academic freedom is the right granted to faculty members and students to express their academic opinions, engage in intellectual discussions, develop curricula, conduct research, and publish results without undue restrictions.
 2. How does the university support academic freedom? The university supports academic freedom by providing an educational environment that encourages critical thinking and constructive discussions, ensuring the absence of political or economic interference in academic activities.
 3. What are the responsibilities of faculty members and students under this policy? Faculty members and students must adhere to the highest standards of academic integrity, respect the opinions of others, and actively engage in academic discussions.
 4. How can I report any violations of academic freedom? Individuals can report any violations by contacting the Office of Legal Affairs or the university's complaints office.
 5. Does this policy cover all academic activities? Yes, this policy covers all academic and administrative activities within the university, including teaching, research, and participation in academic events.
 6. How does academic freedom contribute to fostering innovation? Academic freedom fosters innovation by encouraging individuals to present new ideas and engage in research that contributes to knowledge development and addresses societal issues.
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Enhancing Partnerships and Strategic Cooperation

Policy Statement

The university is committed to adopting a comprehensive policy to enhance partnerships and strategic cooperation with academic institutions, government bodies, non-governmental organizations, and the private sector at both local and international levels, in alignment with the seventeenth goal of the Sustainable Development Goals, which states, “Strengthen the means of implementation and revitalize the global partnership for sustainable development.”

Under this policy, the university continually seeks to expand its partnerships with universities in other countries, as well as with hospitals and research and technology centers, to enhance education and training processes and develop advanced educational programs that support scientific and technological innovation. These partnerships aim to empower students and faculty members to access the latest technologies and knowledge, broadening their academic and professional experiences through collaboration with prestigious educational and research institutions around the world.

The university also aims to develop and expand cooperation between the university and its partners to facilitate knowledge exchange, capacity building, and innovation enhancement. The policy focuses on facilitating the implementation of joint projects that support sustainable development in the fields of scientific research, education,

health, as well as environmental and energy issues. The university is committed to supporting international cooperation initiatives and exchanging academic and technical expertise to ensure a tangible and sustainable impact that serves national and global sustainable development objectives.

The university seeks to build long-term partnerships based on principles of transparency and mutual accountability, enhancing its ability to implement programs and projects that achieve desired outcomes. This policy relies on providing an open educational and research environment for international cooperation, enabling the university to direct its research and initiatives towards addressing global challenges, such as poverty alleviation, health promotion, and environmental protection, through partnerships based on integration and effective collaboration.

Purpose of the Policy

This policy aims to support the seventeenth goal of the Sustainable Development Goals by enhancing strategic partnerships between the university and various stakeholders to ensure the implementation of projects and programs that contribute to sustainable development. The policy seeks to achieve effective collaboration between the university and its partners, promoting knowledge and experience exchange and supporting the implementation of sustainable solutions to address social and environmental challenges at both local and international levels. In addition, the university continuously seeks to form partnerships with other universities, hospitals, and research centers to enhance the educational process and expand academic knowledge.

Who Needs to Know This Policy

- Faculty members and researchers: to enhance their participation in joint research projects with local and international institutions, supporting scientific innovation and achieving sustainable development goals.
- Students and trainees: to provide them with opportunities to engage in global initiatives and develop their skills through participation in international cooperation projects that contribute to building their academic and professional capacities.
- University administration and strategic affairs: to ensure coordination of efforts with strategic partners and develop programs and partnerships that enhance sustainability and achieve common goals.
- Local and international partners: to strengthen ongoing cooperation with the university in implementing projects that serve sustainable development at both local and international levels and ensure the achievement of shared objectives that enhance strategic partnerships.

Definitions

- **Strategic Partnerships:** Collaboration between the university and other institutions to achieve common goals in education, research, and sustainable development.
- **Sustainable Development:** Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Responsibilities and Procedures

- All relevant departments must commit to enhancing partnerships with active stakeholders.
- Teams are required to submit periodic reports on the progress of partnerships and initiatives.

Exemptions

Exemptions to this policy may be considered upon written request and must be approved by a specialized committee.

Appeals

Appeals can be submitted to the Director of Strategic Affairs, who will review the case and make an appropriate decision.

Tools and Resources

- Strategic Partnerships Guide.
- Partnership Effectiveness Assessment Forms.

