

10-06

10-06-01

Abbas Lagrou University – Khenchela has a clear and non-discriminatory admission policy that fully complies with the national standards for admission to Algerian higher education institutions.

Main Admission Criteria:

- The overall Baccalaureate score.
- The compatibility between the Baccalaureate stream and the chosen field of study.
- The minimum required average for each program.
- The university's enrollment capacity.

Positive Policies:

- Support for students with disabilities through special admission and study arrangements.
- Consideration for students from remote areas.
- Allocation of specific quotas for outstanding students in certain fields.

Transparency Measures:

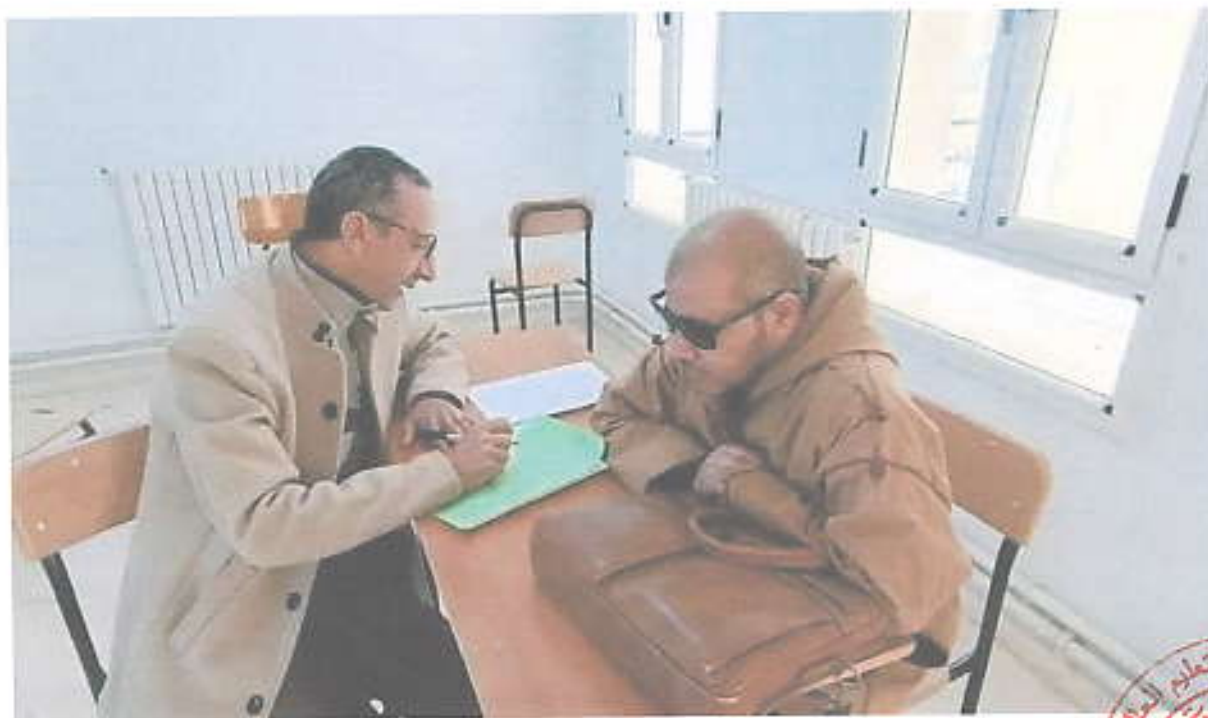
- Publishing all admission criteria on the university's official website.
- Providing clear and detailed information accessible to everyone.
- Regularly updating all admission information.

10-06-02

Abbas Lagrou University – Khenchela closely monitors and tracks the admission process for specific student groups, particularly students with disabilities, through the following measures:

- A dedicated office to handle and follow up on admission requests.
- Provision of appropriate study facilities, including adapted equipment and learning materials.
- Availability of accessible infrastructure, such as ramps, elevators, and inclusive classrooms.
- Assignment of support staff to assist students in their academic and personal needs.
- Regular assessments of accessibility on campus, with continuous improvements when needed.
- Provision of special examination arrangements when required.





### **Students from Remote Areas:**

- Assessing their specific needs through surveys and direct communication.
- Providing priority access to university housing, with options for extended stays.
- Monitoring academic progress and success rates through academic advisors.
- Offering transportation assistance during major university events.
- Organizing orientation programs to support their integration into university life.
- Providing additional academic support when necessary.

### **Female Students:**

- Encouraging their participation in all academic disciplines, particularly in STEM fields (Science, Technology, Engineering, and Mathematics).
- Tracking female representation rates across different fields through annual statistics.
- Ensuring a safe and supportive learning environment with dedicated facilities.
- Offering mentorship programs that connect female students with successful alumnae.
- Implementing leadership development programs for women.
- Providing special support for mothers pursuing higher education.

### **Students from Low-Income Backgrounds:**

- Offering comprehensive scholarships that cover tuition fees and living

expenses.

- Providing priority access to affordable university housing.
- Supporting their basic needs through various assistance programs.
- Providing book and study material allowances.
- Offering on-campus work and study opportunities.
- Providing financial counseling and advisory services.

#### **Monitoring and Evaluation:**

- Regularly collecting and analyzing enrollment data.
- Preparing annual reports on diversity and inclusion indicators.
- Maintaining feedback mechanisms to ensure continuous improvement.
- Reviewing and updating support policies on a regular basis.
- Collaborating with student representatives from each category.
- Developing targeted support programs based on collected data.

