

Policy subject: Women's Access to Education Enhancement Policy	Policy number: 18/P.D/2024	Date of last revision: 2024/11/15
Implementing body: : Academic Affairs Department	Implementing start date: 2024/11/20	Policy reference: Planning and Development Department

1. Overview:

Palestine Ahliya University is committed to promoting gender equality by ensuring women have equal access to all educational opportunities. This Women's Access to Education Enhancement Policy aims to eliminate barriers and support women's academic, professional, and personal growth, creating an environment that empowers women and promotes equal opportunities for success.

2. Objectives:

- **Increase Access to Education:** Remove financial, social, and cultural barriers to encourage female participation in higher education.
- **Promote Gender Equality in Academic Programs:** Ensure equal access to diverse academic programs and leadership opportunities.
- **Provide Financial Support:** Offer scholarships, grants, and financial aid to help women overcome economic barriers.
- **Support Personal and Professional Development:** Provide mentorship and career development resources for women's growth.
- **Encourage Women in Leadership Roles:** Promote female involvement in leadership positions in academics and governance.
- **Foster a Safe and Inclusive Campus:** Create an environment free from gender-based discrimination, harassment, and bias.

3. Scope:

This policy applies to:

- Female students at all academic levels (undergraduate, graduate, etc.).
- Prospective female students considering applying to the University.
- Faculty and staff involved in developing and supporting academic programs and services for women.
- University departments involved in financial aid, career services, and student support.

4. Statements:

- **Commitment to Gender Equality in Education:** Women will have equal access to education and opportunities, with efforts to eliminate gender-based disparities.
- **Ensuring Equal Opportunities:** Women will have equal access to academic programs, scholarships, research opportunities, and career development. Special focus will be on encouraging women in STEM and leadership roles.

- **Addressing Barriers to Education:** The University will identify and remove financial, societal, and cultural barriers that hinder women's success in higher education.
- **Encouraging Empowerment and Leadership:** Opportunities will be provided for women to take on leadership roles within academics and extracurricular activities.

5. Procedures:

- **Financial Support and Scholarships:**
 - Scholarships and financial aid will be available for women, particularly those from underserved communities.
 - The University will assist in identifying external funding opportunities for female students.
- **Academic and Career Support:**
 - Academic advising and mentorship programs will be offered to guide female students through academic and career challenges.
 - Tailored career services, including resume workshops and networking opportunities, will encourage women to pursue leadership and high-demand careers.
- **Encouraging Women in STEM and Leadership Roles:**
 - The University will support women in STEM through workshops, research opportunities, and mentorship programs.
 - Leadership development programs, including public speaking and conflict resolution workshops, will empower female students.
- **Promoting a Safe and Inclusive Campus:**
 - Clear protocols will address gender-based discrimination and harassment, with accessible reporting mechanisms.
 - The University will ensure the availability of female-friendly spaces and create an inclusive environment for women on campus.
- **Monitoring and Evaluation:**
 - Data on enrollment, retention, and graduation rates of female students will be regularly collected and analyzed to improve access and success.
 - Feedback from female students will guide ongoing improvements to policies and programs aimed at enhancing their educational experience.

Key Performance Indicators (KPIs):

1.	Number of Female Scholarship Recipients
2.	Number of First-Generation Female Scholarship Recipients
3.	Percentage of Female Students in Underrepresented Fields