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

WHISTLEBLOWER PROTECTION POLICY AGAINST DISCRIMINATION

Institutional Policy

Article 1: Purpose

The purpose of this Policy is to protect any person who, in good faith, reports an incident of discrimination, harassment, violence or a violation of equality within the School, and to ensure that they are not subjected to any form of retaliation or adverse action.

Article 2: Scope of Application

This Policy applies to all teaching and research staff, students, and administrative and technical staff. It also applies to contractors and visitors, insofar as their relationship with the Oran Graduate School of Economics is concerned.

Article 3: Protection Against Retaliation

Any adverse action against a reporting person, witness or individual supporting a complainant is prohibited. Such actions include threats, marginalisation, monitoring, suspension, or any form of discrimination in assessment, assignment of duties or access to opportunities.

Article 4: Confidentiality

All complaints and related information shall be treated with strict confidentiality. The identity of the reporting person shall not be disclosed without their consent, except where disclosure is required by law.

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Upon receiving a report made in good faith, the School shall take the necessary measures to protect the reporting person. These measures may include temporary separation of the parties involved, reassignment of duties, or any other appropriate preventive measure.

Article 6: Responsibility and Sanctions

Any act of retaliation or discrimination against a reporting person shall constitute a separate violation and shall be subject to appropriate disciplinary, administrative or academic measures, in accordance with the university's internal regulations and applicable legislation.

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: سمعون خليصة
مديرة المدرسة العليا
للاقتصاد بوهـــران