المدرسة العليا للاقتصاد وهران
ORAN GRADUATE SCHOOL OF ECONOMICS

الجمهورية الجزائرية الديمقراطية الشعبية
People's Democratic Republic of Algeria
وزارة التعليم العالي والبحث العلمي
Ministry of Higher Education and Scientific Research
المدرسة العليا للاقتصاد وهـــران
Oran Graduate School of Economics

ORAN GRADUATE SCHOOL OF ECONOMICS

EQUALITY, ANTI-DISCRIMINATION AND HARASSMENT POLICY

Institutional Policy

Article 1: Purpose

The purpose of this Policy is to foster a safe, fair and inclusive university environment, free from all forms of discrimination, harassment, violence and bullying, and to ensure equal opportunities and equal treatment for all members of the university community, in alignment with the United Nations Sustainable Development Goals (SDGs), particularly:

- **Goal 5:** Achieve gender equality and empower all women and girls.
- **Goal 10:** Reduce inequality within and among countries.

Article 2: Scope of Application

This Policy applies to:

- Members of the teaching and research staff.
- Students across all academic levels and fields of study.
- Administrative and technical staff.
- All personnel employed by or affiliated with the institution, including contractual staff.
- Contractors, visitors, visiting researchers and service providers, insofar as their activities or relationship with the institution are concerned.

Article 3: Fundamental Principles

The institution and all persons referred to in Article 2 of this Policy shall adhere to the following principles:

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- **Equality:** Ensuring equal treatment of all individuals without discrimination.
- **Fairness:** Taking fair and confidential corrective measures whenever a violation occurs.
- **Inclusion:** Taking into consideration the needs of groups most vulnerable to exclusion or discrimination.
- **Zero Tolerance:** Prohibiting all forms of discrimination, harassment, violence and bullying.
- **Confidentiality:** Protecting the personal information of complainants, witnesses and other individuals concerned.

Article 4: Prohibited Forms of Discrimination

Any form of direct or indirect discrimination on the following grounds is prohibited:

- Gender.
- Pregnancy or maternity.
- Disability or health status.
- Race, colour, origin or language.
- Religion, belief or opinion.
- Age, marital status or family circumstances.
- Social or economic status.
- Trade union or political affiliation, within the limits of the law.
- Any other status or characteristic that may result in an individual being deprived of a right, opportunity or service.

This prohibition covers discrimination in admission, assessment, promotion, assignment of duties, academic guidance, the award of scholarships, access to facilities and equipment, participation in activities, and administrative and academic decision-making.

This commitment is aligned with **SDG Target 10.3**, which seeks to ensure equal opportunity and reduce inequalities of outcome by eliminating discriminatory policies and practices.

Article 5: Prohibited Harassment and Violence

All forms of harassment are prohibited, including:

- **Sexual Harassment:** Any unwanted conduct, word, gesture, proposition, message or action of a sexual nature, or any conduct that creates a humiliating, intimidating or hostile environment.
- **Moral or Psychological Harassment:** Insults, threats, humiliation, bullying, repeated marginalisation or abuse of authority.
- **Physical or Verbal Violence:** Any assault, threat or violent behaviour.
- **Discrimination or Retaliation:** Treating an individual adversely because they have filed a complaint, participated in a related procedure or supported a complainant.

Article 6: Institutional Commitments

The institution undertakes to:

- Publish this Policy and disseminate it among all members of the university community.
- Provide a clear, confidential and secure reporting mechanism.
- Apply appropriate disciplinary, administrative or academic measures when a violation has been established, within the powers legally vested in the Director of the institution.

Article 7: Reporting Mechanism

Any person who has experienced or witnessed discrimination or harassment may report the incident through:

The designated complaints email address Upon receipt, the complaint shall be registered in a confidential file, reviewed and addressed, and the necessary measures shall be taken as promptly as possible.

APPROVAL AND SIGNATURE

Approved by: The Director of the Oran Graduate School of Economics

Director's Name: **Pr. SEMAOUNE Khalissa**

Date of Approval: **Tuesday, November 3, 2026.**

Signature: .....

Official Stamp:

السيدة: سماعون خليصة
مديرة المدرسة العليا
للإقتصاد بوهران