

Achieve Gender Equality and Empower All Women and Girls

5.6.1 – *Policy of Non-Discrimination against Women*

MIU is committed to implementing its **Equality** and **Non-Discrimination Policy**, which guarantees equal rights and opportunities for women and men in admission, education, extracurricular activities, and employment, providing an institutional framework that promotes **fair treatment**, **equal participation**, and **equitable access** to university resources.

61.4%

Female share of graduates

59.7%

Female share of newly enrolled students

56.5%

Female share of individual-sports participants

[View the full policy statement]

Policy Implementation Framework

The policy is implemented across three main areas of university life:

Education (Students)

- Admission procedures
- Teaching and learning opportunities
- Library and laboratory access
- Academic support
- Student participation

Teaching (Faculty)

- Recruitment
- Equal work responsibilities
- Promotion opportunities
- Professional development
- Research participation

Administration (Staff)

- Fair hiring practices
- Equal job opportunities
- Transparent job descriptions
- Access to leadership and career development

This framework ensures equality and non-discrimination principles are applied consistently across the university's academic and administrative operations.

Women Lead Every Stage: Applicants to Graduates (2024/2025)

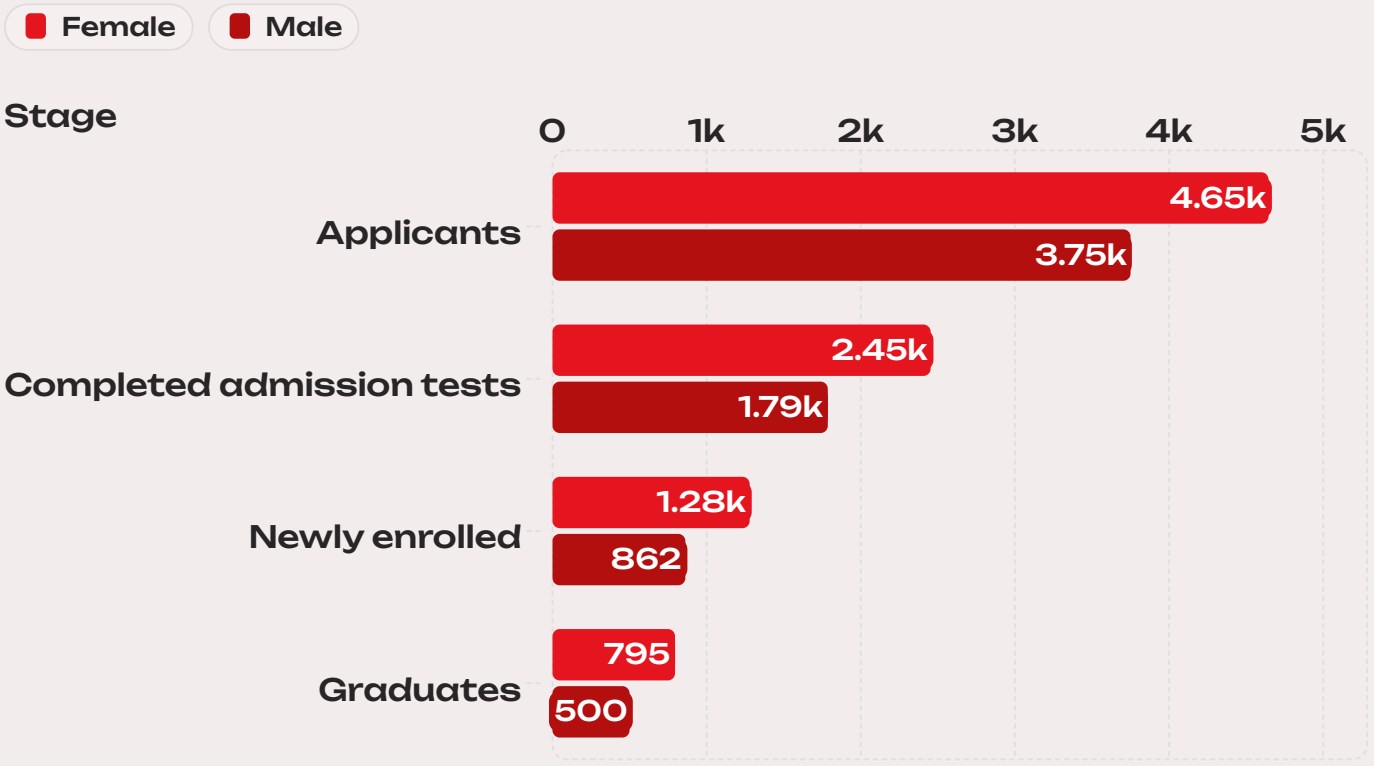
Women accounted for the majority at each reported stage.

55.3%
Applicants

57.9%
Completed admission tests

59.7%
Newly enrolled students

61.4%
Graduates



These figures demonstrate strong female representation in access to and participation in higher education at MIU.

