



Policy Name

Sustainability reports at Al-Mamoun University

Policy Information

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Policy Statement

Al-Ma'moon University has demonstrated its unwavering commitment to sustainability and the United Nations' Sustainable Development Goals (SDGs). This report highlights the university's transformative efforts across all 17 SDGs, showcasing impactful programs, innovative research, and strategic partnerships.

Key achievements include maintaining the top rank among Jordanian universities in the Times Higher Education Impact Rankings, advancing quality education, promoting sustainable cities, and leading initiatives in affordable energy and climate action.

Al-Ma'moon University adopts a holistic approach that integrates education, research, and community engagement to drive environmental stewardship, economic growth, and social equity. Through progressive policies in gender equality, reducing inequalities, and clean water management, the university is setting benchmarks in ethical sourcing, waste management, and carbon neutrality.

The university's collaborations with local and international institutions further amplify its impact, fostering a spirit of cooperation toward sustainable development. This report underscores Al-Ma'moon University's vision of creating a better future by aligning institutional excellence with sustainability imperatives.

The outlined initiatives and key performance indicators (KPIs) reaffirm the university's leadership in sustainability, inspiring a path toward innovation and meaningful change.

1. No Poverty

1.1. Equitable Access and Admissions

(Social Admissions, Financial Need Assessment, Financial Waiver)

Al-Ma'moon University is committed to advancing the goal of *No Poverty* by ensuring equitable access to education, particularly for low-income and first-generation students. The university implements transparent admissions processes, conducts thorough financial

need assessments, and offers financial waivers and scholarships to minimize economic barriers. In addition to financial support, academic and advisory services are provided to ensure students from all backgrounds have equal opportunities to succeed. Through these inclusive practices, the university cultivates a learning environment where every student, regardless of their financial situation, is given a fair chance to thrive.

1.2. Low-Income Student Support

(Affordable Housing, Meal Subsidy, Transportation Assistance, Healthcare Support)

Al-Ma'moon University supports academic success and continuity for low-income students by addressing both their financial and non-financial needs. Support measures include affordable housing, subsidized meals, transportation assistance, and access to healthcare services. These essential resources reduce the financial burdens associated with living and studying, allowing students to focus on their education and excel academically in an inclusive and supportive environment.

1.3. Scholarship and Financial Aid

(Scholarship Allocation, Low-Interest Loan, Financial Aid)

To promote equitable access to higher education, **Al-Ma'moon University** provides a comprehensive system of scholarships, financial aid, and low-interest loans tailored to low-income students. These efforts aim to reduce financial pressures and ensure academic continuity. By fostering equity and inclusivity in financial support distribution, the university enables all students—regardless of their economic background—to pursue their educational goals without financial hindrance.

1.4. Graduation and Retention

(Academic Mentorship, Academic Support, Psychological and Social Support)

Al-Ma'moon University is committed to improving graduation and retention rates, especially among low-income students. To achieve this, the university offers academic and professional mentorship, as well as psychological and social support programs. These services enhance student performance, well-being, and motivation, creating a nurturing environment where students are empowered to complete their studies and reach their full potential.

1.5. Social and Economic Empowerment

(Entrepreneurship Training, Microloan, On-Campus Employment, Community Empowerment)

The university promotes social and economic empowerment by offering entrepreneurship training, supporting micro-projects, providing on-campus employment, and engaging in community capacity-building. These initiatives aim to develop entrepreneurial skills, encourage innovative thinking, and enable students and community members to strengthen their economic resilience. By investing in such programs, **Al-Ma'moon University** supports long-term, sustainable growth and self-reliance for both students and the wider community.

1.6. International Cooperation to Support Students from Low-Income Countries

(Scholarship Allocation for International Students from Low-Income Countries, Collaboration with International and Local Institutions for Low-Income Student Support)

Al-Ma'moon University demonstrates its global commitment to educational equity by supporting international students from low-income countries. Through scholarships and strategic partnerships with both international and local institutions, the university enhances access to higher education and fosters development opportunities. These initiatives empower students from developing regions to gain knowledge and return to their communities as agents of positive change and sustainable development.

