جامعة بيروت العربية
BEIRUT ARAB UNIVERSITY

SUSTAINABLE DEVELOPMENT GOALS

SDG 5: GENDER EQUALITY





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SDG 5 Gender Equality

Policy Supporting Women in Applications Entry and Participation

Beirut Arab University

THE Impact Rankings Evidence Report Indicator 5.3.2

Question Does the University as a body have a policy addressing women applications acceptance or entry and participation at the University

Recommended response Yes Formal institution wide policy framework

Evidence period Recent implementation evidence from 2021 to 2026 plus standing policies regardless of adoption date

Evidence position Policy documents are primary admissions practice and programmes are corroborative

Direct answer Yes. BAU publishes a university wide Equality and Diversity framework and an Admissions and Employment Non Discrimination Policy. The policy expressly prohibits gender discrimination in student admission and extends to all campus programmes services and activities. Its equal access statement applies to programmes facilities and admissions conditions while the Code of Ethics establishes equality and equal opportunity regardless of gender.

Original evidence BAU Equality Diversity and Admissions Policy

Executive Assessment

Finding BAU meets indicator 5.3.2 through a formal institution wide policy framework. The official EDI page combines an Equality and Diversity Policy an Admissions and Employment Non Discrimination Policy an equal access commitment and reporting protections. Read together these provisions address the full student pathway named by THE applications acceptance and entry and participation after admission.

THE test	Primary evidence	Policy effect	Strength	Finding
University as a body	BAU EDI and Code of Ethics	Institution wide rules	Direct	Met
Women applications	Gender protected in admissions	No gender barrier at application	Direct	Met
Acceptance and entry	Equal access plus published entry criteria	Selection based on academic criteria	Direct and corroborative	Met
Participation	Policy covers programmes services activities and facilities	Equal post entry participation	Direct	Met
Accountability	Reporting non retaliation and disciplinary provisions	Enforceable protection	Direct	Met

University Wide Policy Framework

Equality and Diversity Policy

The official BAU EDI page presents a standing Equality and Diversity Policy applying to staff students and external stakeholders. It commits the University to an inclusive working learning and social environment and states that no person should be disadvantaged because of protected characteristics including sex pregnancy family responsibilities and gender related status. The policy places equality within university functions rather than treating it as a temporary event or a faculty level initiative.

Original evidence Equality and Diversity Policy

Beirut Arab University Equality and Diversity Policy

https://www.bau.edu.lb/Policies-and-Procedures

جامعة بيروت العربية
BEIRUT ARAB UNIVERSITY

BEIRUT ARAB UNIVERSITY EQUALITY AND DIVERSITY POLICY

Beirut Arab University is committed to ensuring that no-one is disadvantaged as a consequence of their age, disability, ethnic or national origin, gender reassignment, family responsibilities, marital status, pregnancy, religion or political belief, sex and sexual orientation or offending background.

As part of this commitment the University will address issues of discriminatory practice towards staff, students, and external stakeholders. This commitment is reflected in the University's values which include the promotion of equality and diversity.

Policy Statement

Beirut Arab University strives towards creating a working, learning and social atmosphere which is inclusive and harmonious.

The University will achieve this by:

- Embracing a positive attitude towards the promotion of equality on the basis of age, disability, ethnic origin, gender reassignment, marital status, pregnancy, religion or belief, sex and sexual orientation to ensure all reach their full potential.
- Further embedding equality and diversity into both academic and non-academic induction and training courses.
- Being prepared to understand that fairness and equality is not always about treating people similarly, but can sometimes mean treating people differently.
- Acknowledging and celebrating the breadth of experiences and perspectives that people from diverse backgrounds bring to the life of the University.
- Eliminating discrimination and prejudice by empowering people to treat each other with respect.

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The University's Approach

The University believes that the most effective way to promote equality and eradicate discrimination is to mainstream the consideration of equality across its functions. In this respect, all employees, students, and visitors to the University have an individual duty to ensure that equality and diversity is actively promoted.

Ultimate responsibility for overseeing this approach rests with the Board of Governors which delegates responsibility to the Principal and Vice Chancellor who, in turn is assisted by the Executive. To ensure there is effective leadership within the University, one of the Vice-Principal and Pro Vice-Chancellors assumes the role of having overall strategic responsibility for the promotion of equality and for the mainstreaming of equality and diversity and is supported by the Equality and Diversity Sub-Committee (EDSC).

Implementation

- Mainstreaming equality and diversity is the responsibility of the EDSC, comprised of membership from a wide range of the university's administrative functions and staff and students to ensure it represents staff and student experiences at the University.
- The mainstreaming of equality and diversity includes ensuring that staff are aware of their responsibilities, the University does this through mandatory new staff training and periodic refresher training, both of which are embedded in the University's values and strategy.
- The University is committed to creating and promoting a working and learning environment where everybody is treated with respect.

Responsibilities

- Ensure that the University has an effective Equality and Diversity Policy.
- Ensure that the University's equality and diversity policies and action plans are regularly reviewed and updated as necessary, to ensure compliance with all statutory obligations.
- Make available the necessary resources for the effective operation of all University activities.
- Ensure that responsibility for equality and diversity is properly assigned and promote active acceptance of this responsibility throughout the University.
- Work to secure a culture of active engagement with equality and diversity issues.

