



PUA 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. In this context Pharos University has issued a non-smoking policy in its premises.

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 and Sexual harassment

Shaping a gender equality policy with favorable stand for gender equality regarding pay scale equity, and gender pay gaps, and encouragement of women, that provides equal access for female students to achieve full access to academic excellence and compatible aspects of quality higher education.

The objective of this statement is adhering to the gender equality, with no discrimination what's so ever in admissions, educational programs, workspace or employment on account of gender, race, color, religion, age, disability, national or ethnic origin. Refer to women bylaws in Appendix.

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

Item 5.1 The University is committed to providing a safe environment for all its employees free from discrimination on any ground and from harassment at work including sexual harassment.



Item 5.2 The University will operate a zero-tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment.

Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimized for making such a complaint.

Item 5.3 Sexual harassment can be dealt with through the normal university's complaints procedure. The university is increasingly adopting specific complaints procedures to deal with sexual harassment to respond better to the needs of victims and to ensure that investigations are carried out properly. Through the following URL: <https://complaints.pua.edu.eg/Account/Login?ReturnURL=%2F>

Individuals who deal with sexual harassment complaints should be trained specifically on this issue and on the nature of sexual harassment. Further, victims of sexual harassment may want to resolve the matter in different ways. Some may be happy with an informal resolution and for the matter to stop, others may want more formal measures. In addition, informal resolution mechanisms may be inappropriate where the allegation is serious or where the harasser is also the victim's supervisor.

Item 6. Fairness

Item 6.1. 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, with complete recognition of unions and labor rights including women.

The objective of this statement is to implement a fair employment practice, equivalents rights of workers (including outsourcing) and ensuring that all complaints and appeals on employee rights are heard and dealt with fairly and in a timely and transparent manner with no discrimination in workspace based on religion, originality, gender or age.

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 6.2. 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 fulfill 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 university as a body initiate in conferences and cross-sectoral dialogue and involve stakeholders and NGOs about SDGs.

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 purse 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. Benefits of Internationalization include international collaboration and publication on SDGs.

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.

Endorsement

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