Sports as Evidence of Equality: Internal Activities

In line with its policy, MIU gives female and male students opportunities to take part in internal sports and to represent the university externally. MIU organized internal tournaments in both semesters covering table tennis, football, volleyball, basketball and other activities.



Table Tennis

Female students participated in the university tournament.



Volleyball

Female students participated in mixed-gender university teams.



Basketball

Female students participated in a dedicated women's tournament.



Special Sports Activities

Activities involving students with special needs, reflecting commitment to inclusive participation.

These activities show sports participation opportunities across the university community.

Female Achievements in Team Sports: 52nd Universities Championship

MIU participated in the 52nd Universities Championship (Rifaa), with female students representing the university in several team sports.

45

Female Participants

44

Male Participants

Overall team-sports summary (89 total participants).

Medal-Winning Female Team Entries

Gold – Volleyball
16 members

Silver – Volleyball
13 members

Bronze – Handball
15 members

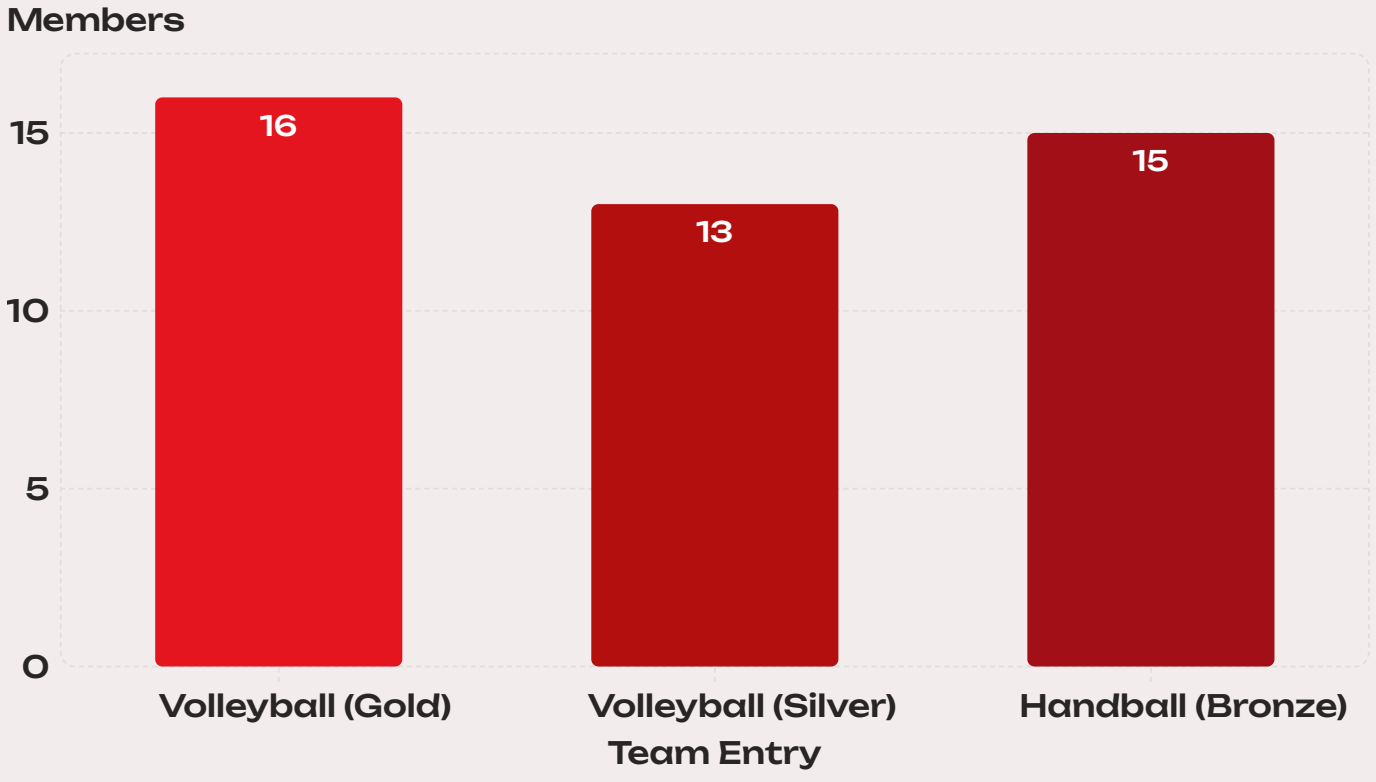
3

Medal-Winning Team Entries

44

Members of Medal-Winning Teams

Distribution of team members per medal-winning entry:



Source: MIU Internal and External Sports Activities Report, 2024/2025

Individual Sports: Female Students Are the Majority

Female students represented MIU in table tennis, tennis, fencing, speedball, swimming, squash, martial arts and other disciplines.