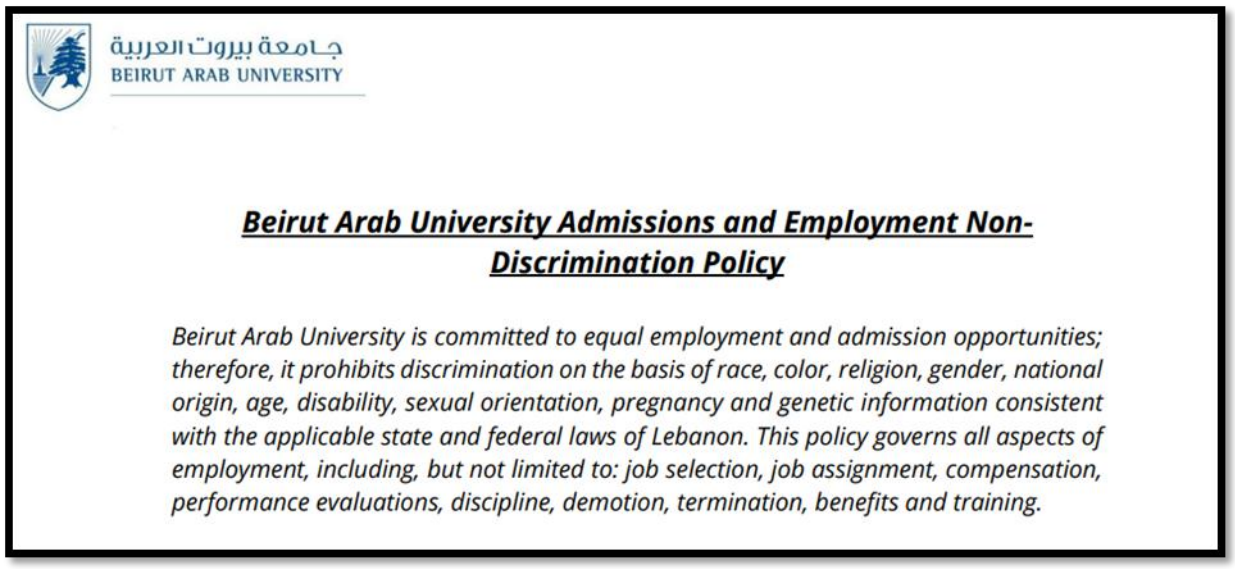
Admissions and Employment Non Discrimination Policy

The same official page includes an Admissions and Employment Non Discrimination Policy that names gender as a protected characteristic. Most importantly for indicator 5.3.2 it states that the policy governs student admission and all campus programmes services and activities. BAU therefore connects the prohibition of gender discrimination to both entry and continued participation.

Original evidence Admissions and Employment Non Discrimination Policy

Beirut Arab University Admissions and Employment Non-Discrimination Policy

https://www.bau.edu.lb/Policies-and-Procedures


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BEIRUT ARAB UNIVERSITY

Beirut Arab University Admissions and Employment Non-Discrimination Policy

Beirut Arab University is committed to equal employment and admission opportunities; therefore, it prohibits discrimination on the basis of race, color, religion, gender, national origin, age, disability, sexual orientation, pregnancy and genetic information consistent with the applicable state and federal laws of Lebanon. This policy governs all aspects of employment, including, but not limited to: job selection, job assignment, compensation, performance evaluations, discipline, demotion, termination, benefits and training.

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This policy also governs the admission of students and all campus programs, services and activities. BAU does not discriminate on the basis of gender in admission to or employment in its education programs or activities. If at any time an employee feels that he/she has been subjected to or has observed discrimination, the employee must report such conduct to one of the College's Title IX Coordinators so that an investigation can be initiated and appropriate action be taken. The confidentiality of all such inquiries and reports will be respected to the fullest extent possible.

- Students can raise concerns and make reports without fear of reprisal. Students will not be retaliated against in any manner for reporting perceived discrimination pursuant to this policy. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including dismissal of the student or employee from the university.

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Beirut Arab University Admissions and Employment Non-Discrimination Policy - Equal Access

BAU is committed to the policy that all persons shall have equal access to its programs, facilities and employment. The College supports an environment that fosters respect and values all people. It promotes

diversity with fair and impartial treatment of all students and employees in all terms and conditions of admissions and employment.

Equal Access Commitment

BAU further states that all persons shall have equal access to its programmes facilities and employment and that students and employees are to receive fair and impartial treatment in the terms and conditions of admission and employment. This equal access provision gives the framework a positive participation dimension beyond a simple prohibition of discrimination.

Original evidence Equal Access Statement

Beirut Arab University Admissions and Employment Non-Discrimination Policy - Equal Access

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Policy component	Protected stage	Institutional reach	Indicator value
Equality and Diversity Policy	Learning and social environment	Students staff and stakeholders	University wide foundation
Admissions Non Discrimination Policy	Application admission and entry	All student admissions	Direct match
Programmes services and activities clause	Participation after entry	All campus programmes and services	Direct match
Equal Access Statement	Access and participation	Programmes facilities and admissions terms	Positive obligation

Women Applications

Policy Protection at the Point of Application

Women are expressly protected at the first stage of access because gender is included in BAU's admissions non discrimination rule. The policy does not create separate or more restrictive application conditions for women. Instead it requires equal admission opportunity and impartial treatment for all applicants. This is the policy element that directly addresses women applications in THE indicator 5.3.2.

