

Policy of the Euromed University of Fez (UEMF) on Social and Societal Responsibility

(revised version 2021)

One of the missions of the UEMF is to train citizens to be aware of their duties and rights and imbued values of living together, otherness and critical thinking while being responsible for the respect and protection of the natural environment and fellow humans. To this end, the entire university community is mobilized to achieve the Sustainable Development Goals (SDGs) around the following axes:

I. Equal opportunity: parity, pay equity and inclusion of disadvantaged people, the disabled and immigrants

UEMF promotes and implements a proactive policy of equal opportunity among its faculty, administrative and support staff and also among its students. This policy gives everyone access to UEMF without any discrimination whatsoever for employment, studies or lifelong learning. This policy is based on the following pillars:

1. the University guarantees equal opportunity and anyone who notices or suffers unequal treatment has the right to lodge a complaint at the level of the Vice-President in charge of Academic Affairs for students and at the level of the Secretary General for faculty and administrative staff and support;
2. any candidate for a position at the University is processed by the Human Resources Department in addition to a recruitment committee which acts in full transparency and rigor to ensure fair treatment for all;
3. the University has set itself the objective of:
 - a. achieve and maintain gender parity, using positive discrimination in the event of equality of profiles and skills;
 - b. ensure the same salary for the same functions between men and women;
 - c. promote gender parity in terms of access to senior university positions;
 - d. include as many people with reduced capacities as possible;
 - e. include people with immigrant backgrounds;
4. scholarships are dedicated to:
 - a. students from the most disadvantaged backgrounds and especially girls from rural areas with full payment of tuition, accommodation and catering costs;
 - b. students from Sub-Saharan Africa;
5. monitoring and correction of discrepancies: salaries, rate of female candidates

- a. an "Equal Opportunity" committee is set up at the level of the University Presidency to make continuous improvements concerning the Equal Opportunity policy, to implement it and to monitor and audit its application.
- b. UEMF continuously monitors the rate of female applications, their acceptance or entry rate and the rate of completion of studies and graduation from university;
- c. a scholarship incentive system has been set up to encourage applications from women in fields where they are under-represented (artificial intelligence, mechanics, civil engineering, managerial positions, etc.) in addition to a policy based on positive discrimination to give more chances to women in the event of equality of profiles and potentialities;
- d. The UEMF undertakes to ensure equitable salary treatment between the sexes and to correct any discrepancy that is observed.

II. Support for people with disabilities:

1. all buildings and all premises inside the university buildings are accessible to PRMs (Persons with Reduced Mobility) and all stairs and elevators are equipped with Braille writing for the blind and visually impaired;
2. on all floors and in all places of the University, specific sanitary facilities respecting international standards are made available to PRMs;
3. in all parking areas, specific places are reserved for people with reduced mobility and significant fines are applied to all those who park there without having the right to do so;
4. adapted accommodation is made available to people with a disability and in cases of severe disability, the University authorizes a member of their family to stay with the disabled student.
5. personalized service for the disabled: shuttle from campus access to teaching rooms, production of adapted course materials, application of the third-time rule during evaluations;

III. Non-discrimination and protection of discriminated people

The University bans all discrimination based on social rank, sex, creed, age, ethnic origin, immigrant status or disability.

Everyone on the faculty, among administrative and support staff and among students, interns, visitors or among contract staff within the university campus has the right to respect and to fair treatment respecting the rights, duties and dignity of everyone. No discrimination of any kind is tolerated at the University.

Any person, regardless of their rank within the University, who by their actions, words or attitude, discriminates against others based on gender, origin, belief, age, gender, ethnicity or disability is liable to severe sanctions.

Anyone who feels discriminated against can file a complaint with the Secretary General of the University. The students lodge their complaints with the Heads of Establishments and if they do not obtain justice in their case, they lodge a complaint with the Vice-President in charge of Academic and Cultural Affairs. These complaints are submitted to the University's Disciplinary Committee, which initiates an official investigation into the complaint. If the facts are true and documented, then disciplinary action and sanctions are taken against the offender. If this discrimination is voluntary (or of a racist or sexist nature), then the sanction automatically leads to final expulsion from the University, depending on the seriousness of the act of discrimination.

No employee, no person in training or in internship can be sanctioned, dismissed or be the object of a discriminatory measure, direct or indirect, in particular in terms of remuneration, training, reclassification, assignment, qualification, classification, professional promotion, transfer, evaluation or renewal of contract for having reported the act of discrimination.

IV. Working conditions: commitment against discrimination, child labor, forced labor and human trafficking

The University works for the development of its community by cultivating the feeling of belonging and by providing it with all the means and working conditions allowing to create a stimulating, serene climate favorable to innovation, creation and creativity.

It recognizes employee rights (freedom of association and collective bargaining) for all, including women and international staff.