Frequently Asked Questions

1. How can I participate in the partnerships organized by the university? Students and faculty can register through the university's website or contact the Strategic Affairs Office.
2. What are the benefits of partnerships with other institutions? Partnerships provide access to new resources, knowledge exchange, and enhanced research and development opportunities.
3. How is the effectiveness of partnerships assessed? The effectiveness of partnerships is evaluated through periodic reports and specific performance indicators.
4. Are there opportunities for international cooperation? Yes, the university is always seeking to expand its partnerships with international institutions.
5. How can I report any issues related to partnerships? Any issues can be reported by contacting the Strategic Affairs Office.

Policy on Guaranteeing Equivalent Rights for Workers When Outsourcing to Third Parties

Policy Statement

The University is committed to ensuring that all workers, including those employed through third-party vendors or outsourcing agencies, are afforded equivalent rights, protections, and workplace conditions as university employees. This policy seeks to uphold the university's values of equity, dignity, and fair treatment across all outsourced activities.

Policy Rationale

aligned with our commitment to ethical employment practices, this policy ensures that all workers—whether direct employees or outsourced—receive fair treatment and access to rights, fulfilling the university's dedication to social responsibility and sustainable workforce practices. This approach supports consistency in service quality and strengthens our partnerships by aligning with reputable service providers that share our values.

Scope and Audience

This policy applies to all departments and activities where third-party vendors or contractors are engaged, covering all university staff involved in overseeing outsourced services, as well as all outsourced workers providing services to the university.

Definitions

- **Outsourced Workers:** Individuals employed by third-party vendors or contractors to perform services for the university.
- **Equivalent Rights:** The alignment of working conditions, pay standards, and protections with those provided to university employees performing similar roles.

Responsibilities and Procedures

- **Vendor Selection and Compliance:** The university will select and contract only with vendors who meet the required standards for fair labor practices and agree to uphold workers' rights equivalent to those of university employees.
- **Monitoring and Evaluation:** Regular audits and assessments will ensure compliance with this policy. Any discrepancies will be addressed promptly, and corrective actions will be mandated for non-compliant vendors.
- **Reporting Mechanism:** A transparent reporting process will be available for outsourced workers to raise concerns about rights violations without fear of retaliation.

Forms and Tools

The university will provide templates for vendor contracts that include clauses on rights protections, along with reporting templates for concerns and compliance assessments.

Frequently Asked Questions (FAQs)

1. **How does the university ensure third-party compliance with workers' rights?**
Through regular audits and by selecting only reputable vendors who adhere to fair labor practices.
2. **Can outsourced workers report issues directly to the university?**
Yes, a confidential reporting mechanism is available to ensure all workers feel supported and protected.
3. **What happens if a vendor fails to meet the university's standards?**
The university may terminate contracts with vendors that fail to comply, ensuring the protection of workers' rights is prioritized.

Policy on Pay Scale Equity and Gender Pay Gap Elimination

Policy Statement

The university is dedicated to ensuring fair and equitable compensation for all employees, including a commitment to measuring, addressing, and ultimately eliminating gender-based pay disparities. This policy promotes pay scale transparency, ensuring that all employees performing similar roles receive equivalent compensation, regardless of gender.

Policy Rationale

As part of our commitment to equality and inclusivity, this policy aims to support an equitable work environment that values employees based on skills and experience, while actively working to close gender pay gaps. By instituting regular audits and adjustments, the university strives to align its compensation practices with principles of fairness and social justice.

Scope and Audience

This policy applies to all university departments, covering faculty, administrative staff, and all other employees involved in salary and compensation planning and review.

Definitions

- **Pay Scale Equity:** Ensuring that employees receive fair compensation for comparable roles across the university.
- **Gender Pay Gap:** The average disparity in earnings between men and women across roles, qualifications, and experience.

Responsibilities and Procedures

- **Regular Compensation Audits:** The university will conduct annual audits to review pay scales and identify any discrepancies based on gender.
- **Salary Adjustment Protocols:** Discrepancies identified in the audits will be addressed through systematic adjustments to ensure gender parity.
- **Transparent Reporting:** Findings on pay equity will be publicly shared to foster transparency and accountability within the university.

Frequently Asked Questions (FAQs)

1. **How does the university ensure pay equity?**

Through regular audits and adjustments, we work to maintain fair pay practices.

2. **What should I do if I believe there is a pay disparity?**

Employees can submit concerns through the HR department for a confidential review.

Are there mechanisms for periodic review?

Yes, annual reviews assess progress in pay equity and help implement necessary adjustments.