Original evidence Gender Protection in Admissions

Beirut Arab University Admissions and Employment Non-Discrimination Policy

https://www.bau.edu.lb/Policies-and-Procedures



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Accessible Application Routes

BAU's current Prospective Students page provides both an online application route and a downloadable paper application for submission to the Admissions Office. The same page publishes the required documents admissions tests and English language requirements. Making the process and criteria publicly available supports transparent access for women applicants and reduces reliance on informal or discretionary channels.

Original evidence Current Undergraduate Application Process

How to Apply

- Applications could be submitted online:

  https://ssb8en.bau.edu.lb/PROD_en/bwskalog.P_DispLoginNon

- Download the paper application and submit it to the admissions office

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BEIRUT ARAB UNIVERSITY

Web Id _____
ID created by the applicant

ID Number _____
For office use only

Attach
Recent Photograph here

Application for Undergraduate Admission
For the Academic Year 2026–2027

1. **Full Legal Name**

In English _____ (First Name) | _____ (Middle Name) | _____ (Last Name)

In Arabic _____ (إسم العائلة) | _____ (إسم الأب) | _____ (الإسم الأول)

2. **Gender** Male ☐ Female ☐ Blood Type _____

3. **Marital status** Single ☐ Married ☐ Other ☐ _____

4. **Date of Birth** _____ (Day) | _____ (Month) | _____ (Year)

5. **Place of Birth** _____ (City) | _____ (Country) **Nationality** _____

6. **For Lebanese Students only**

Sector Place (إمكان السجل) _____ County (القضاء) _____

Sector Number (رقم السجل) _____ State (المحافظة) _____

7. **Permanent Address**

_____ (Building) | _____ (floor) _____ (Street) _____ (City)

_____ (County القضاء) _____ (State المحافظة) _____ (Country)

8. **Telephone**

Home _____ (Country code) | _____ (Area code) | _____ (Number)

Mobile _____ (Country code) | _____ (Cell code) | _____ (Number)

9. **Email address** _____ @ _____

10. **Father's name** _____ Alive Yes ☐ No ☐

Occupation _____ Company _____

Mobile _____ Email address _____

11. **Mother's maiden name** _____ Alive Yes ☐ No ☐

Occupation _____ Company _____

Mobile _____ Email address _____

12. **Secondary diploma/certificate** (Year received) _____

Lebanese L.S. ☐ G.S. ☐ S.E. ☐ L.H. ☐ **Technical** (specify) _____

Non Lebanese (specify section) _____

13. **Name of secondary (high) school from which you graduated**

_____ Public School ☐ Private School ☐

Mailing address _____ (Street) | _____ (City) | _____ (Country)

14. **Specify if you have taken the TOEFL, IELTS or SAT1 exams**

_____ (Exam) | _____ (Score) | _____ (Month/Year)

15. **Have you previously applied to, or enrolled at BAU?** Yes ☐ No ☐

If yes: _____ (Academic year) | _____ (ID Number)

16. **Emergency Contact**

_____ (Name) | _____ (Relationship)

Telephone Home _____ (Country code) | _____ (Area code) | _____ (Number) Mobile _____ (Country code) | _____ (Area code) | _____ (Number)

17. **Do you have any physical disabilities?** Yes ☐ No ☐

if yes, please describe. The information is requested only to enable the University to better serve students.

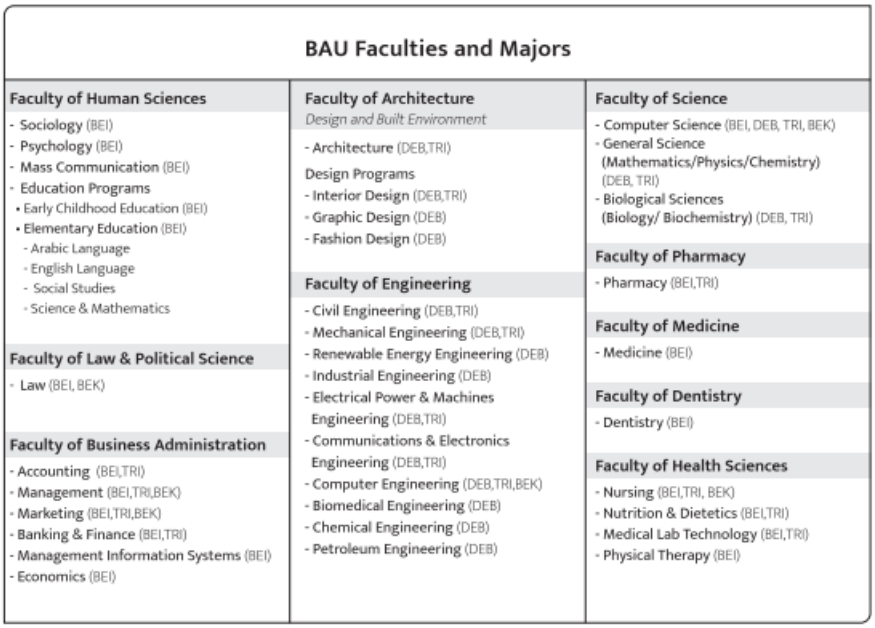
_____

18. **What is your first foreign language?** English ☐ French ☐

19. **Indicate your choice of Faculty, Major and Campus in order of preference**
An applicant may not apply to more than four choices

Campuses: Beirut (BEI) Debbieh (DEB) Tripoli (TRI) Bekaa (BEK)

	Faculty	Major	Campus
1.			
2.			
3.			
4.			



