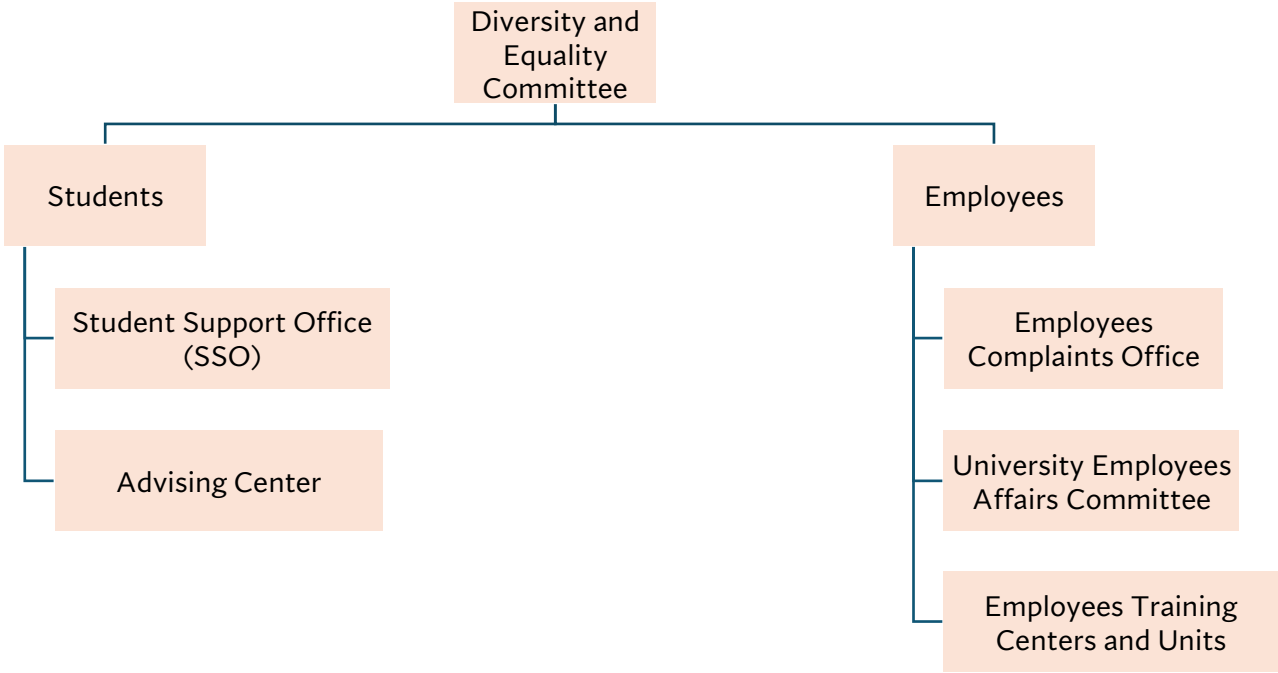


# Reduce Inequality Within and Among Countries

## 10.6.5

### Offices and Committees Responsible for Diversity, Equality, Inclusion, and Human Rights Academic Year 2023/2024

The University always strives to achieve diversity, equality, inclusion, and human rights. A group of offices and committees have been established to provide consultation and implement policies, programs and training courses related to diversity, equality, and human rights for students and all university staff.



## 1. Students

### 1.1 Student Support Office

The Student Support Office (Room No. 012 in the Main Building) was established with the goal of achieving equality among students to ensure they receive **equal educational and non-educational services**. Students were informed of this office via the university's electronic website:

- <https://www.miuegypt.edu.eg/services-facilities/student-support-office/>

#### **Total Student Petitions Submitted to the Student Support Office During the Academic Year 2023/2024**

Total Petitions	Academic Advising Exception	Withdrawal and Re-registration	Grade Re-evaluation	Medical Cases	Internal Transfer Between Faculties	Re-examinations	Financial Support	Tuition Fee Deferral	Absence
<b>4266</b>	408	87	626	48	193	432	99	1714	659