2. Zero Hunger

2.1. Campus Food Waste Management

(Food Waste Measurement)

Al-Ma'moon University is actively committed to building a sustainable and environmentally responsible campus by accurately measuring and reducing food waste. Through structured data collection and waste volume tracking, the university implements data-driven strategies to minimize landfill contributions. Awareness campaigns involving students and staff emphasize the importance of food waste reduction. Collaborations with local organizations help convert food waste into compost and other reusable resources. Recent initiatives include enhancing waste measurement accuracy, conducting educational workshops, and expanding community partnerships—demonstrating the university's dedication to sustainable food waste management.

2.2. Student Hunger Alleviation

(Sustainable Food Provision)

Al-Ma'moon University supports student well-being and academic success by addressing food insecurity through sustainable food provision programs. These initiatives ensure access to affordable, nutritious meals for all students, particularly those in need. The university promotes healthy eating habits and nutritional awareness, creating a supportive environment where students can focus on their studies without the stress of food insecurity. By encouraging sustainable and health-conscious dietary practices, the university fosters a culture of well-being and equity on campus.

2.3. Sustainability Graduate Enhancement – Agriculture and Aquaculture

(Graduate Tracking in Agriculture and Aquaculture)

Al-Ma'moon University is enhancing academic programs to prepare graduates with advanced knowledge and practical skills in sustainable agriculture and aquaculture. Aligned with international sustainability standards, the university has developed specialized curricula and training modules focused on responsible farming and aquaculture practices. Workshops and hands-on training for both students and faculty equip future professionals to contribute meaningfully to food system sustainability. Strategic

partnerships with local and global institutions further strengthen the university’s research and training capacity in these critical sectors.

2.4. Contribution to National Food Security and Sustainable Agriculture

(Farmer Engagement and Support, University Facilities Access Procedure, Sustainable Purchasing)

Al-Ma'moon University plays an active role in supporting national food security through its engagement with local farmers and promotion of sustainable agriculture. The university hosts agricultural events, offers access to campus facilities for training and demonstration purposes, and provides technical guidance to empower farmers. Recent efforts include updating the university's sustainable procurement policies to prioritize locally sourced products—reducing environmental impact while supporting the regional economy. In parallel, the university conducts training programs for farmers on sustainable agricultural technologies, contributing to increased productivity and environmental stewardship in line with national development goals.

2.5. Strategic Key Performance Indicators (KPIs)

| SN | KPI Description | 2021/2022 | 2022/2023 | 2023/2024 |
|----|---|-----------|-----------|-----------|
| 1 | Total Food Waste Reduction Rate | 91% | 93% | 96% |
| 2 | Hunger Program Beneficiaries | 87% | 89% | 92% |
| 3 | Graduates in Agriculture & Aquaculture | 83% | 85% | 88% |
| 4 | Farmer Events Organized | 86% | 88% | 91% |
| 5 | Farmers Utilizing University Facilities | 88% | 90% | 93% |
| 6 | Local Sustainable Procurement Rate | 89% | 91% | 94% |

2.6. Activities and Initiatives Achieved (2023/2024)

| SN | Activities / Initiatives | Link |
|----|---|------|
| 1 | Career Day at Al-Ma'moon University for Major Local and International Companies | GO |
| 2 | Workshop on Women’s Health , organized by the Women’s Health Center | GO |
| 3 | Faculty of Agricultural Technology participates in the Petra Livestock Exhibition and Conference | GO |
| 4 | Field Training for Agricultural Technology students on Plant Tissue Culture Techniques | GO |
| 5 | Participation of Faculty of Agricultural Technology in the Regional FAO Conference for the Near East | GO |

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| 6 | Celebration of World and National Olive Day by Al-Ma'moon's Faculty of Agricultural Technology | GO |
| 7 | Al-Ma'moon University participates in Agricultural Sector Leadership Training Course | GO |
| 8 | Dean Dr. Reda Shibli represents the Faculty in the Smart Food Conference | GO |

