



University : Alnoor University  
Country : Mosul / Iraq  
Web Address: <https://alnoor.edu.iq/>

## SDG5: Gender Equality

5.3.2 - Does your university as a body have a policy (e.g. an Access and Participation plan) addressing women's applications, acceptance/entry, and participation at the university?

**Purpose:** This plan aims to promote gender equality and ensure that women have equal opportunities to access, participate in, and succeed in academic programs at Alnoor University.

### Strategies and Initiatives:

#### Recruitment and Admissions

- **Outreach Programs:** Conduct outreach programs in high schools and communities to encourage girls to pursue higher education.
- **Gender-Sensitive Application Process:** Review and revise the application process to ensure it is free from gender bias and accessible to all women.
- **Targeted Scholarships:** Offer scholarships specifically designed to support women's education.

#### Academic Support

- **Mentoring Programs:** Establish mentoring programs that pair female students with successful women faculty or professionals.
- **Academic Advising:** Provide dedicated academic advising services for women students to address their unique needs and challenges.
- **Workshops and Training:** Organize workshops and training sessions on topics such as time management, study skills, and career development.

#### Campus Climate

- **Safe and Inclusive Environment:** Implement policies and procedures to prevent and address sexual harassment, discrimination, and violence on campus.
- **Gender-Neutral Facilities:** Ensure that campus facilities, such as restrooms and changing rooms, are gender-neutral.
- **Student Organizations:** Support and encourage the formation of women's student organizations.



## Faculty and Staff

- **Recruitment and Retention:** Implement strategies to recruit and retain female faculty and staff members.
- **Professional Development:** Offer professional development opportunities for female faculty and staff to advance their careers.
- **Work-Life Balance:** Promote work-life balance policies and initiatives to support women's careers and family responsibilities.

## Monitoring and Evaluation

- **Data Collection:** Collect data on women's enrollment, retention, and graduation rates.
- **Regular Reviews:** Conduct regular reviews of the Access and Participation Plan to assess its effectiveness and identify areas for improvement.

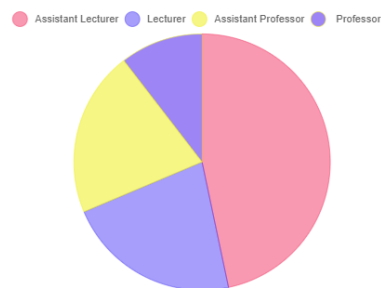
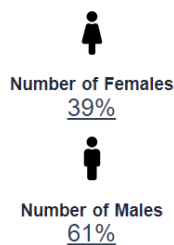
## Implementation and Evaluation:

- **Designated Coordinator:** Appoint a dedicated coordinator to oversee the implementation and evaluation of the plan.
- **Annual Reports:** Prepare annual reports on the progress made in achieving the goals of the plan.

By implementing these strategies, Alnoor University can create a more equitable and inclusive campus environment for men and women and promote gender equality in higher education.

## Statistics of Alnoor University College for the Academic Year 2022-2023

### Staff



### Student Statistics

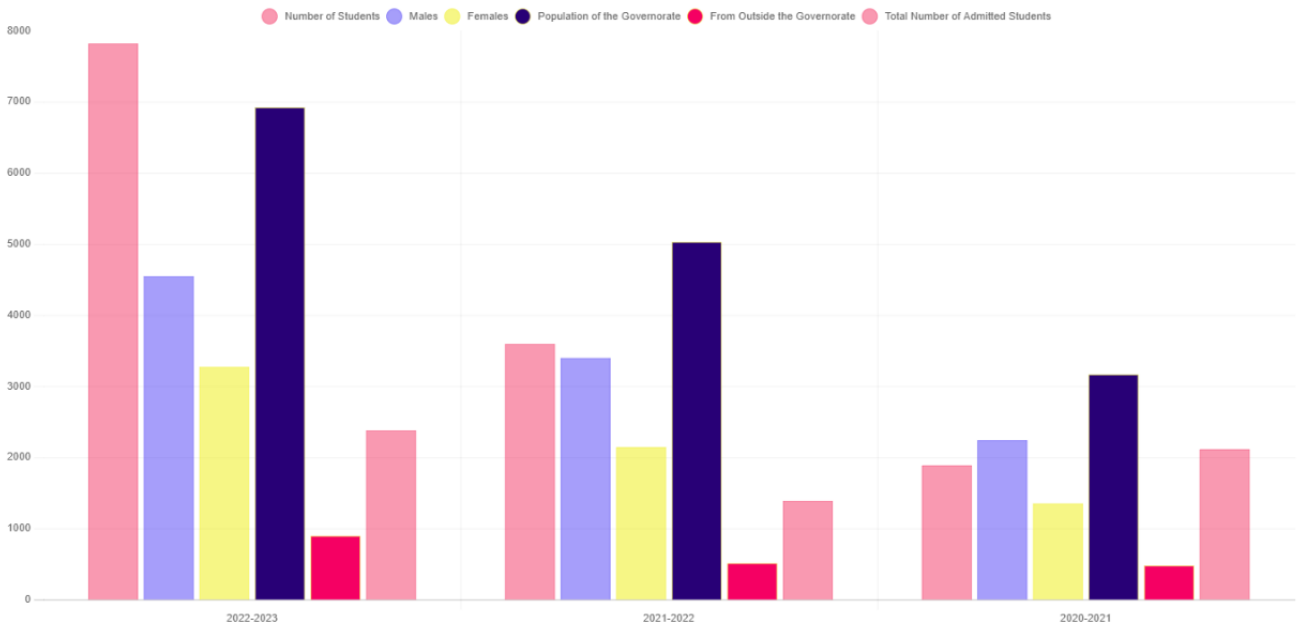
8000

7000

Number of Students Males Females Population of the Governorate From Outside the Governorate Total Number of Admitted Students



Student Statistics



Number of Graduates

3482



More relevant links: <https://alnoor.edu.iq/en/%D8%AE%D8%B7%D8%A9-%D8%A7%D9%84%D9%82%D8%A8%D9%88%D9%84/>