**The university maintains these comprehensive statistics and programs to ensure:**

- Fair representation across all academic programs.
- Equal opportunities for academic success.
- Tailored support systems that address the specific needs of each group.
- Continuous improvement of inclusion policies.
- The creation of a diverse and inclusive academic community.
- Ongoing evaluation and enhancement of support measures.

This structured approach helps ensure that all students—regardless of background or circumstance—have the opportunity to succeed in their academic journey at Abbas Laghrour University – Khenchela.

**10-06-03**

Yes, Abbas Laghrour University – Khenchela has adopted planned measures to recruit students, faculty members, and staff from underrepresented groups.

#### **Faculty Recruitment Measures:**

- Job announcements ensure equal opportunities for all applicants.
- Encouraging female scholars to apply for academic positions.
- Providing a supportive work environment for people with disabilities.
- Promoting gender balance in recruitment processes.

#### **Student Recruitment:**

- Conducting awareness campaigns in remote areas.
- Implementing special programs to attract high-achieving students from disadvantaged regions.

- Offeringcompetitivescholarships.
- Providinghousing and transportation services.

#### **Administrative and Technical Staff Recruitment:**

- Applying transparent and fairrecruitmentpolicies.
- Adapting the workenvironment to accommodateemployeeswithdisabilities.
- Offeringprofessionaldevelopment and training programs.
- Ensuringequalopportunities for promotion and careeradvancement.



Thesemeasuresaim to ensurediversity and equalrepresentationwithin the universitycommunity.

**10-06-04**

Yes, Abbas LaghrourUniversity – Khenchela has a clear anti-discrimination policythatpromotesequality and inclusivenessacross all levels of the institution.

#### **Core Principles:**

- Equaltreatment for all members of the universitycommunity.

- Prohibition of all forms of discrimination.
- Guaranteeing equal opportunities in education and employment.
- Respect for cultural and religious diversity.

#### **Scope of Application:**

- Students and faculty members.
- Administrative staff.
- Workers.
- Visitors and university collaborators.



#### **Protection Measures:**

- A clear mechanism for reporting discrimination cases.
- A specialized committee responsible for investigating complaints.
- Strict disciplinary actions against offenders.
- Protection for whistleblowers who report discrimination.

These policies ensure a safe, respectful, and inclusive environment for all members of the university community.

## قوانين

- وبمقتضى القانون العضوي رقم 05-12 المؤرخ في 18 صفر عام 1433 الموافق 12 يناير سنة 2012 والمتعلق بالإعلام،

- وبمقتضى الأمر رقم 155-66 المؤرخ في 18 صفر عام 1386 الموافق 8 يونيو سنة 1966 والمتضمن قانون الإجراءات الجزائية، المعدل والمتقم،

- وبمقتضى الأمر رقم 156-66 المؤرخ في 18 صفر عام 1386 الموافق 8 يونيو سنة 1966 والمتضمن قانون العقوبات، المعدل والمتقم،

- وبمقتضى الأمر رقم 57-71 المؤرخ في 14 جمادى

قانون رقم 20-05 مؤرخ في 5 رمضان عام 1441 الموافق 28 أبريل سنة 2020، يتعلق بالوقاية من التمييز وخطاب الكراهية ومكافحتها.

إن رئيس الجمهورية،

- بناء على الدستور، لا سيما المواد 32 و34 و38 و39 و40 و41 و136 و137 (الفقرة 2) و138 و140 و144 منه،

- وبمقتضى الاتفاقية الدولية الخاصة بإزالة جميع أشكال التمييز العنصري التي أقرتها الجمعية العامة للأمم المتحدة

<https://www.joradp.dz/FTP/jo-arabe/2020/A2020025.pdf>

10-06-05

Yes, Abbas Laghrour University – Khenchela has an organizational structure dedicated to supporting diversity and equality.

### Diversity and Inclusion Office:

- Reports directly to the university administration.
- Includes specialists in human rights.
- Works in coordination with faculties and departments.

### Office Responsibilities:

- Developing and implementing diversity and equality policies.
- Providing guidance and advice to university management and students.



- Organizing training sessions and awareness workshops.
- Handling and resolving discrimination complaints.
- Preparing regular progress reports.

#### Programs and Activities:

- Human rights awareness programs.
- Cultural diversity promotion events.
- Initiatives supporting people with disabilities.
- Gender equality promotion activities.



This structure ensures the effective implementation of diversity and inclusion policies throughout the university campus.

**10-06-06**

Does your university provide mentoring, guidance, or peer-support programs to assist students, staff, and faculty members from underrepresented groups?

**10-06-07**

Yes, Abbas Laghrour University – Khenchela provides fully accessible facilities for persons with disabilities, including dedicated pathways and entrances, suitable seating areas, and assistive equipment to ensure easy movement and access to all faculties and university facilities.

The university is also working on adapting educational and administrative spaces—including lecture halls, laboratories, and libraries—to meet their specific needs, while offering technical and advisory support when necessary.

These measures aim to create an inclusive and supportive learning environment that fosters active participation and reflects the university's strong commitment to the principles of equity and fairness.



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الجمهورية الجزائرية الديمقراطية الشعبية  
وزارة التعليم العالي والبحث العلمي

مجلس الآداب والأخلاقيات الجامعية  
أول 2023



د. بوبكر بن عمران  
عميد كلية الآداب والأخلاقيات الجامعية