Anyone working at the University has an official employment contract signed between the President of the University and the employee. This contract explains the work standards, the tasks and prerogatives of the employee, the working hours, the periods of leave and public holidays, the remuneration and the social benefits in terms of medical and retirement coverage.

It is strictly forbidden:

- a. to employ minors at the university;
- b. to impose forced labor on an employee;
- c. to use one's hierarchical status to establish modern slavery, human trafficking and to have favors of any kind with the employee;
- d. to have a behavior or attitude that could be detrimental to working conditions;
- e. to outsource activities that undermine the rights of employees. In the event that the University decides to outsource activities to third parties, this decision is taken in consultation with the employees who must not suffer any prejudice of any kind whatsoever concerning this outsourcing.

V. Motherhood and Fatherhood: Support, Benefits and Kindness

In accordance with its strategy and its objectives of social and societal responsibility, UEMF ensures the health and well-being of its human resources, especially during the period of pregnancy and maternity / paternity with the most favorable conditions on Moroccan soil. Indeed, and unlike what is practiced elsewhere where the 14-week maternity leave is paid for by the CNSS (the National Social Security Fund) with a maximum payment of 6000 Dh / month, the Euromed University de Fez pays the entire salary to its employees during the entire maternity leave period and this regardless of the employee's rank within the organizational chart of the University.

A nursing service equipped with an infrastructure of international standards and qualified human resources (doctors and nurses) is made available to the university community both within the campus and in university residences.

A constant watch over good working conditions for pregnant women is ensured, and personalized follow-up is carried out by the health and safety committee as appropriate.

All employees benefit from complementary health / maternity insurance which provides reimbursement of 90% of medical and care costs incurred in the context of maternity, in addition to the granting of a lump-sum maternity allowance after childbirth for children. women employees of the UEMF and the wives of employees.

As part of its Fes-Smart-Factory project, the University is setting up a day-care facility dedicated to the children of all University employees and students.

VI. Non-discrimination against women and harassment:

The UEMF ensures the tranquillity and the development of its human resources and sets up the appropriate mechanisms to avoid and sanction anything that may harm the dignity of members of the university community, whatever their status and their rank. Discrimination against women or psychological or sexual harassment are severely punished.

Discrimination of any kind whatsoever and a fortiori against women is banned from the practices and operations of the University. Is liable to final exclusion from the University with the possibility of legal proceedings, any person:

1. making disparaging remarks towards women about:
 - a. physical aspect;
 - b. the style of dress;
 - c. the way of being, of speaking and of behaving;
2. disadvantaging women in:
 - a. the exercise of their functions;
 - b. access to responsibilities when they have the required qualifications and skills;
 - c. staff evaluations;
 - d. the assignment of grades and academic evaluations for female students;

3. exercising psychological or physical harassment:

a. psychological harassment:

No employee must be subjected to repeated acts of psychological harassment which have the effect of worsening the climate or working conditions likely to undermine their rights and dignity, alter their physical or mental health or compromise their professional future.

No employee, no person in training or in internship can be sanctioned, dismissed or be the object of a discriminatory measure, direct or indirect, in particular in terms of remuneration, training, reclassification, assignment, qualification, classification, professional promotion, transfer or renewal of contract for having suffered or refused to undergo acts of psychological harassment or for having witnessed such acts or having reported them.

The employer takes all necessary measures to prevent acts of psychological harassment.

Any employee having carried out acts of psychological harassment is liable to a disciplinary sanction.

A mediation procedure can be implemented by any person at the University who considers himself/herself a victim of psychological harassment or by the person implicated.

The choice of mediator is subject to an agreement between the parties.

The mediator inquires about the state of relations between the parties. She/He tries to reconcile them and submits proposals to them which she/he puts in writing in order to put an end to the harassment.

When reconciliation fails, the mediator informs the parties of any penalties incurred and the procedural guarantees provided for the victim.

b. Sexual harassment

No employee should be subjected to:

1. sexual harassment consisting of comments or behaviour with a sexual connotation which undermines her/his dignity because of their degrading or humiliating nature, or creates an intimidating, hostile or offensive situation against her/him;
2. assimilated to sexual harassment, consisting of any form of serious pressure, even not repeated, exerted with the real or apparent aim of obtaining an act of a sexual nature, whether it is sought for the benefit of the perpetrator or for the benefit of a third party.

No employee, no person in training or internship, no candidate for recruitment, internship or training at the University may be sanctioned, dismissed or be the subject of a discriminatory

measure, direct or indirect, in particular in matters of remuneration, training, reclassification, assignment, qualification, classification, professional promotion, transfer or renewal of contract for having suffered or refused to suffer acts of sexual harassment, including, in the case mentioned in 1 ° of the same article, if the comments or behaviour have not been repeated.

