

10.6 Measures against discrimination

- Employees of Isra Universities pay men and women equally for the same positions. This is according to the Working Women's Rights in Jordanian Labor Law | Jordanian National Commission for Women.

Source: Working Women's Rights in Jordanian Labor Law

<https://www.women.jo/ar/node/8201>

Additionally, female faculty members constitute approximately ~43% of the total faculty.

Academic Rank	Female	Male	Total
Professor	10	33	43
Associate Professor	19	60	79
Assistant Professor	39	85	124
Lecturer	23	8	31
Total	91	186	277

- The university also provides free Transportation:** The bus routes at Isra University connect various governorates and rural areas, including ***Al-Karak, Madaba, Na'ur, As-Salt, Zarqa, Russeifa, as well as Amman City*** with the university. This service provides residents of these areas with convenient access to and from the university.
- Ultimately, the university welcomes newly settled refugee students. The table below clearly shows that there are refugee students including Syria, Sudan, Yemen, and even Ukraine.

- Isra University is committed to providing comprehensive services to all students, with particular attention to library services. The university ensures that the library accommodates the needs of all students, including those with disabilities, by equipping it with a wide range of tools, technologies, and software. These provisions are designed to guarantee that all students have equitable access to information and learning resources, thereby supporting an inclusive and fully accessible academic environment.

To provide opportunities for blind students, Al-Isra University's Council of Deans has approved procedures for their support, as outlined in Decision No. (10-38/2020/2021). These procedures are designed specifically to address the needs of blind students and include the following guidelines:

- 1. Identifying blind students through the university application form.*
- 2. Identifying cases through the Admissions and Registration Department and transferring them to relevant departments after they complete the questionnaire for students with disabilities.*
- 3. Appoint a specialised academic advisor to guide blind students and monitor all their academic affairs.*
- 4. The specialised academic advisor will communicate with all teachers of the academic subjects to ensure that student's needs are taken into account.*
- 5. Providing audio recordings of lectures for students to follow along with the academic subjects.*