### 1.2 Academic Advising Center

An Academic Advising Center (Hall No. 201) was established to **support and care for outstanding and creative students** and to **care for students facing academic difficulties**. It is responsible for preparing student schedules, monitoring their grades and attendance in lectures and practical sessions, to guide them and help them resolve their academic issues. Students are informed of the Academic Advising Office's services through the university's electronic student guide:

- <https://miuegypt.edu.eg/admission-requirements/general-admission-requirements/academic-advising/>

**A. Percentage of Academically Struggling Students During the First Semester (Fall 2023)**

<b>Faculty</b>	<b>Number of Struggling Students</b>	<b>Percentage of Struggling Students</b>
Computer Science and Information	105	9.91%
Al-Alsun (Languages)	23	6.64%
Business Administration	140	10.16 %
Engineering (Architecture Dept.)	17	5.5%
Engineering (Communications Dept.)	20	7.58%
Mass Communication	36	4.13%
Pharmacy	30	2.57%

**B. Percentage of Students Benefiting from the Academic Monitoring System During the First Semester (Fall 2023)**

**Students Benefiting from Grade Improvement (Improving GPA)**

<b>Faculty</b>	<b>Number of Benefiting Students</b>	<b>Percentage of Benefiting Students</b>
Al-Alsun (Languages)	15	65.22%
Mass Communication	1220	55.56%
Business Administration	69	49.29%
Engineering (Communications Dept.)	11	55.0%
Pharmacy	9	56.25%
Computer Science and Information	65	61.9%
Engineering (Architecture Dept.)	13	67.47%

**C. Students Benefiting from Exiting the Academic Monitoring System**

<b>Faculty</b>	<b>Number of Benefiting Students</b>	<b>Percentage of Benefiting Students</b>
Al-Alsun (Languages)	3	13.4%
Engineering (Communications Dept.)	1	5%
Engineering (Architecture Dept.)	3	17.65%
Computer Science and Information	24	22.86%
Business Administration	20	14.29%
Mass Communication	11	30.56%
Pharmacy	1	3.33%

### 1.3 University Council for Community Service and Environmental Development

The Council has implemented the University's policies on **equality and non-discrimination** through the following actions:

- Supporting low-income students.
- Supporting students and employees with disabilities.
- Supporting female students and female employees.
- Supporting expatriate and refugee students and employees.
- Supporting small projects by organizing exhibitions to promote their products, for example (links provided in the original document):
  - <https://miuegypt.edu.eg/empowering-local-producers-faculty-of-pharmacy-celebrates-ramadan-mothers-day/>
- Raising internal university community awareness about diversity, equality, and human rights, for example (link provided in the original document):
  - <https://miuegypt.edu.eg/youth-and-human-rights-a-seminar-for-al-alsun-and-mass-communication-students/>

## 2. Employees

### 2.1 Employee Complaints Office

The Employee Complaints Office (Room 304 in the Main Building) is dedicated to **receiving and following up on complaints** from all university employees and ensuring that appropriate action is taken to provide consultation and implement policies and programs related to diversity, equality, and human rights.

- <https://miuegypt.edu.eg/employee-complaints-office/>

## 2.2 University Employee Affairs Committee

The Employee Affairs Committee is formed with members selected from all university faculties to consider requests submitted by faculty members, assistant staff, and administrative staff related to the daily attendance and departure system.

### Committee Tasks:

- Considering exceptional requests regarding attendance and departure rules (late arrival, early departure, or additional leave).
- **Extending the early departure period for childcare.**
- **Extending maternity leave.**
- Exceptional sick leaves are submitted to the Medical Sector.
- Considering requests for leave for one semester or one academic year.
- Considering appeals against salary deductions.

### Statement of the Number of Exceptions to Employee Attendance Rules Approved by the Committee

Number of employees	Number of Exceptions	Reason	Actions Taken
297	1155	Childcare	Early arrival or early departure daily
		Health/Sickness Condition	One day off per week
		Family Circumstances	Extended maternity leave
		Childcare for persons with disabilities	Leave for one academic semester