BAU Faculties and Majors

Faculty of Human Sciences
- Sociology (BEI)
- Psychology (BEI)
- Mass Communication (BEI)
- Education Programs
  - Early Childhood Education (BEI)
  - Elementary Education (BEI)
    - Arabic Language
    - English Language
    - Social Studies
    - Science & Mathematics

Faculty of Law & Political Science
- Law (BEI, BEK)

Faculty of Business Administration
- Accounting (BEI,TRI)
- Management (BEI,TRI,BEK)
- Marketing (BEI,TRI,BEK)
- Banking & Finance (BEI,TRI)
- Management Information Systems (BEI)
- Economics (BEI)

Faculty of Architecture
Design and Built Environment
- Architecture (DEB,TRI)

Design Programs
- Interior Design (DEB,TRI)
- Graphic Design (DEB)
- Fashion Design (DEB)

Faculty of Engineering
- Civil Engineering (DEB,TRI)
- Mechanical Engineering (DEB,TRI)
- Renewable Energy Engineering (DEB)
- Industrial Engineering (DEB)
- Electrical Power & Machines Engineering (DEB,TRI)
- Communications & Electronics Engineering (DEB,TRI)
- Computer Engineering (DEB,TRI,BEK)
- Biomedical Engineering (DEB)
- Chemical Engineering (DEB)
- Petroleum Engineering (DEB)

Faculty of Science
- Computer Science (BEI, DEB, TRI, BEK)
- General Science (Mathematics/Physics/Chemistry) (DEB, TRI)
- Biological Sciences (Biology/ Biochemistry) (DEB, TRI)

Faculty of Pharmacy
- Pharmacy (BEI,TRI)

Faculty of Medicine
- Medicine (BEI)

Faculty of Dentistry
- Dentistry (BEI)

Faculty of Health Sciences
- Nursing (BEI,TRI, BEK)
- Nutrition & Dietetics (BEI,TRI)
- Medical Lab Technology (BEI,TRI)
- Physical Therapy (BEI)

I declare that I have answered all questions completely and accurately. I understand that it is my responsibility to keep the office of admissions informed of any changes to the information in my application materials.