26

Female participants

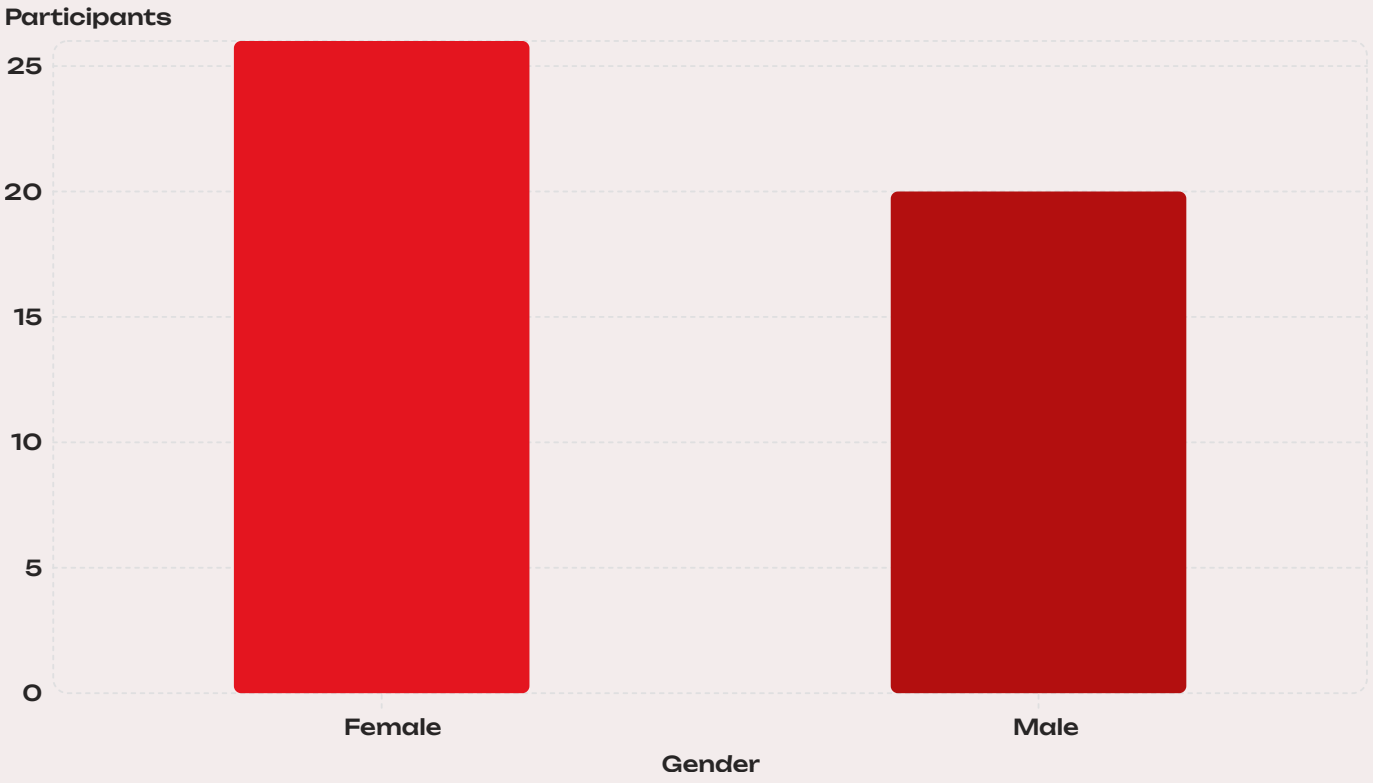
20

Male participants

56.5%

Female share

26 out of 46



18

Total medals

7

Gold

5

Silver

6

Bronze

Source: MIU Internal and External Sports Activities Report, 2024/2025

Sports Participation at a Glance: Key Findings

Strong female representation

Women were 45 of the 89 participants in the team-sports summary.

Majority in individual sports

56.5% of participants.

Competitive achievements

Female teams won gold and silver in volleyball and bronze in handball.

Diverse participation

A range of team and individual sports, beyond internal activities.

Equal access and opportunity

Both genders can participate in university sports and external competitions.

Gender-Based Evidence Summary

Category	Female	Male
Team sports	45 participants; 3 medal-winning team entries	44 participants
Individual sports	26 participants (56.5%)	20 participants (43.5%)
Internal activities	Participation in table tennis, volleyball, and basketball	Participation across internal tournaments

The 2024/2025 sports report demonstrates MIU's continued support for women's participation in athletic activities and competitive events, with female students representing the university in a variety of sports, achieving medal positions, and accounting for the majority of individual-sports participants.

Overall Key Findings – Indicator 5.6.1

The 2024/2025 evidence demonstrates the implementation of MIU's Equality and Non-Discrimination Policy across student admission, enrolment, graduation, and extracurricular activities.

Majority of applicants, newly enrolled students, and graduates are women

56.5% of individual-sports participants are women

Female teams won gold and silver in volleyball and bronze in handball at the 52nd Universities Championship

Internal and external sports gave female and male students opportunities to participate and represent the university

Together, these outcomes demonstrate substantial female representation and participation in university opportunities, supporting MIU's commitment to equality and non-discrimination.