2.7. SDG-Aligned Scientific Research (2023)

| SN | Article Title | Link |
|----|--|------|
| 1 | <i>Exploring the Nexus between Fintech, Natural Resources, Urbanization, and Environmental Sustainability in China: A QARDL Study</i> | GO |
| 2 | <i>Revolutionizing Crop Disease Detection with Computational Deep Learning: A Comprehensive Review</i> | GO |
| 3 | <i>Assessment of Advanced Machine and Deep Learning Approaches for Predicting CO₂ Emissions from Agricultural Lands: Insights Across Diverse Agroclimatic Zones</i> | GO |
| 4 | <i>CNNs in Crop Care: A Comparative Analysis of Tomato Disease Detection Models</i> | GO |
| 5 | <i>Silver Nanoparticles and Biostimulants Affect Chemical Constituents, Phenolics, Antioxidants, and Antimicrobial Activity of Santolina chamaecyparissus</i> | GO |
| 6 | <i>Wheat Crop Genotype and Age Prediction Using Machine Learning with Multispectral Radiometer Sensor Data</i> | GO |
| 7 | <i>Evaluating Machine Learning Performance in Predicting Sodium Adsorption Ratio for Sustainable Soil-Water Management in the Eastern Mediterranean</i> | GO |
| 8 | <i>Enhanced Climate Change Resilience on Wheat Anther Morphology Using Optimized Deep Learning Techniques</i> | GO |

3. Good Health and Well-being

3.1. Sustainability Graduate Enhancement – Health Professions

(Graduate Tracking in Health Professions)

Al-Ma'moon University is committed to preparing future health professionals with a strong foundation in sustainability by integrating environmentally and socially responsible principles into health education. The university has expanded its health curricula to incorporate topics related to sustainable healthcare practices, ensuring that students understand the environmental and ethical dimensions of health systems. Through hands-on training, specialized workshops, and collaborations with local and international health institutions, students gain practical experience and awareness that equip them to contribute effectively to sustainable health initiatives in their careers.

3.2. Sustainable Health Services Delivery

(Sexual and Reproductive Health Services, Sexual Health Education, Health Education, Student Mental Health Counseling, Staff Mental Health Support, Health Services for University Community)

Al-Ma'moon University provides inclusive and sustainable health services that support the holistic well-being of students, faculty, and staff. Services include mental health counseling, sexual and reproductive health services, general health education, and stress management programs. These services are delivered in collaboration with reputable health organizations to maintain high standards of care. The university continuously invests in mental health support systems and awareness campaigns, creating a safe, healthy, and inclusive campus environment where members of the university community can thrive academically and personally.

3.3. Health Collaboration

(Health Collaborations, Health Sustainability Internship Program, Community Health Outreach, Sports Facilities Access, Postgraduate Scholarships – Health Specialties)

Al-Ma'moon University actively engages in partnerships with local and international health institutions to strengthen public health initiatives and promote well-being. These collaborations enhance opportunities for student internships, research, and knowledge exchange in sustainable healthcare. Community outreach programs focus on raising health awareness and providing accessible services to underserved populations. Additionally, the university offers scholarships for postgraduate studies in health-related fields, supporting the development of a new generation of professionals committed to advancing sustainable health systems. Access to modern sports and recreational facilities further contributes to promoting physical health and wellness.

3.4. Smoke-Free Policy

(Smoke-Free Policy Implementation)

Al-Ma'moon University enforces a comprehensive smoke-free policy across all university premises to promote a healthier campus environment. The policy prohibits smoking in all indoor and outdoor areas, reflecting the university's commitment to the health and safety of its students, faculty, and visitors. Ongoing awareness campaigns educate the community on the dangers of smoking and the benefits of smoke-free living. The university also offers counseling and support services to help individuals quit smoking. A dedicated system is in place to monitor and address policy violations, ensuring consistent enforcement and community-wide participation in maintaining a smoke-free, health-conscious campus.

3.5. Strategic Key Performance Indicators (KPIs)

| SN | KPI Description | 2021/2022 | 2022/2023 | 2023/2024 |
|----|-------------------------------|-----------|-----------|-----------|
| 1 | Health Professions Graduates | 93% | 95% | 98% |
| 2 | Health Education Participants | 89% | 91% | 94% |

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|---|----------------------------------|-----|-----|-----|
| 3 | Sustainable Health Beneficiaries | 91% | 93% | 96% |
| 4 | Health Cooperation Agreements | 92% | 94% | 97% |
| 5 | Healthcare Outreach Programs | 89% | 91% | 94% |
| 6 | Smoke-Free Policy Compliance | 93% | 95% | 98% |