Date _____ **Signature** _____

For Administrative Use Only

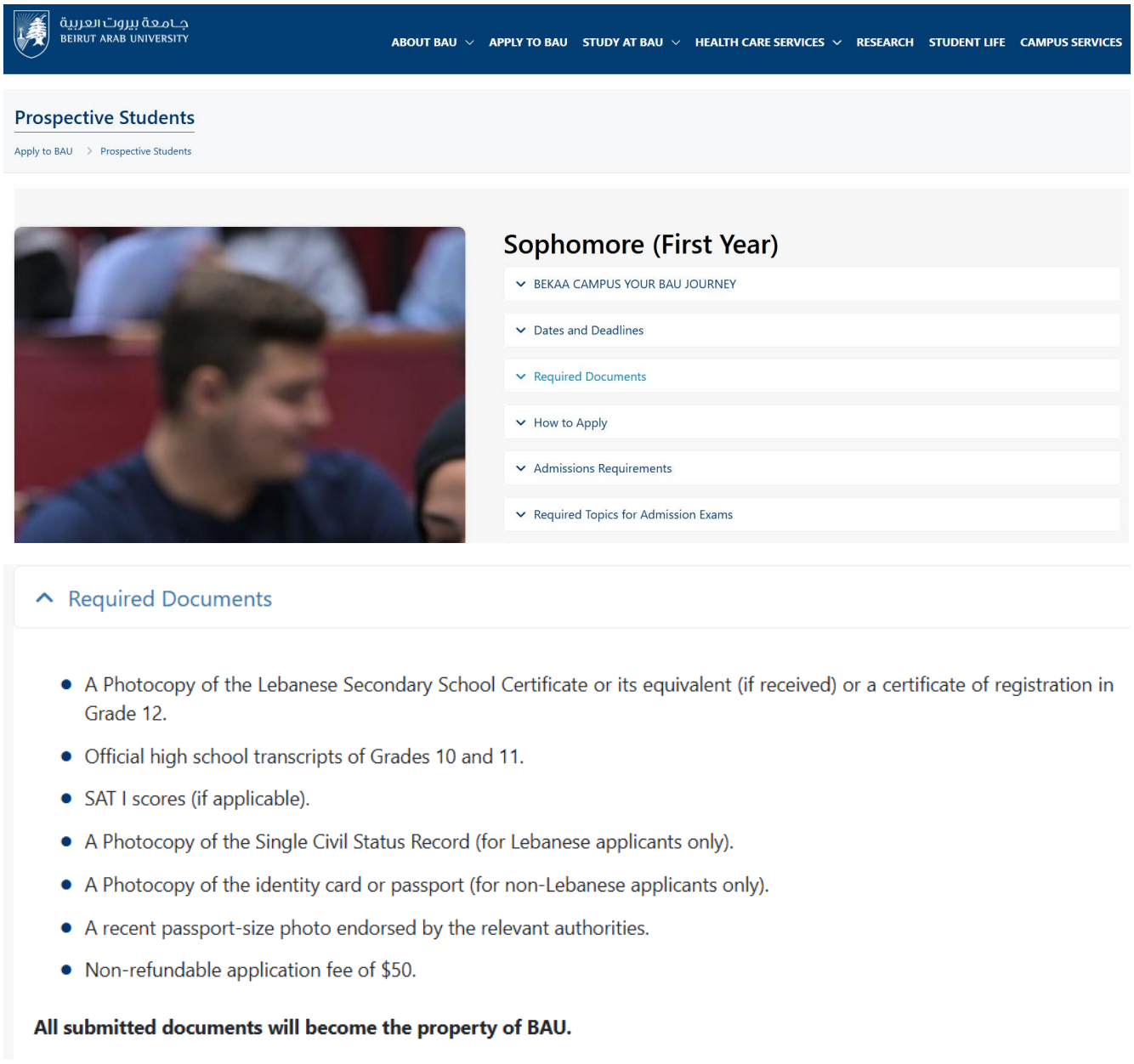
Reviewer Name _____ **Date** _____

Signature _____

Current Admission Information for 2026 to 2027

The current admissions page includes 2026 to 2027 examination material and programme requirements. Selection requirements are expressed through academic qualifications programme relevant examinations language proficiency portfolios and interviews where applicable. Gender is not listed as an eligibility or selection condition. The published criteria are implementation evidence consistent with the policy prohibition on gender discrimination.

Original evidence Admissions Requirements and Programme Criteria



Application Stage Assessment

- The policy expressly protects gender in admissions
- Women may use the same online and paper application channels
- Required documents and tests are publicly stated
- Programme conditions are framed around qualifications skills examinations and capacity rather than gender

Acceptance and Entry

Published Academic Selection Criteria

BAU's entry framework is based on the Lebanese Secondary School Certificate or its official equivalent relevant admission examinations and English language proficiency. Additional programme specific requirements such as interviews portfolios and aptitude tests are published by faculty. These criteria provide a reviewable basis for acceptance and support consistent application of the non discrimination policy.

Original evidence Undergraduate Acceptance Requirements

English Language Proficiency

All programs at the University are taught in English, except for Law, Mass Communication, and Psychology, which are delivered in Arabic. The Education programs are offered in both Arabic and English. Therefore, undergraduate applicants are required to demonstrate proficiency in English by achieving the minimum required score on one of the approved English language exams listed below:

Exams	Minimum required score
TOEFL (paper and pencil)	520
TOEFL (internet-based)	68
TOEFL (computer-based)	180
SAT I (reading & writing section)	480
IELTS	5.5
BAU English Language Admission Exam (administered at BAU)	60%

The **BAU English Language Admission Exam** is one of the officially approved tests for admission.
Applicants who do not pass the BAU English Language Admission Exam are required to enroll in intensive English courses offered at the University.
Applicants to the **Faculties of Medicine, Dentistry, and Pharmacy** must pass the BAU English Language Admission Exam with only **one Intensive English course**; otherwise, they will not be considered for admission.
When registering, applicants should use the following BAU codes: **7373** for the SAT and **B516** for the TOEFL iBT. Scores must be sent directly by the Educational Testing Service (ETS) to the Admissions Office: admission@bau.edu.lb

Equal Access Across Programmes

The admissions page lists pathways into Human Sciences Law and Political Science Business Administration Architecture Design and Built Environment Engineering Science Pharmacy Medicine Dentistry and Health Sciences. The policy applies across these programmes. Women are therefore protected not only in general university admission but also when seeking entry to professional scientific technical and health programmes.

Original evidence Faculty and Programme Entry Requirements

Relationship Between Policy and Procedure

Entry element	Published basis	Gender policy control	Assessment
General eligibility	Secondary certificate or equivalent	Same rule for women and men	Aligned
Language	Approved test or BAU placement test	No gender distinction	Aligned
Programme exams	Subject and aptitude requirements	Objective published criteria	Aligned
Interview or portfolio	Programme relevant criteria	Protected by non discrimination policy	Aligned
Freshman progression	Credits CGPA and equivalence	Same progression conditions	Aligned

Acceptance Stage Finding

The policy and admissions procedure form a coherent control. The policy removes gender as a permissible basis for differential treatment while the admissions page identifies the academic and programme factors used for entry decisions.

Participation After Entry

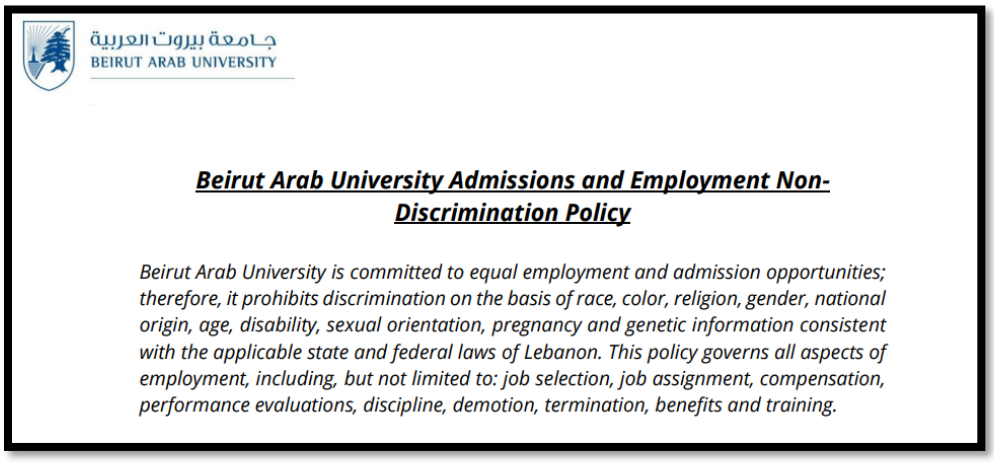
Programmes Services Activities and Facilities

BAU's admissions non discrimination policy continues beyond the admission decision. It governs campus programmes services and activities and the equal access statement includes university facilities. Women who enter BAU are therefore covered in academic study student services campus activities and use of institutional facilities. This directly addresses the participation element of the THE question.

