



FUE Policies

2017/2018

Edited and revised

27/3/2018

Purpose

- To participate in policymaking to set an outline to reducing poverty and promoting both equity and sustainable development

Definitions

- **Addressing Poverty** :Poverty usually is defined as lack of economic resources and is defined broadly as social exclusion

Statement

- Addressing and reducing poverty comes through the unity of technology, research and public service to address FUE's goal towards local and national development needs.
- Talented students from disadvantaged backgrounds have an equal chance of admitting to the university.
- Well-trained professional staff and researchers engage in public service and technological innovation to reduce poverty in disadvantaged communities.

Purpose

- Future University in Egypt aims to create a healthful and comfortable environment for students, faculty members, administrators, visitors, and any other members of the university's community.

Definitions

- Smoking refers to any behavior or practice that involves inhaling and exhaling smoke, whether they are related to burning tobacco or using electronic devices.

Statement

- Consistent with FUE's goal smoking, including cigarettes, cigars, pipe tobacco, and use of electronic cigarettes, is prohibited at all times on the University campus buildings including residence halls, clinics, laboratories, classrooms and private offices. Signs posted at each building's entrances and displayed in prominent, visible areas to inform all individuals entering or occupying Future University in Egypt property that smoking is prohibited inside all buildings.

Purpose

- Ensures that access to learning activities to everyone who wish to participate, regardless of ethnicity, religion, disability or gender – in order to improve knowledge and competencies for all individuals.

Definitions

- Lifelong learning is the "continuous and self-motivated pursuit" to obtain knowledge for professional or personal reasons.

Statement

- The continuous education center of Future University in Egypt ensures and offers different learning courses and material accessible to internal and external community members to promote social inclusion, active citizenship, and personal development, self-sustainability, as well as competitiveness and employment.. The e-learning platform of the Future University in Egypt also offers material for courses taught in its faculties for individuals who wish to access a certain type of knowledge.

Purpose

- Allowing women to apply, study and participate in all activities in FUE.

Definitions

- **Apply:** refers to make formal application or request
- **Enrolment:** Refers to the formal act of enrolling or state of being enrolled in FUE
- **Participation:** refers to the action of taking part in FUE activities (examples: attending classes, tutorials, labs, seminars, events, etc.)
- **Discrimination:** the unjust treatment of different categories of people, especially on the grounds of race, age, gender, or disability.

Statement

- FUE supports the principle of equity in all areas of University life, which is reflected to an increase in the females. Women can participate in women empowerment activities and can occupy positions in FUE such as deanship, vice-presidency, and directorship. The University provides non-discriminatory educational opportunities regardless of social status, gender, religion or disability. FUE rejects all discriminatory acts against female students and staff in admissions. The University has taken, and will continue to take, affirmative action to recruit and advance qualified women, racial and ethnic minorities and individuals with disabilities. All disabled students are provided with the educational opportunity and accessible services with no discrimination to their type of disability.

Purpose

- To eliminate gender discrimination, promote gender equality, preserve human dignity, and establish educational resources to obtain gender equality.

Definitions

- **Gender equality:** refers to teaching to respect multiple gender differences and eliminate sexual
- **Discrimination:** the unjust treatment of different categories of people, especially on the grounds of race, age, gender, or disability.

Statement

- FUE is committed to eradicate any form of discrimination or inequality within the University. all the University services are available and accessible to all staff and students, irrespective of gender. Any act of discrimination that affects students and/or staff by students and/or staff is reported and not tolerated.

Purpose

- lays out the maternal conditions and rights to support women in education and/or employment.

Definitions

- **Maternity:** state of being mother

Statement

- Keen to guarantee a healthy work life balance for employees, FUE subject to the governmental labor laws and regulations to protect female employees' rights to maternity leave and an hour of early leave for mothers until their children reach two years of age.

Purpose

- Protects those reporting discrimination from educational or employment disadvantage

Definitions

- **Discrimination:** the unjust treatment of different categories of people, especially on the grounds of race, age, gender, or disability.

Statement

- An open-door policy guarantees that students have access to report any issue that affects their physical or mental well-being, whether it is an issue that is study-related or not. The University has a resident psychologist that can provide support to students when needed. Based on the case, the issue can be escalated to relevant departments.

Purpose

- Maximize water reuse across the university

Definitions

- Recycle: convert waste into reusable.

Statement

- Water scarcity is an issue of grave concern in the area of New Cairo. The University's awareness of the possible threats posed by such an issue led to the creation of a plan b that ensures the availability of water supply. The availability of water supply is particularly important since two out of the six faculties, not to mention the FUE Dental Hospital and the Factory for Industrial Training, rely on the availability of water supply in their operation.
- The University adopts scientifically proven advances in water technology that enables the reuse of water in the formed of recycled water. This water is reused in industrial purposes such as cooling and irrigation. For safety precautions the treated recycled water is used for purposes other than human consumption, such as landscaping irrigation within the University campus as well as in washing cars. This is carried out through the available governmental recycled water piping network.