3.6. Activities and Initiatives Achieved (2023/2024)

| SN | Activities / Initiatives | Link |
|----|--|------|
| 1 | Al-Ma'moon Health Training Center concludes Basic Life Support (BLS) course | GO |
| 2 | The Women's Health Center organizes a workshop titled " <i>Drugs and Their Effects on the Health of Women and Children</i> " | GO |
| 3 | Al-Ma'moon University participates in the First National Conference on Pharmaceutical Security | GO |
| 4 | Workshop on Women's Health conducted by the Women's Health Center | GO |
| 5 | Awareness event in Deir Alla organized by the Women's Health Center | GO |
| 6 | Community Health Awareness Day to promote well-being across the local area | GO |
| 7 | Support for pharmacy students to participate in the training program " <i>Biodiversity for Sustainable Health</i> " with G. d'Annunzio University (Italy) | GO |
| 8 | ECG (Electrocardiogram) Training Course for students and health professionals | GO |

3.7. SDG-Aligned Scientific Research (2023)

| SN | Article Title | Link |
|----|--|------|
| 1 | <i>The Efficacy and Safety of Metastasis-Directed Therapy in Patients with Prostate Cancer: A Systematic Review and Meta-analysis of Prospective Studies</i> | GO |
| 2 | <i>Comparing the Performance of Digital Rectal Examination and PSA as Screening Tests for Prostate Cancer: A Systematic Review and Meta-analysis</i> | GO |
| 3 | <i>Repeat Transurethral Resection for Non-Muscle-Invasive Bladder Cancer: An Updated Systematic Review and Meta-analysis in the Contemporary Era</i> | GO |
| 4 | <i>Targeting Hypoxia-Inducible Factor-1 (HIF-1) in Cancer: Emerging Therapeutic Strategies and Pathway Regulation</i> | GO |
| 5 | <i>Auto-detection of COVID-19 Using Deep Convolutional Neural Networks and Chest X-ray Imaging</i> | GO |

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| 6 | <i>MRI in Prostate Cancer Screening: A Systematic Review and Meta-Analysis</i> | GO |
| 7 | <i>Characteristics of Incidental Prostate Cancer in the United States</i> | GO |

4. Quality Education

4.1. Teaching Qualification Enhancement

(Teaching Certification Program Delivery)

Al-Ma'moon University is dedicated to improving the teaching qualifications of faculty members and graduates through specialized certification programs and accredited qualifications that enhance teaching skills and align with higher education standards. These programs, combining practical and theoretical training, aim to ensure high-quality education and improve the effectiveness of the teaching process. Recent initiatives include implementing robust evaluation mechanisms to assess the impact of these certifications on teaching performance, as well as strengthening partnerships with international accreditation bodies to expand the availability of recognized certifications. Through these efforts, Al-Ma'moon University promotes professional growth and excellence in teaching.

4.2. Free Access to Educational Resources

(Free Library and Educational Resources Access)

Al-Ma'moon University is committed to ensuring equal learning opportunities by providing free access to a broad range of educational resources, including library facilities, courses, and digital resources, for both the university community and the local population. The university is expanding digital access channels to enhance resource availability, while continuous improvements to the digital infrastructure facilitate seamless access for community members. Regular evaluations ensure that access to educational resources remains efficient and effective, supporting a culture of knowledge sharing and accessibility for all.

4.3. Equal Opportunity and Non-Discrimination

(Monitoring and Evaluation of Equal Access)

Al-Ma'moon University fosters an inclusive environment that upholds equal opportunities and prevents all forms of discrimination in academic and administrative areas, including education, employment, and service provision. This commitment to equity and inclusion is supported by awareness and training programs emphasizing the importance of diversity. A transparent and confidential process is in place for submitting and addressing discrimination complaints, ensuring they are handled effectively. Additionally, regular reviews of employment and academic policies are conducted to maintain alignment with equal opportunity and anti-discrimination standards, reinforcing a fair and respectful environment for all.