Original evidence Policy Coverage of Participation

Beirut Arab University Admissions and Employment Non-Discrimination Policy – Statement

https://www.bau.edu.lb/Policies-and-Procedures


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BEIRUT ARAB UNIVERSITY

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https://www.bau.edu.lb/BAUUpload/Library/Files/Uploaded%20Files/About-The-University/Rules-and-Regulation/Code_of_Ethics.pdf

Article Twenty – Eight: Ethics and Conduct Committee

The University Council has the authority to appoint a committee for ethics and conduct, and to determine the number of its members, their terms of service, their responsibilities, and their fields of specialization.

Article Nineteen: Equality

- The University is keen on realizing the principle of equality and the repulsion of extremism and discrimination among members of the human community, and offering them equal opportunities regardless of colour, race, religion, origin, family status, gender, age, physical disability, social status, or social class.
- The University has the right to take any and all legal procedures that its lists of rules and regulations enable it to take towards the person(s) that may be in violation of the principle of equality.

- Students can raise concerns and make reports without fear of reprisal. Students will not be retaliated against in any manner for reporting perceived discrimination pursuant to this policy. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including dismissal of the student or employee from the university.
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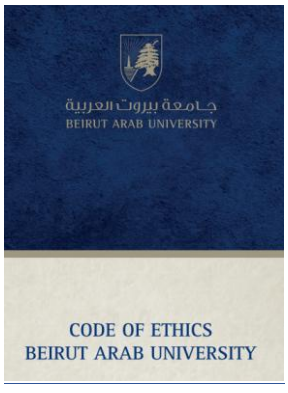
Beirut Arab University Admissions and Employment Non-Discrimination Policy - Equal Access

BAU is committed to the policy that all persons shall have equal access to its programs, facilities and employment. The College supports an environment that fosters respect and values all people. It promotes diversity with fair and impartial treatment of all students and employees in all terms and conditions of admissions and employment.

Code of Ethics Article Nineteen

The Code of Ethics supplies a second institution wide basis for participation. Article Nineteen commits BAU to equality and equal opportunities regardless of gender and authorizes action against violations of that principle. The Code applies across the university community and supports consistent treatment after entry as well as at admission.

Original evidence BAU Code of Ethics Article Nineteen



Article Nineteen: Equality

- The University is keen on realizing the principle of equality and the repulsion of extremism and discrimination among members of the human community, and offering them equal opportunities regardless of colour, race, religion, origin, family status, gender, age, physical disability, social status, or social class.
- The University has the right to take any and all legal procedures that its lists of rules and regulations enable it to take towards the person(s) that may be in violation of the principle of equality.

Meaningful Participation

Participation is not limited to being present on the student register. BAU's policy wording covers access to programmes services activities and facilities. Recent leadership mentoring and civic engagement programmes show women participating as learners leaders mentors advocates and designers of campus initiatives. These activities are implementation evidence of the policy environment.

Participation Coverage

- Academic participation in university programmes
- Use of student and campus services
- Participation in extracurricular and leadership activities
- Access to university facilities
- Protection against discrimination and retaliation when concerns are reported

Governance Accountability and Protection

Reporting and Investigation

The EDI policy provides a route for discrimination concerns to be reported to the Ethics and Conduct Committee within Human Resources so that an investigation and appropriate action can follow. It also states that the confidentiality of reports will be respected. A policy that includes reporting and response provisions is stronger than a general declaration because it identifies a mechanism for addressing unequal treatment.

Original evidence Reporting and Investigation Provisions

Protection Against Retaliation

The official policy states that students and employees can report perceived discrimination without retaliation and that unlawful discrimination can result in disciplinary action including dismissal. These protections are relevant to participation because women must be able to remain in programmes and activities and challenge discriminatory treatment without fear of reprisal.

Original evidence Non Retaliation and Disciplinary Provisions

Institutional Ethics Control

Article Nineteen of the Code of Ethics affirms BAU's right to use its rules and regulations against violations of equality. This reinforces the admissions policy with a university level ethical obligation and an institutional response basis.

Original evidence Equality Enforcement in the Code of Ethics

Control	Responsible route	Protection	Submission value
Complaint reporting	Ethics and Conduct Committee and Human Resources	Formal reporting path	Implementation control

Control	Responsible route	Protection	Submission value
Confidentiality	Policy commitment	Respect for inquiries and reports	Participation safeguard
Non retaliation	Student and employee protection	No reprisal for reporting	Access safeguard
Discipline	University rules and regulations	Action against violations	Enforcement basis

Recent Implementation Evidence

Her Civic Quest Phase Two 11 January 2025

Female students from BAU and Saint Joseph University of Beirut participated in training on political messaging needs assessment lobbying and debate. The programme was implemented by Madanyat under the Women Participation in Leadership project led by UNDP and UN Women with Canadian support in collaboration with the BAU Human Rights Center. Its stated aim was to strengthen young women leadership advocacy and gender justice skills and to develop actionable reforms within universities.

Original evidence Her Civic Quest Phase Two

Phase 2 of Her Civic Quest Complete





On Saturday 4 & 11 January, Phase 2 of “Her Civic Quest” initiative took place at Habtoor Grand Hotel bringing together ambitious and dedicated female students from Beirut Arab University and Saint Joseph University of Beirut. Training sessions delved into various topics, including political messaging, needs assessment, lobbying techniques and debate skills.

