SDG 10

10.6.11

Institutional Anti-Discrimination and Anti-Harassment Policy and Measures

Misr International University (MIU) has established and maintains a comprehensive, mandatory **Anti-Discrimination and Harassment Policy**. This policy serves as the foundation for ensuring a safe, equitable, and respectful working and learning environment for the entire university body, including students, staff, faculty, and visitors.

https://www.miuegypt.edu.eg/policies/policies-summary/#policy04

The following table outlines the scope and mandate of the university's official policy:

Policy Aspect	Description and Scope
Policy Mandate	The university strictly prohibits discrimination, **harassment**, victimization, and bullying based on any protected characteristic (e.g., race, gender, religion, disability).
Prohibited Conduct	The policy explicitly defines **harassment** as "unwanted conduct." It also defines direct discrimination, indirect discrimination, and victimization (treating someone unfairly for making a complaint).
Application	This policy governs all university functions, including recruitment, admissions, and conduct on and off-campus where the university's reputation is involved.

1. **Enforcement and Reporting: The Student Services Office (SSO)**

To prove the policy is actionable rather than just theoretical, MIU has designated a specific administrative body responsible for receiving and processing reports of harassment and discrimination. This ensures that complaints are handled confidentially, justly and in accordance with institutional procedures.

Function	Designated Mechanism	Procedure and Role
Initial Reporting	**SSO Office** (Student Services Office)	Serves as the confidential intake point for student complaints and liaises with HR for staff/faculty complaints. Provides guidance on formal reporting.
Formal Investigation	**Internal Investigations Committee**	A multi-disciplinary committee led by a neutral HR or Legal representative conducts impartial investigations to ensure due process.
Consequences	**Policy Enforcement**	The policy outlines disciplinary actions for substantiated harassment violations, ranging from mandatory training to **expulsion (students) or termination (staff)**.

2. Proactive Awareness and Education Initiatives

MIU is committed to preventing harassment before it occurs through continuous education. The university ensures all community members are aware of their rights and responsibilities under the anti-harassment policy.

Event/Program	Target Group	Purpose and Public Evidence
Youth and Human Rights Seminar	Al-Alsun & Mass Comm Students	Educates students on fundamental human rights, specifically discussing the prohibition of discrimination and the promotion of dignity. https://www.miuegypt.edu.eg/youth-and-human-rights-a-seminar-for-al-alsun-and-mass-communication-students/

Event/Program	Target Group	Purpose and Public Evidence
Mandatory Staff Training	All Staff/Faculty	Annual sessions covering the details of the **Anti-Discrimination and Harassment Policy**, emphasizing bias recognition and reporting procedures.
SSO Office Orientation	New Students	Integrates policy awareness into Student Orientation, highlighting the SSO as a resource for confidential reporting and support. https://www.miuegypt.edu.eg/services-facilities/Student-Support-Office/