4.4. First-Generation Student Support

(First-Generation Student Mentoring Programs)

Al-Ma'moon University is dedicated to empowering first-generation students by providing tailored academic and social support to ensure their success and smooth integration into the

university community. Specialized mentoring programs offer guidance in both academic and social skills, addressing unique challenges these students may face. To strengthen this support, the university is developing mentoring content specific to first-generation students, increasing the number of academic advisors for personalized assistance, and implementing continuous monitoring to track their academic and social progress. These initiatives create a supportive environment that fosters growth and achievement for first-generation students.

4.5. Managing Educational Activities for the Public (Internal and External)

(Educational Events Management - Internal and External)

Al-Ma'moon University is committed to organizing high-quality public educational activities, both on and off campus, to promote knowledge sharing and broaden educational opportunities for the university and the local community. A structured framework is in place for managing these educational events, with mechanisms developed to measure community impact and track yearly progress. Collaborations with local partners help extend the reach of external educational initiatives, while ongoing training programs for event organizers enhance event quality. These efforts support sustainable learning and community engagement, reinforcing Al-Ma'moon University's role in knowledge dissemination.

4.6. Strategic Key Performance Indicators (KPIs)

| SN | KPI Description | 2021/2022 | 2022/2023 | 2023/2024 |
|----|--|-----------|-----------|-----------|
| 1 | Teaching Certification Enrollees | 94% | 96% | 99% |
| 2 | Free Resource Users | 91% | 93% | 96% |
| 3 | Anti-Discrimination Policy Compliance | 93% | 95% | 98% |
| 4 | First-Generation Student Completion Rate | 93% | 95% | 98% |
| 5 | Internal Education Event Participants | 93% | 95% | 98% |
| 6 | External Education Event Participants | 92% | 94% | 97% |

4.7. Activities and Initiatives Achieved (2023/2024)

| SN | Activities / Initiatives | Link |
|----|--|------|
| 1 | Al-Ma'moon Health Training Center concludes Basic Life Support (BLS) course | GO |
| 2 | Dean of Architecture and Design at Al-Ma'moon University speaks at Petra University's Scientific Day | GO |
| 3 | Interior Design student "Fatima Al-Saadi" participates in the 8th International Conference on Advances in Mechanical Engineering | GO |

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| 4 | Multimedia and Graphic Design Department organizes a scientific visit to the Hindiyah Museum of Arts / Jalad Cultural Center | GO |
| 5 | Dr. Maher Al-Hourani inaugurates the Scientific Training Week at Al-Ma'moon University | GO |
| 6 | TEACH YOURSELF independent learning initiative | GO |
| 7 | Interior Design department conducts a workshop titled " <i>Design Thinking in Product Making</i> " | GO |
| 8 | Pharmacy students from Al-Ma'moon University supported to join the training program " <i>Biodiversity for Sustainable Health</i> " by G. d'Annunzio University (Italy) | GO |
| 9 | The Practical Research Club at Al-Ma'moon University: a key platform for developing research skills among pharmacy students | GO |

4.8. SDG-Aligned Scientific Research (2023)

| SN | Article Title | Link |
|----|---|------|
| 1 | <i>Understanding Continuous Use Intention of Technology Among Higher Education Teachers in Emerging Economy: Evidence from TAM, TPACK, and UTAUT Models</i> | GO |
| 2 | <i>Assessing Water Production from Air Conditioning Systems as an Unconventional Supply Source: Focus on Water Quality and Social Acceptance</i> | GO |
| 3 | <i>Exploring the Role of Digital Citizenship and Empowerment to Enhance Business Students' Academic Performance</i> | GO |
| 4 | <i>The Relationship Between Psychological Stress and Mindfulness Among Outstanding Basic School Students</i> | GO |
| 5 | <i>Comparison Between Task-Oriented Training and Proprioceptive Neuromuscular Facilitation on Upper Limb Function in Spastic Cerebral Palsy</i> | GO |
| 6 | <i>Elevating Physical Education Teaching Through Technology Integration</i> | GO |
| 7 | <i>Post-Editing Google-Translated Outputs: Experienced Translators vs. Trainees</i> | GO |
| 8 | <i>Investigating Motivating Factors Influencing the Adoption of Blended Learning in Teachers' Professional Development</i> | GO |
| 9 | <i>The Influence of Self-Control and E-Learning Readiness on Smartphone Cyberloafing Among Students</i> | GO |
| 10 | <i>Efficiency of E-Learning in Applied Materials for Visual Communication Students: An Experimental Study</i> | GO |