This initiative, implemented by Madanyat under the Women’s Participation in Leadership project – led by UNDP and UN Women with support from the Government of Canada – in collaboration with the BAU Human Rights Center, aims to empower young women by enhancing their leadership, advocacy and gender justice skills.

The ultimate goal? To inspire meaningful change and develop actionable plans to advocate for gender reform within universities.

In Phase 3, participants will benefit from personalized coaching sessions to further refine their initiatives and translate their vision into impactful action.

Her Civic Quest Closing Ceremony 4 July 2025

BAU reported that the multi month project empowered 50 female university students in leadership gender justice political participation environmental protection and conflict resolution. Participants developed three

initiatives for implementation on campus with support from the Human Rights Center and Madanyat. This is strong current evidence of active participation and university supported follow through.

Original evidence Her Civic Quest Closing Ceremony

Closing Ceremony of Her Civic Quest Project Empowering Young Women and Enhancing Civic Participation at the University



The Human Rights Center at Beirut Arab University, in cooperation with the Madaniyat Foundation for Equality, organized the closing ceremony of the "Her Civic Quest" project, which was launched in November 2024. This project lasted several months with the aim of empowering 50 female university students in the fields of leadership, gender justice, political participation, environmental protection and conflict resolution.

The ceremony started with welcoming speeches by BAU Secretary-General and the Director of the Human Rights Center, Dr. Omar Houri, and the Project Coordinator at the Madaniyat Foundation Ms. Nadine Al-Hajj Hussein.

In his speech, Dr. Omar Houri stressed that "this project represents an effective model for enhancing student participation in social justice and human rights issues on campus," noting that "the enthusiasm and commitment we have seen among female students reflects the importance of investing in the energies of youth, especially in the areas of leadership and advocacy, as an essential step towards building more just and inclusive societies."

He added, "The Human Rights Center will continue to support and keep pace with these initiatives within a sustainable vision".

The program included a video presentation summarizing the project's most prominent milestones, followed by the participating students presenting their personal and professional experiences within the project, in addition to presenting the work plans that will be implemented in the university campus during the fall semester of 2025.

The ceremony also included two dialogue sessions with the participation of female students and the interventions of governance and local development expert Dr. Josephine Zogheib and lawyer Manar Zaiter, where ways to enhance the role of young women in civil and leadership spaces were discussed.

The participating students developed three initiatives during the project, which will be implemented with support from the Human Rights Center and in coordination with the Madaniyat Foundation. These initiatives aim to achieve a sustainable impact on the university environment and revolve around:

- Environment: through awareness campaigns and activating recycling activities on campus.
- Student political representation: by launching a democratic electoral system that enhances effective student participation.

- Empowering women: by organizing workshops, implementing awareness campaigns, and providing basic personal hygiene supplies in university facilities.

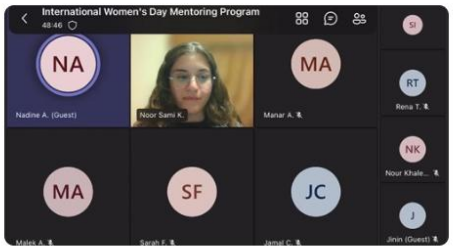
Women in Engineering Mentoring 18 March 2024

The Faculty of Engineering IEEE and Women in Engineering community launched a mentoring programme to empower women in STEM. The session focused on graduation preparation academic guidance and individual mentoring opportunities. It demonstrates targeted support for women participating in a field where mentoring and professional networks can improve persistence and progression.

Original evidence International Women Day Mentoring Programme

International Women s Day Mentoring Program 18th March







IEEE and WIE celebrated International Women’s Day by launching a mentorship program aimed at empowering women in STEM fields. The highlight of the event was a mentoring session led by speaker Nadine Ajam, focusing on preparing women for graduation through guidance and a trivia Q&A activity highlighting women's contributions in STEM.

This engaging event took place online via Google Meet, allowing participants to join from anywhere. Moreover, additional sessions will be later organized for participants seeking personalized 1-on-1 mentoring with the speaker. These sessions will provide academic guidance and support to help participants prepare effectively for graduation.

SUSI Women Leadership Programme 12 April 2022

BAU announced that three women students from Human Sciences Law and Political Science and Architecture Design and Built Environment were selected through a competitive United States Embassy process for the Study of the United States Institutes Women Leadership Programme. The evidence shows women participating in leadership development across different academic fields.

Original evidence BAU Women Students Selected for SUSI

Congratulations to BAU students who are selected to participate in the 2021 Study of the United States Institutes SUSI Women s Leadership Program





Congratulations to BAU students Nisrine Kammourieh at the Faculty of Human Sciences, Yasmine Wraya at the Faculty of Law and Political Science and Rawan Nashi at the Faculty of Architecture - Design & Built Environment on being selected by the US Embassy in Lebanon; through a highly competitive process; to participate in the “2021 Study of the United States Institutes (SUSI) - Women's Leadership Program” at Saint Mary’s College.

