



Anti-Discrimination and Anti-Harassment Policy

1. Vision and Objective

University of Biskra is committed to providing a safe and inclusive educational and research environment based on respect for human dignity. This policy aims to prevent all forms of discrimination and harassment and to protect the rights of all members of the university community (students, faculty, and staff).

2. Scope of Application

This policy applies to:

All university campuses, faculties, laboratories, and university residences affiliated with University of Biskra.

Academic and extracurricular activities (seminars, field trips, internships).

Digital interactions through e-learning platforms and university email.

3. Key Definitions

Discrimination: Any distinction, exclusion, or restriction based on sex, race, language, religion, disability, or social origin that impairs equal access to educational or professional opportunities.

Harassment: Any unwanted behavior (verbal, physical, or electronic) of an offensive nature that aims to violate a person's dignity or create a hostile environment.

Sexual harassment: Actions or gestures of a sexual nature imposed on another person against their will, which are punishable under Algerian criminal law.

4. Core Principles

Zero tolerance: The university does not tolerate any proven act of discrimination or harassment.

Strict confidentiality: The university ensures the protection of complainants' and witnesses' identities and guarantees the confidentiality of investigations.



Protection from retaliation: No retaliatory or unfair action shall be taken against anyone who reports a case of harassment or discrimination in good faith.

5. Reporting and Complaint Procedures

Administrative route: Submission of a written complaint to the Dean's Office or University Administration.

Ethics Committee: The complaint is referred to the "University Ethics and Conduct Committee" for preliminary investigation.

Disciplinary Council: If the violation is confirmed, the concerned party is referred to the disciplinary council to impose appropriate sanctions (ranging from warning to permanent dismissal).

6. Sanctions

Sanctions are applied in accordance with the university's internal regulations and the civil service law, while preserving the victim's right to seek legal recourse (police and judicial authorities) in cases that constitute a criminal offense.

7. Awareness and Prevention

The university is committed to:

Publishing the "Code of Ethics" across all facilities.

Organizing regular training sessions on "culture of respect" and equality.

Date: 14 AVR 2026

The Rector

