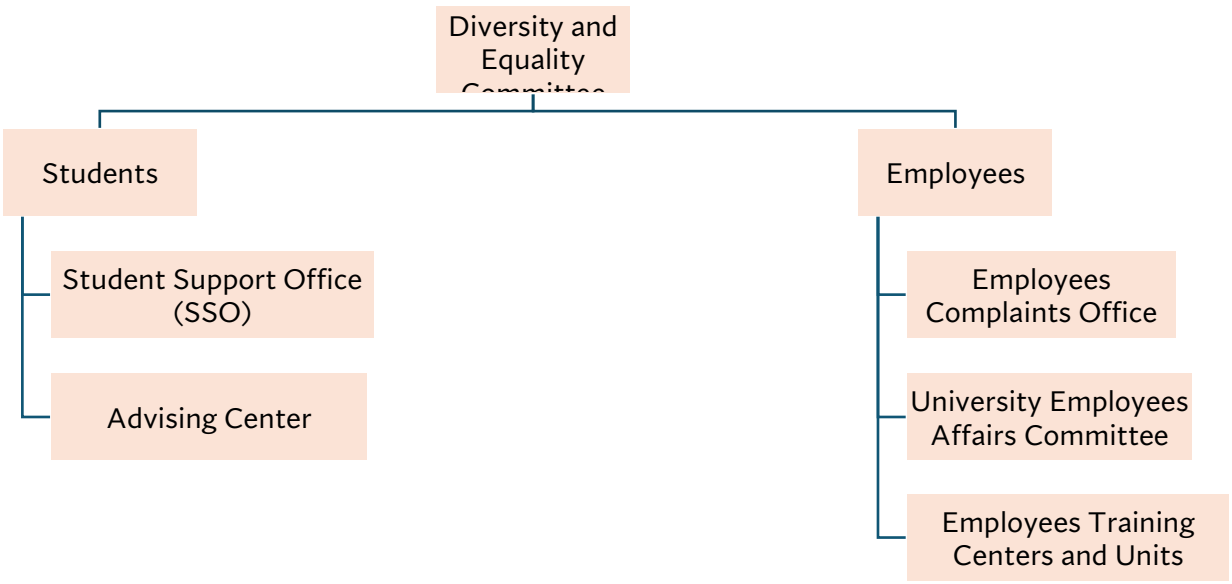
SDG 10

10.6.5

Offices and Committees Responsible for Diversity, Equality, Inclusion, and Human Rights Academic Year 2024/2025

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 2024/2025

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
3873	353	80	795	103	72	399	74	1407	590

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-requirments/academic-advising/

A. Percentage of Academically Struggling Students During:

The First Semester (Fall 2024)

Faculty	Number of Struggling Students	Percentage of Struggling Students
Al-Alsun (Languages)	19	5.90%
Engineering (Architecture Dept.)	19	5.46%
Business Administration	133	9.56%
Computer Science & Information	105	8.01%
Engineering (Communications Dept.)	23	7.21%
Mass Communication	50	5.22%
Pharmacy	60	4.01%

The Second Semester (Spring 2025)

Faculty	Number of Struggling Students	Percentage of Struggling Students
Al-Alsun (Languages)	29	9.39%
Engineering (Architecture Dept.)	52	15.16%
Business Administration	202	14.81%
Computer Science & Information	342	26.89%
Engineering (Communications Dept.)	69	22.70%
Mass Communication	82	8.52%
Pharmacy	120	9.73%

B. Percentage of Students Benefiting from the Academic Monitoring:

The First Semester (Fall 2024)

Faculty	Number of Benefiting Students	Percentage of Benefiting Students
Al-Alsun (Languages)	6	31.58%
Engineering (Architecture Dept.)	0	0.00%
Business Administration	44	33.08%
Computer Science & Information	22	20.95%
Engineering (Communications Dept.)	9	39.13%
Mass Communication	15	30.00%
Pharmacy	10	16.67%

The Second Semester (Spring 2025)

Faculty	Number of Benefiting Students	Percentage of Benefiting Students
Al-Alsun (Languages)	9	31.03%
Engineering (Architecture Dept.)	8	15.38%
Business Administration	63	31.19%
Computer Science & Information	86	25.15%
Engineering (Communications Dept.)	26	37.68%
Mass Communication	31	37.80%
Pharmacy	36	30.00%

C. Percentage of High-Achieving (Outstanding) Students Benefiting from the Academic Monitoring System During The First Semester (Fall 2024)–

Faculty	Total Number of Students	Number of High-Achieving Students	Percentage of High-Achieving Students
Al-Alsun (Languages)	322	88	27.33%
Engineering (Architecture Dept.)	348	136	39.08%
Business Administration	1,391	498	35.80%
Computer Science & Information	1,311	248	18.92%
Engineering (Communications Dept.)	319	91	28.53%
Mass Communication	957	383	40.02%
Pharmacy	1,495	794	53.11%
Oral & Dental Medicine	1,474	900	61.06%

The Second Semester (Spring 2025)–

Faculty	Total Number of Students	Number of High-Achieving Students	Percentage of High-Achieving Students
Al-Alsun (Languages)	309	86	27.83%
Engineering (Architecture Dept.)	343	135	39.36%

Faculty	Total Number of Students	Number of High-Achieving Students	Percentage of High-Achieving Students
Business Administration	1,364	488	35.78%
Computer Science & Information	1,272	247	19.42%
Engineering (Communications Dept.)	304	91	29.93%
Mass Communication	963	383	39.77%
Pharmacy	1,233	789	63.99%
Oral & Dental Medicine	1,471	899	61.11%

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/
    - https://www.miuegypt.edu.eg/miu-supports-the-dunyatna-society-for-the-visually-impaired/
    - https://www.miuegypt.edu.eg/miu-students-celebrate-international-day-of-persons-with-special-needs/
- 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
165	577	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