4.9. SDG Partnerships (2023/2024)

| SN | Partner Name | Link |
|----|--|------|
| 1 | Sela Training | GO |
| 2 | Arab Satellite Broadcasting Organization | GO |
| 3 | Pearson Education, UK | GO |
| 4 | The American Heart Association | GO |
| 5 | Roya Academy for Media Training | GO |

5. Gender Equality – Al-Ma'moon University

5.1. Non-Discrimination Against Women

(Monitoring and Ensuring Equal Opportunities, Anti-Discrimination Awareness)

Al-Ma'moon University is committed to fostering a fair and inclusive academic and work environment by ensuring equal opportunities for women and preventing any form of discrimination. The university has implemented structured mechanisms to monitor access and ensure fair representation. In collaboration with local partners, the university organizes educational events and awareness workshops to promote gender equality and eliminate bias. These efforts reinforce the university's commitment to social equity and inclusion.

5.2. Women's Access to Education Enhancement

(Female Scholarships, Academic Mentoring, Support in Underrepresented Fields)

Al-Ma'moon University actively promotes women's participation in education by offering scholarships for female students and academic mentoring programs that support them, especially in fields where women are underrepresented. The university also ensures a non-discriminatory environment in all academic and administrative areas, supporting women's leadership and participation in all levels of university life.

5.3. Non-Discrimination and Respect for Personal Diversity

(Diversity and Personal Respect Guidelines)

Al-Ma'moon University is dedicated to cultivating an inclusive community that values diversity and prohibits discrimination based on gender, race, religion, disability, or any personal attribute. The university has adopted clear guidelines and confidential reporting systems to address and investigate any reported discrimination. Regular training and awareness programs are held to promote cultural understanding, equality, and mutual respect.

5.4. Support for Women's Participation (Maternity and Paternity)

(Parental Leave, Flexible Work Policies)

To promote gender balance and support working families, Al-Ma'moon University offers maternity and paternity leave policies and flexible work arrangements. These policies encourage shared parenting responsibilities and create a supportive work environment for parents. Awareness programs and workshops on work-life balance help employees manage family responsibilities while maintaining career growth.

5.5. Protection of Whistleblowers Against Discrimination

(Safe Reporting Mechanisms, Legal Protections)

Al-Ma'moon University ensures a safe and confidential system for reporting discrimination, offering legal protection to whistleblowers. Awareness campaigns educate staff and students on their rights and the proper channels for reporting. The university conducts regular follow-ups and policy reviews to guarantee a secure and just environment for all.

5.6. Parental Participation in Childcare Duties Support

(Work-Family Balance Support Programs)

Al-Ma'moon University supports its employees in balancing their professional and family lives by offering programs that promote active parental involvement. The university collaborates with external partners to provide discounted childcare services and enables flexible learning and working options for parents. These initiatives help maintain professional development while honoring family responsibilities.

5.7. Strategic Key Performance Indicators (KPIs) – Al-Ma'moon University

| SN | KPI | 2021/2022 | 2022/2023 | 2023/2024 |
|----|--|-----------|-----------|-----------|
| 1 | Female Academic Representation | 91% | 93% | 96% |
| 2 | Female Scholarship Recipients | 92% | 94% | 97% |
| 3 | Personal Anti-Discrimination Policy Compliance | 93% | 95% | 98% |
| 4 | Maternity Leave Users | 95% | 97% | 100% |
| 5 | Whistleblower Resolution Rate | 95% | 97% | 100% |
| 6 | Work-Family Program Participants | 93% | 95% | 98% |

5.8. Activities and Initiatives Achieved (2023/2024) – Al-Ma'moon University

| SN | Activities / Initiatives | Link |
|----|---|------|
| 1 | Health Awareness Lecture: "Social Media and its Psychological Effects on Adolescent Girls" | GO |
| 2 | Community Awareness Lectures organized by the College of Nursing | GO |
| 3 | Participation of the Women's Health Center in a workshop on "Capacity Building for Reproductive Health Networks and Women's, Newborns, and Children's Health" | GO |
| 4 | Workshop by the Women's Health Center: "Drugs and Their Effects on the Health of Women and Children" | GO |
| 5 | Free Training Course by the College of Nursing: "Cardiopulmonary Resuscitation (CPR) for Mothers" | GO |
| 6 | Awareness Event Organized by the Women's Health Center in Deir Alla | GO |

