



PHOENICIA UNIVERSITY

Women's Access and Participation Policy

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Purpose

Phoenicia University is committed to fostering an inclusive academic community in which women have equitable opportunities to access higher education, participate fully in university life, and pursue academic, professional, research, and leadership excellence.

This Women's Access and Participation Policy establishes the University's commitment to eliminating barriers that may affect women's access to higher education and ensuring an inclusive academic environment where female students, faculty, and staff can achieve their full potential.

Scope

This Policy applies to all stages of the student lifecycle at Phoenicia University, including:

- Outreach, recruitment, and pre-application engagement with prospective women applicants;
- Admissions processes, including application review, offer-making, and enrolment/entry;
- Participation, retention, and progression of women students once enrolled, across all faculties, campuses, and modes of study (on-campus, online, and blended);
- All levels of study offered by the University — undergraduate, postgraduate taught, and postgraduate research;
- All faculties and schools, with particular attention to disciplines in which women are statistically under-represented (e.g. engineering, computer science, and other STEM fields).

This Policy should be read alongside:

- Admissions Policy,
- Maternity, Paternity, and Family Care Leave Policy,
- Student Nondiscrimination Discriminatory Harassment and Retaliation Policies,
- Faculty and Staff Nondiscrimination Discriminatory Harassment and Retaliation Policies,
- Discrimination and Harassment Policy,
- Financial Aid and Scholarship Policy.

Each of these policies contain provisions that support the commitments set out here.

Roles and Responsibilities

Advancing women's access, participation, and success is a shared institutional responsibility. The following University units and community members contribute to the implementation of this Policy:

Unit / Stakeholder	Responsibilities
University Administration	Provides institutional leadership, ensures alignment with University priorities, and supports the implementation of measures that promote gender equality.
University Diversity Officer (UDO)	Coordinates gender equality initiatives, oversees implementation of this Policy, supports inclusion efforts, and contributes to monitoring and reporting on progress.

Human Resources	Promotes equitable employment practices and supports gender equality in recruitment, retention, professional development, and advancement of employees.
Admissions Office	Ensures fair and transparent recruitment and admissions processes and supports initiatives that encourage women's access to higher education.
Student Affairs	Provides student support services, engagement opportunities, and initiatives that enhance women's participation, retention, and success.
Academic Colleges and Departments	Promote inclusive teaching, learning, research, and academic opportunities while supporting women's participation and progression across disciplines.
Office of Quality Assurance	Collects, analyzes, and monitors gender-related data and indicators to evaluate the effectiveness of institutional practices and inform continuous improvement.
Career Services	Provides equitable access to career guidance, internships, mentorship, networking, and professional development opportunities.
Faculty, Staff, and Students	Contribute to an inclusive, respectful, and equitable University environment and uphold the principles and commitments established in this Policy.

Institutional Commitment

PU is committed to ensuring that women have equitable opportunities to participate and progress on the basis of merit, qualifications, and academic achievement.

Outreach and School Engagement

PU is committed to encouraging young women to pursue higher education through outreach initiatives conducted in collaboration with schools and community organizations. The University organizes school visits, career guidance sessions, academic workshops, campus visits, and mentoring activities that introduce female students to higher education opportunities, promote informed academic and career choices, and encourage participation in disciplines where women have historically been underrepresented.

Recruitment, Admissions, and Applicant Support

PU ensures that prospective female applicants have equitable access to information, guidance, and support throughout the recruitment and admissions process. The University provides clear and transparent information regarding academic programs, admission requirements, scholarships, financial aid opportunities, student services, and campus life through multiple communication channels and recruitment activities.

Support for Women in Non-Traditional Fields

PU encourages and supports the participation of women in academic disciplines and professions where they have traditionally been underrepresented, including science, technology, engineering, mathematics, entrepreneurship, and other emerging fields. Outreach activities, mentoring opportunities, scholarships where available, and targeted professional development initiatives may be implemented to encourage participation and retention.