Purpose

- Ending any kind of discrimination (based on religion, sexuality, gender, age, .. etc.) in FUE

Definitions

- **Discrimination:** the unjust treatment of different categories of people, especially on the grounds of race, age, gender, or disability.

Statement

- Future University in Egypt aims to protect students, job applicants and employees from discrimination on the basis of a protected status/characteristic in recruiting, hiring, appointment, transfer, promotion, tenure, classification, referral, discharge, layoff, compensation, benefits, job training, tuition assistance, participation in University-sponsored educational, social, and recreational programs, and other aspects of employment. Consistent with applicable law and the University's Non-Discrimination and Anti-Harassment Policy and Complaint Procedures for Employees, this Policy prohibits such discrimination against job applicants and employees based on the following protected statuses/characteristics—age, alienage, caregiver status, childbirth, citizenship status, color, creed, disability, domestic violence victim status, ethnicity, familial status, gender and/or gender identity or expression, marital status, military status, national origin, parental status, partnership status, predisposing genetic characteristics, pregnancy, race, religion, sex, sexual orientation, unemployment status, veteran status, and any other legally protected basis.

Purpose

- State clearly the university's position against any violation of human rights.

Definitions

- **Modern Slavery:** refers to present severe exploitation of other people for personal or commercial gain

Statement

- The FUE takes a zero-tolerance approach to human rights violations and modern slavery and is committed to acting ethically in all its negotiations and relations. The university is committed to the implementation and application of effective systems and controls to ensure that modern slavery does not occur anywhere in its business.

Purpose

- State clearly and ensure all the rights of workers in outsourcing activities by third parties university's position against any violation of human rights.

Definitions

- **Outsourcing:** hiring a party outside a company to perform services.

Statement

- The university ensure applying a contract between the labours/staff, FUE and the third party to protect the worker rights and give all workers their rights and same opportunities at the highest possible standards. The university is committed to follow up the financial rights by appointing a committee that oversees the duly settlement of financial entitlements to third-party workers and protection of their rights.

Purpose

- Addressing fairness between the university employees through the equality in compensating the employees which have the same job position regardless the Age, Disability, Religion or Belief and Gender.

Definitions

- **Pay-scale** refers to a method of mapping the salaries to the different job positions in the university.

Statement

- Future University in Egypt is committed to follow the Egyptian Labor Law which defines the employee's right in being treated equally and fairly. All the Employees, academic staff and non-academic are paid equally according to the pay-scale which defines the salaries across all the job positions. The university's equitable pay-scale takes also into consideration the person's qualifications, experience and level of responsibility regardless the Age, Disability, Religion or Belief and Gender.
- According to the Egyptian Labor Law, any employee has the right to admit a formal complaint if for any reason there was a pay gap that is not addressed by the university's pay-scale.

Purpose

- Addressing fairness and equality in providing the educational opportunities for qualified students regardless the Age, Disability, Religion or Belief, Gender and Social status.

Definitions

- Non-discriminatory admission policy refers to the implementation of rules which verifies that all qualified students have equal opportunities in admission for different programs, scholarships and financial assistance.2

Statement

- Future University in Egypt is committed to maintain a non-discriminatory environment at all levels, employees and students levels. Accordingly, the university admission policy provide the commitment to promote the non-discriminatory opportunities in educational programs for qualified students. The university prohibits the discrimination against the Age, Disability, Religion or Belief, Gender and Social status.

Purpose

- Having an environment free from discrimination, harassment, retaliation and/or sexual assault.

Definitions

- **Non-discriminatory environment** refers to providing equal rights and opportunities for all the university employees and students.
- **Anti-Harassment environment** is providing a safe and pleasant environment where everyone is treated with respect.

Statement

- Future University in Egypt is committed to maintaining learning and working environments that encourages and fosters appropriate conduct among all persons and respect for individual values. Environments that are free from all forms of harassment and discrimination, and accordingly, the University adopts and is committed to enforcing this Non-Discrimination and Anti-Harassment Policy and Complaint Procedures at all levels in order to create an environment free from discrimination, harassment, retaliation and/or sexual assault. Discrimination or harassment based on race, gender and/or gender identity or expression, color, creed, religion, age, national origin, ethnicity, disability, veteran or military status, sex, sexual orientation, pregnancy, genetic information, marital status, citizenship status, or on any other legally prohibited basis is unlawful and undermines the character and purpose of the University. Such discrimination or harassment violates University policy and will not be tolerated

Purpose

- Have a safe, reasonable, comfortable accommodation for disabled persons.

Definitions

- **Disability:** refers to a person with limited senses due to debilitated physical or mental condition.

Statement

- FUE provides accommodation for all students and staff with disabilities. And ensures that all types of accessibility to accommodation and university building are possible with no or minimum aid for disabled persons.