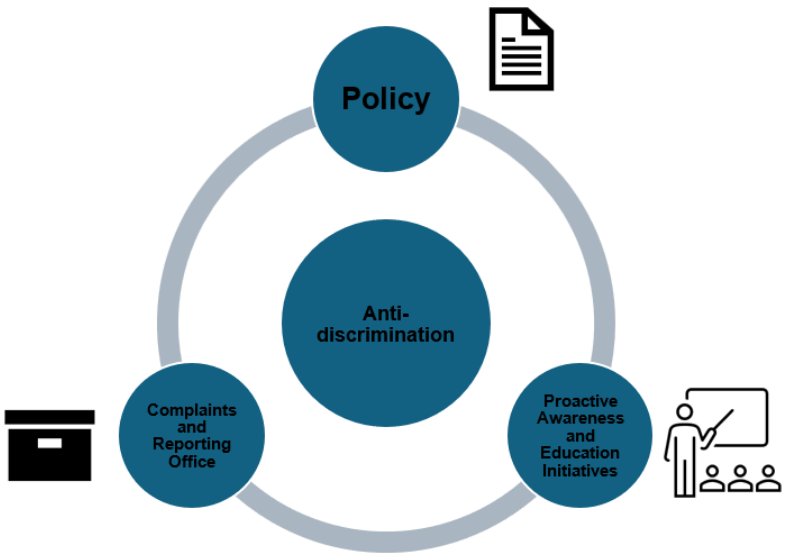
SDG 10

10.6.4 Anti-discrimination Policy

Discrimination and Anti-Harassment Policy that applies to all members of our community—students, staff. This policy clearly defines prohibited conduct, including direct and indirect discrimination, harassment, and victimization based on all protected characteristics. It outlines the procedures for reporting incidents, the investigation process, and the range of potential consequences for policy violations, ensuring a safe and respectful environment for everyone.



Anti-discrimination Report

1. Institutional Anti-Discrimination and Anti-Harassment Policy

Misr International University (MIU) maintains a comprehensive and mandatory **Anti-Discrimination and Harassment Policy**. This policy is foundational to maintaining a safe, equitable, and respectful working and learning environment for all members of the community—students, staff, faculty, and visitors.

Policy Aspect	Description and Scope	Documentation Evidence
Policy Mandate	The policy strictly prohibits discrimination, harassment, victimization, and bullying based on any protected characteristic. Protected characteristics include, but are not limited to, race, color, nationality, religion, age, gender, sexual orientation, disability status (physical or mental), marital status, or socioeconomic background.	https://www.miuegypt.edu.eg/policies/policies-summary/#policy04
Prohibited Conduct	It clearly defines direct discrimination (treating someone less favorably than others), indirect discrimination (practices that disadvantage a protected group), harassment (unwanted conduct), and victimization (treating someone unfairly because they have made a complaint).	
Application	The policy applies to all university functions, including recruitment, admissions, academic decisions, employment, and conduct both on and off-campus where the university's reputation is impacted.	

2. Designated Complaints and Reporting Office (SSO)

To ensure the policy is actionable and complaints are handled confidentially and justly, MIU has designated a specific administrative body responsible for receiving and processing reports of discrimination and harassment.

Function	Designated Office/Mechanism	Procedure and Role
Initial Reporting & Advice	**SSO Office (Student Services Office)**	Serves as the primary, confidential intake points for all student complaints and liaises with the Human Resources department for staff/faculty complaints. The SSO provides guidance on informal resolution and formal reporting options. https://www.miuegypt.edu.eg/services-facilities/student-support-office/
Formal Investigation	**Internal Investigations Committee**	A multi-disciplinary committee, led by a neutral HR or Legal representative, responsible for conducting thorough, impartial, and timely investigations into formal complaints, ensuring due process for all parties.
Consequences & Remedies	**Policy Enforcement**	The policy outlines a clear range of disciplinary actions for substantiated violations, up to and including expulsion for students or termination of employment for staff/faculty. Remedies also include mandatory training and mediation.

3. Proactive Awareness and Education Initiatives

MIU is committed to preventing discrimination and harassment through continuous education, ensuring that all community members are aware of their rights and responsibilities under the policy.

Event/Program	Target Group	Purpose and Public Evidence
Youth and Human Rights Seminar	Al-Alsun & Mass Communication Students	A specific seminar designed to educate students on fundamental human rights, which directly includes discussions on the prohibition of discrimination and the promotion of dignity and respect. https://www.miuegypt.edu.eg/youth-and-human-rights-a-seminar-for-al-alsun-and-mass-communication-students/
Mandatory Staff Training	All New & Existing Staff/Faculty	Annual mandatory training sessions covering the details of the Anti-Discrimination and Harassment Policy, emphasizing recognition of bias, appropriate conduct, and reporting procedures. The staff can report any complains using this link. https://www.miuegypt.edu.eg/employee-complaints-office/
SSO Office Orientation	All New Students	Integration of policy awareness into the Student Orientation program, highlighting the SSO's role as a resource for support and confidential reporting. https://www.miuegypt.edu.eg/welcoming-new-students-to-miu-family/
Publicity of code of ethics and code of conduct	All Faculties	https://www.miuegypt.edu.eg/academics/faculty-of-computer-science-2/code-of-ethics/ https://www.miuegypt.edu.eg/academics/faculty-of-computer-science-2/student-code-of-conduct/

4. Conclusion

Misr International University (MIU) fully meets Indicator 10.6.4 by implementing a robust, formally documented Anti-Discrimination and Harassment Policy (Section 1). This policy is operationalized through a dedicated, confidential reporting mechanism via the SSO Office (Section 2) and is supported by proactive educational initiatives for both students and staff (Section 3), ensuring a safe and equitable environment across the institution.