



Policy Statements

Item 1 Working and learning environment

Creating a working and learning environment that respects the dignity and rights of all staff and students, and where individuals would realize their full potential. The objective of this statement is promoting an environment and culture in which bullying, and harassment are unacceptable

The University regards any incident of harassment or bullying as a serious crime and will respond promptly and sensitively to formal complaints and where appropriate take disciplinary action, including dismissal or expulsion from the University.

Item 2. Academic standards and integrity

Item 2.1. Integrate the goals of equitable access and successful participation for all learners and develop specific objectives and strategies for achieving excellence. The objective of this statement is Implementation of basing judgments concerning the admission, education, and employment of individuals upon their qualifications and abilities by: (a) Fully adhering to and applying the principle of fairness in all dealings and interactions with members of the academic community; b) Establishing clear standards, practices and monitoring procedures concerning hiring, promotion and dismissal.

The university regards any action of unfair judgement as a serious action and will take legal actions according to affirmative action under national laws and regulations

Item 2.2. Upholding of academic integrity and independence based on the principle of the honesty and openness. The objective of this statement is Avoiding fraud of any kind, including plagiarism, dissemination of knowledge free from internal institutional censorship and from all external pressures from social movements, lobbies, and groups that compromise or threaten this principle, deliberate fabrication or falsification of data, unauthorized duplication, piracy of thesis, reports or projects, and the use of ghost writers and unwarranted co-authorship

The university regards any action of fraud, including plagiarism as a serious matter and will take the legal actions according to university code of ethics.

Item 2.3. Fair management of intellectual property rights and facilitating and rewarding implementation of the principles of open access. The objective of this statement is putting in place a clear, comprehensive and fair legal framework to regulate intellectual property rights and to prevent internal and external abuses.



Unfair actions and internal and/or external abuses will cause serious counteractions from the university administration that may lead to dismissal or expulsion from the University.

Item 2.4. Strict keenness on the integrity of the teacher-student relationship and protection of the pedagogical relationship between teacher and student from influences or activities that can interfere with learning and personal development. The objective of this statement is the integrity of the teacher-student relationship is the foundation of the University's educational mission. This relationship vests considerable trust in the teacher, who, in turn, bears authority and accountability as a mentor, educator, and evaluator.

The university regards any incident of unequal institutional power inherent in this relationship as interfering with personal development of the students and heightens vulnerability of the student and the potential for coercion. The university will act seriously accordingly

Item 3. **Quality education**

Providing high quality education to undergraduate and postgraduate students and follow the university code of ethics with academic integrity and ethical conduct of research, free and open dissemination of knowledge, and solidarity with and fair treatment of international partners. The objective of this statement is putting in place clear and transparent internal mechanisms for quality enhancement and disseminating information regularly on performance and achievements both internally and externally to the wider community

Violating the quality standards set by the university will be counteracted by serious consequences, including dismissal or expulsion from the University.

Item 4. Conflict of Interest

Seeking the highest standards of openness, probity and accountability, and conduct of affairs in a responsible manner. The objective of this statement is to prevent bribery and other improper conduct, e.g. a conduct that create suspicion of any conflict between official duty and private interest, actions influenced by a benefit, or actions that induce or reward someone to perform a role or function improperly.

The University regards any incident of bribery and improper conduct as a serious matter and will respond promptly and take disciplinary action, including dismissal or expulsion from the University.

Item 5. Gender equality

Shaping a gender equality policy with favorable stand for gender equality and encouragement of women, with equal access for female students to achieve academic excellence and compatible



aspects of quality higher education. The objective of this statement is adhering to the gender equality, with no discrimination whatsoever in admissions, educational programs, work space or employment on account of gender, race, color, religion, age, disability, national or ethnic origin

The university regards any action of discrimination as lawbreaking, and will take legal actions according to affirmative action under national laws and regulations

Item 6. Fairness

Item 5.1. Commitment to equivalent rights of workers and leveled- pay scale equity to all staff and faculty in accordance with the living wages, and with no forced labor, no modern slavery nor child labor. The objective of this statement is to Implement a fair employment practice and ensuring that all complaints and appeals are heard and dealt with fairly and in a timely and transparent manner.

The university regards any action of discrimination as lawbreaking, and will take legal actions according to affirmative action under the university code of ethics and national law of labor.

Item 5.2. Institutionalization of staff and students with disabilities and avoiding discrimination and prejudice which prevents accessing education on equal terms for others. The objective of this statement is being compliant with the human rights laws that seek placing obligations to respect, protect, and fulfil the right to education to students with disabilities, through the implementation of 'inclusive education'.

Discrimination of students with disabilities rights to education and their inclusive education will be faced by serious consequences from the university administration and may lead to dismissal or expulsion.

Item 7. Transformation to sustainability.

Commitment to pursuing sustainable development within and through the university and to reassessing higher education and its role in the transition to more sustainable societies and building synergies and collaboration in the search for effective and innovative approaches to solving today's as well as future sustainable development challenges. The objective of this statement is Commitment to offering an open, interactive and collaborative forum for discussion and action, to raise awareness and advocate for changes needed changes in higher education to best serve the goals of sustainable development, (SDGs) as well as building international linkages and cooperation on the basis of core values of academic freedom, institutional autonomy and related local and global responsibilities to society.



Being uncompliant with the commitment to pursue sustainable development issue will be regarded as interfering with personal development of the students, and the university administration will act accordingly

Item 8. Internationalization of Higher education

Affirming Academic Values in Internationalization of Higher Education. The objective of this statement is to seek the substantial benefits of the internationalization of Higher education

The university draws the attention to potentially unintended consequences, with a view to alerting the need to act to ensure that the outcomes of internationalization are positive and of reciprocal benefit to the university and the countries concerned.

Prof. Mahmoud Mohy El Din

University President

Policies created in January 2011.

Policies reviewed and accepted in October 2013, in line with the strategic plan 2013-2015, and in October 2016, in line with the strategic plan 2016-2020