

Gender Equality Policies

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Policy Statement

The Lebanese French University is committed to fostering an inclusive academic and professional environment that promotes gender equality, diversity, and respect for all individuals. The university upholds the principle that all members—faculty, staff, and students—should have equal access to opportunities, free from discrimination based on gender, gender identity, or expression. LFU recognizes that equality is fundamental to academic excellence, innovation, and social justice.

Scope

- All academic and administrative staff of the Lebanese French University.
- All undergraduate students enrolled at LFU.
- All applicants for employment, academic programs, and scholarships.
- All university activities, programs, and facilities.

1. Equal Opportunities in Academic and Student Admission

The Lebanese French university guarantees equal opportunities in the selection of academic staff based on professional competencies. Likewise, student admissions are conducted based on academic performance in accordance with the regulations of the Ministry of Higher Education.

- Recruitment, selection, and promotion of academic staff are based solely on professional qualifications, experience, and merit.
- No applicant or candidate shall face discrimination based on gender, gender identity, or marital status.
- Admission committees are trained to apply fair and transparent criteria during selection.

2. Equal Compensation

As part of its commitment to gender equality, LFU provides equal monthly compensation to all employees, regardless of gender.

- Compensation structures are based on job position, qualifications, and experience, not gender or personal identity.
- Salary reviews and promotions undergo periodic audits to ensure equity.
- The Human Resources Department monitors and addresses any pay inconsistencies.

3. Scholarships for Higher Studies

The Lebanese French University awards scholarships for further studies to academic staff and graduate students based on academic excellence, professional merit and research contribution. Therefore, ensuring equal access for both male and female applicants.

- Both male and female applicants receive equal consideration and opportunity.
- Transparent selection processes and evaluation criteria are communicated publicly.
- Periodic assessments ensure that gender balance is maintained in scholarship distribution.

4. Prevention of Discrimination Against Women

LFU actively works to prevent discrimination against women through dedicated committees that investigate and resolve reported issues.

- LFU enforces a zero-tolerance policy toward gender-based discrimination or harassment.
- A Gender Equality and Ethics Committee is responsible for investigating reported cases.
- Awareness workshops and training sessions are held annually to promote gender sensitivity.
- Victims of discrimination have access to confidential reporting mechanisms and support services.

5. Equal Opportunities for Transgender Students

The Lebanese French University ensures that transgender students are granted equal opportunities based on academic performance. Discrimination of any kind is strictly prohibited in accordance with university regulations.

- LFU recognizes and respects gender diversity and the right to self-identification.
- Transgender students are provided equal access to all academic and extracurricular opportunities.
- The university strictly prohibits any form of bullying, exclusion, or verbal/physical harassment.

6. Maternity Leave

LFU provides female employees with seventy-two (72) days of maternity leave, as stipulated in the employment contract between the university and employee, and in compliance with Iraqi Labor Law No. 71 (1987).

- During maternity leave, the employee's job security, salary, and benefits are maintained.
- The university provides a supportive reintegration plan upon return to work.
- LFU encourages family-friendly policies to ensure work-life balance for all staff.

7. Safe And Inclusive Environment

The university is committed to creating a safe and supportive environment that respects gender identity, ensures personal protection, and upholds the freedom of self-identification.

- The university promotes a culture of mutual respect, empathy, and freedom of self-expression.
- Regular safety audits and awareness campaigns are conducted to prevent harassment and ensure protection.
- Counseling and psychological support services are available for all students and staff.

Implementation and Review

- The Human Resources Department and Gender Equality Committee are together responsible for implementing and monitoring this policy.
- Regular data collection, reporting, and policy reviews will be conducted every two years.
- LFU commits to continuous improvement and alignment with international gender equality standards.