No employee, no person in training or in internship can be sanctioned, dismissed or be the object of a discriminatory measure for having testified facts of sexual harassment or for having reported them.

The employer takes all necessary measures to prevent acts of sexual harassment.

Any employee who has carried out acts of sexual harassment is liable to final expulsion from the University: disciplinary sanction.

Anyone who reports discrimination based on any prejudice is fully protected.

VII. Solidarity

The UEMF is strongly involved in its local, regional and national communities and works for solidarity by

1. providing access to some educational resources for those not studying at university- for example, computers, library, sports, online courses and access to lectures;
2. organizing events at the university open to the general public: public lectures, community educational events;
3. traveling to local and regional schools for awareness-raising activities, social and voluntary projects run by students or to improve access to basic services.

VIII. Environmental management and sustainable campus: Facilities and behavioural actions

The UEMF is fully and unreservedly involved in contributing to the progressive achievement of the 17 Sustainable Development Goals (SDGs). For this, it implements concrete actions to limit the environmental impact and to raise awareness among staff and students about sustainable development. These actions are numerous and diversified.

Infrastructures:

1. the UEMF campus is an Eco-Campus which respects the best international standards in terms of sustainable development. It was named by COP 22 and recently obtained the French-speaking responsible innovation title;
2. the buildings of the UEMF Eco-campus are built according to the “High Environmental Quality” approach, limiting any harmful environmental impact through precise choices:
 - a. low energy local materials;
 - b. materials ensuring good thermal and sound insulation;
 - c. open architecture ensuring maximum natural light and luminosity;

- d. use of clean and renewable energy sources: installation of photovoltaic panels on large areas of the roofs of buildings for the production of electrical energy with real-time measurement of the recovered energy;
- e. installation and thermal solar panels for the production of hot water;
- f. installation in progress of pipes and basins for the recovery of rainwater;
- g. gray water recirculation (in progress);
- h. construction / rehabilitation of positive energy buildings;
- i. installation of sorting bins for waste throughout the Eco-campus;
- j. creation of sports, leisure and relaxation areas;
- k. use of a circular economy (minimize waste by optimizing the value generated by resources);
- l. installation of charging stations for electric cars on the UEMF Eco-campus. These terminals are the only ones in the Fez-Meknes Region and the only ones on a university campus in Morocco. Advertising boards have been put up in several places in the city of Fez inviting motorists to come and recharge their electric car batteries free of charge on the UEMF Eco-campus;
- m. total accessibility and in all University buildings to people with reduced mobility (PRM);
- n. installation of Braille signs on all floors, in front of all doors, in the stairs and in the elevators for the visually impaired and the visually impaired;
- o. installation of sanitary facilities (toilets) on all floors and in all buildings for people with reduced mobility;
- p. firm commitment of the University to ensure that all renovations, restorations or new constructions comply with the highest standards of energy efficiency and sustainable development.

Responsible management actions:

The Legacy Department monitors electricity consumption on a monthly basis and sets up technical and behavioral procedures to reduce this consumption, while ensuring comfort at work for the university community:

1. closing doors and windows while the air conditioning is in operation;
2. installation of motion detectors that allow the lights to be switched on automatically in the corridors only in case of need;
3. blackout at night in unused areas;
4. sensitization of the university community concerning the reduction of water and electricity consumption and periodic tours of the Heritage Department to monitor the application of the measures put in place;
5. dematerialization of several tasks to reduce paper consumption;
6. reuse and restoration of old objects (tables, chairs, etc.);
7. introduction of cats on campus with leftover food from the university canteen;
8. raising awareness among students through courses and seminars on sustainable development (one of the seven pillars of transversal teaching within the UEMF) and environmental responsibility.

Teaching and research-innovation actions:

The UEMF has several training and research programs concerning sustainable development:

1. Master's in Environmental Engineering and Water Management;
2. Master's in Renewable Energies and Energy Efficiency;
3. Master's in Transport and Sustainable Mobility;
4. Renewable Energies and Energy Efficiency research team
5. Bio-Sourced Materials Research team;
6. green hydrogen research team;
7. research team on Energy Efficiency;
8. Research team on robust and light materials for aeronautics;
9. Climate Center project being set up at UEMF in collaboration with the Union for the Mediterranean;
10. installation of Fez-Smart Factory on the UEMF Eco-campus with a large component concerning innovation in energy efficiency;
11. several laboratories dealing with sustainable development, water desalination and renewable energies, including a campus house for studies and research concerning energy efficiency.
12. participation in the development of policies at local, regional and national levels to contribute to the achievement of Morocco's international commitments for sustainable development and clean energy technologies;
13. community awareness and service provision to local industries aimed at improving energy efficiency;
14. assistance to the local community by supporting the start-up of sustainable businesses through training and mentoring (regional incubator, conferences, etc.).