Safe, Respectful, and Inclusive Campus Environment

PU maintains a campus environment in which all members of the University community are treated with dignity and respect. Appropriate mechanisms are maintained to prevent and address discrimination, harassment, bullying, intimidation, and gender-based misconduct. Confidential reporting procedures, fair investigations, and appropriate support services shall be available in accordance with University regulations.

Gender-Inclusive Curriculum and Learning Environment

PU encourages colleges and academic departments to incorporate perspectives that promote gender equality, diversity, and inclusion within curricula where academically appropriate. Teaching, learning, and research activities encourage critical engagement with issues related to gender, ethics, leadership, innovation, and social responsibility while promoting an inclusive learning environment that values diverse perspectives.

Childcare and Family Support

Recognizing that family responsibilities may present barriers to education and employment, PU facilitates access to family-friendly support services. These may include childcare arrangements through partner organizations, as well as flexible academic or workplace accommodations, breastfeeding-friendly spaces, and policies that promote work-life balance for students and employees with caregiving responsibilities

Awareness, Education, and Capacity Building

PU organizes and supports educational initiatives that promote gender equality and raise awareness of women's rights, inclusion, respect, and equal opportunity. Such initiatives include seminars, workshops, conferences, awareness campaigns, guest lectures, community outreach activities, and commemorative events that contribute to fostering an inclusive institutional culture.

Career Readiness and Professional Development

PU provides women with equitable access to career readiness initiatives designed to enhance employability, leadership, entrepreneurship, and professional development. These initiatives include career advising, mentorship opportunities, internship placements, networking events, workshops, employer engagement activities, entrepreneurship programs, and skills-development training that support women's successful transition into the workforce and leadership roles.

Women's Leadership and Representation

Phoenicia University is committed to promoting women's participation in institutional governance, academic leadership, administrative decision-making, research leadership, and student representation. The University shall encourage equitable opportunities for women to serve on committees, hold leadership positions, participate in strategic initiatives, and contribute to institutional decision-making processes based on merit and qualifications.

Recognition and Celebration of Women's Achievements

PU recognizes the importance of celebrating the academic, professional, research, entrepreneurial, athletic, and community achievements of women. The University shall highlight these accomplishments through institutional communications, awards, public events, and recognition programs to promote positive role models and inspire future generations of female students and professionals.

Partnerships and Community Engagement **REQUIRES APPROVAL + EVIDENCE**

Phoenicia University collaborates with organizations, schools, industry partners, and alumni to promote women's education, leadership, entrepreneurship, health, and social inclusion. These partnerships support outreach initiatives, research, internships, mentoring, capacity-building programs, and community engagement activities that contribute to advancing gender equality both within and beyond the University.

Systematic Monitoring and Assessment

To assess the effectiveness of this Policy and monitor progress toward gender equality, PU regularly reviews relevant quantitative and qualitative indicators, including but not limited to:

Indicator Area	Examples of Measures
Access and Recruitment	Female application rates, admission rates, enrolment rates, and participation in outreach and recruitment activities.
Retention and Progression	Female student retention rates, academic progression, completion rates, and participation across different levels of study.
Graduation and Academic Achievement	Female graduation rates, academic performance outcomes, awards, and recognition of achievements.
Employment Outcomes	Graduate employment rates, internship participation, career placement outcomes, and professional development engagement.
Leadership and Representation	Representation of women in institutional leadership, committees, governance bodies, academic roles, and student leadership positions.
Research and Innovation	Participation of women in research activities, research leadership, publications, projects, and academic initiatives.
Campus Experience and Satisfaction	Results from student and employee satisfaction surveys, feedback mechanisms, and assessments of the inclusiveness of the University environment.

The findings from these indicators are used to identify areas for improvement, evaluate the effectiveness of existing initiatives, and guide evidence-based actions to strengthen women's access, participation, and success at PU.

Conclusion

PU affirms that advancing women's access, participation, and success is a shared institutional responsibility and an integral component of its mission to provide high-quality, inclusive education. Through the commitments outlined in this Policy, PU seeks to foster an environment in which women are empowered to pursue their academic, professional, research, leadership, and personal aspirations without barriers or discrimination.



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