Evidence Strength

- The EDI admissions policy provides the principal proof of gender protection at admission
- The programmes services activities and facilities clauses directly establish participation coverage
- The Code of Ethics reinforces the policy through an institution wide equality obligation
- Current admissions requirements demonstrate transparent implementation at application and entry
- Recent women leadership civic participation and STEM mentoring programmes demonstrate implementation after entry

Claim	Evidence status	Treatment	Reason
BAU has a gender inclusive admissions policy	Directly documented	Lead claim	Exact indicator match
The policy covers participation	Directly documented	Lead claim	Programmes services and activities named
Women receive leadership and STEM support	Recent official events	Corroboration	Shows implementation
BAU monitors the student pathway by gender	Official indicator reporting	Supporting claim	Connects policy with outcomes

Evidence Matrix

No	Evidence	Date status	Relevant provision or activity	Role	Link
1	BAU EDI policy page	Standing policy accessed 14 Oct 2026	Gender protected in admissions and participation	Primary direct evidence	Original source Open source

No	Evidence	Date status	Relevant provision or activity	Role	Link
2	BAU Code of Ethics	Standing policy	Article Nineteen equality and equal opportunity regardless of gender	Primary supporting policy	Original source Open source
3	Prospective Students admissions	Current 2026 to 2027 requirements	Transparent qualifications tests and programme criteria	Entry implementation	Original source Open source
4	Gender tracking page	2019 to 2024 reporting period	Applications admissions and completion tracked by gender	Monitoring evidence	Original source Open source
5	Her Civic Quest Phase Two	11 Jan 2025	Leadership advocacy gender justice and university reform	Participation evidence	Original source Open source
6	Her Civic Quest closing	4 Jul 2025	50 female students and three campus initiatives	Participation evidence	Original source Open source
7	Women in Engineering mentoring	18 Mar 2024	STEM mentoring and graduation support	Targeted support	Original source Open source
8	SUSI women leaders	12 Apr 2022	Competitive leadership programme participation	Development evidence	Original source Open source
9	BAU indicator 5.3.2 page	Current official page	Institutional synthesis of policy and practice	Corroborative	Original source Open source

Indicator Mapping

THE requirement	BAU evidence	Finding	Status
University acts as a body	Institution wide EDI policy and Code of Ethics	Central policy framework	Met
Policy exists	Published Equality and Diversity and Admissions Non Discrimination policies	Formal public rules	Met
Women applications	Gender is protected in admissions and application routes are public	Equal application access	Met
Acceptance and entry	Equal access commitment plus published academic criteria	Gender neutral entry control	Met
Participation	Policy covers programmes services activities and facilities	Post entry equality	Met
Implementation	2022 to 2025 leadership civic participation and STEM mentoring	Recent institutional practice	Met

THE requirement	BAU evidence	Finding	Status
Accountability	Reporting confidentiality non retaliation and discipline	Policy protection mechanism	Met

Submission Order

- First BAU EDI page showing the admissions gender clause and participation coverage
- Second BAU Code of Ethics Article Nineteen
- Third current Prospective Students admissions requirements
- Fourth 2025 Her Civic Quest implementation evidence
- Fifth 2024 Women in Engineering mentoring evidence

Submission Conclusion

Beirut Arab University has a formal institution wide policy framework addressing women applications acceptance and entry and participation. The official EDI framework prohibits gender discrimination in admission and applies to all campus programmes services and activities. Its equal access statement extends to programmes facilities and admissions conditions. Article Nineteen of the Code of Ethics reinforces equality and equal opportunities regardless of gender while reporting non retaliation and disciplinary provisions support accountability.

Recommended Submission Narrative

Beirut Arab University maintains an institution wide Equality and Diversity framework and an Admissions and Employment Non Discrimination Policy. The policy expressly prohibits gender discrimination in student admission and governs all campus programmes services and activities. BAU also commits to equal access to programmes facilities and fair treatment in the terms and conditions of admission. The Code of Ethics reinforces this framework through Article Nineteen which requires equality and equal opportunities regardless of gender. Current admissions information for 2026 to 2027 publishes academic programme and language requirements and provides common online and paper application routes. Recent implementation includes the 2024 Women in Engineering mentoring programme and the 2024 to 2025 Her Civic Quest initiative which engaged 50 female students in leadership gender justice political participation and the design of campus initiatives. Together the policy admission procedures accountability mechanisms monitoring and current participation programmes support a Yes response to THE indicator 5.3.2.

Final Response

Recommended selection Yes Formal university wide policy framework covering women applications entry and participation

Submission Priorities

- Lead with the EDI admissions policy because it expressly links gender admission and participation
- Attach the Code of Ethics as a second institution wide policy source
- Use current admissions criteria to demonstrate transparent implementation at entry
- Use 2024 and 2025 women programmes as implementation evidence rather than as policy substitutes
- Retain the policy pages and their links in the public domain throughout the THE assessment period

Original Evidence Register

All sources below are official Beirut Arab University webpages and are linked for direct reviewer verification.

Source	Submission use	Original link
BAU EDI	Primary admissions participation and equal access policy	Official BAU source Open original evidence
Ethical Conduct	Code of Ethics Article Nineteen equality	Official BAU source Open original evidence
Prospective Students	Current application acceptance and entry criteria	Official BAU source Open original evidence
SDG 5.3.1	Gender disaggregated monitoring	Official BAU source Open original evidence
SDG 5.3.2	Current institutional indicator synthesis	Official BAU source Open original evidence
Her Civic Quest Phase Two	January 2025 women leadership participation	Official BAU source Open original evidence
Her Civic Quest Closing	July 2025 participation and campus initiatives	Official BAU source Open original evidence
Women in Engineering Mentoring	March 2024 targeted participation support	Official BAU source Open original evidence
SUSI Women Leadership	April 2022 women leadership development	Official BAU source Open original evidence