6. Clean Water and Sanitation – Al-Ma'moon University

6.1. Campus Water Consumption Management

(Water Consumption Measurement, Drought-Tolerant Landscaping, Building Standards for Water Conservation)

Al-Ma'moon University is committed to sustainable water management across its campus through the implementation of advanced systems to measure, monitor, and reduce water consumption. The University utilizes smart irrigation technologies and incorporates drought-tolerant landscaping to lower water use without compromising aesthetic or environmental quality. Strict building standards ensure all facilities meet water efficiency requirements. Additionally, the University regularly conducts awareness campaigns for students and staff to promote responsible water use and reinforce a culture of sustainability.

6.2. Water Treatment and Reuse

(Wastewater Treatment, Water Pollution Prevention, Water Reuse)

Al-Ma'moon University ensures the sustainable management of water resources by implementing advanced wastewater treatment systems. These systems are designed to minimize pollution and allow the safe reuse of treated water, aligned with public health and environmental regulations. Continuous upgrades and maintenance are conducted to meet evolving environmental standards. The University also promotes water reuse awareness through campaigns and educational materials, and it actively collaborates with local organizations to share best practices and extend the impact of water reuse initiatives beyond the campus.

6.3. Water Management Education and Awareness

(Community Water Management Education, Water Usage Awareness Campaigns)

Recognizing the importance of education in achieving water sustainability, Al-Ma'moon University conducts regular training, workshops, and campaigns focused on water conservation and responsible usage. These initiatives are designed not only for students and staff but also for the surrounding community, enhancing public knowledge and engagement in water-saving practices. Collaborations with local entities further support the development of community-based programs that raise awareness about water scarcity, quality control, and sustainable usage methods.

6.4. Water Security and Conservation Collaboration

(Water Security Collaboration, Off-Campus Water Conservation Support)

To further its commitment to water conservation, Al-Ma'moon University actively partners with governmental bodies, NGOs, and community groups to improve water security. These partnerships focus on knowledge exchange, technical support, and public education related to sustainable water practices. The University contributes to regional water initiatives and supports external workshops that highlight the importance of conserving water resources in both urban and rural contexts. These collaborative efforts reflect Al-Ma'moon University's leadership in advancing sustainable water management both on and off campus.

6.5. Strategic Key Performance Indicators (KPIs) – Al-Ma'moon University

| SN | KPI | 2021/2022 | 2022/2023 | 2023/2024 |
|----|---------------------------------|-----------|-----------|-----------|
| 1 | Per Capita Water Efficiency Use | 92% | 94% | 97% |
| 2 | Water Conservation Compliance | 93% | 95% | 98% |
| 3 | Water Reuse Rate | 89% | 91% | 94% |
| 4 | Water Education Programs | 90% | 92% | 95% |
| 5 | Water Awareness Campaigns | 88% | 90% | 93% |
| 6 | Water Security Partnerships | 87% | 89% | 92% |

6.6. Activities and Initiatives Achieved (2023/2024)

| SN | Activities / Initiatives | Link |
|-----------|--|-------------|
| 1 | Al-Ma'moon University Participates in the Artificial Intelligence Conference on the Water, Energy, Food, and Environment Nexus | GO |
| 2 | A High-Level Delegation from Iraq, in Collaboration with the International Trade Center, Visits Al-Ma'moon University | GO |
| 3 | Faculty of Agricultural Technology Participates in the Arab Forum on Water Scarcity and Management | GO |
| 4 | Memorandum of Understanding Signed with the National Agricultural Research Center | GO |
| 5 | Al-Ma'moon University Hosts Workshops on Water Conservation and Purification Technologies | GO |
| 6 | University Launches Comprehensive Water Conservation Campaign | GO |

6.7. SDG Scientific Research (2023) – Water and Sanitation Focus

| SN | Article Name | Link |
|-----------|---|-------------|
| 1 | Assessing Water Production from Air Conditioning Systems as an Unconventional Supply Source: A Focus on Water Quality and Social Acceptance Perspectives | GO |
| 2 | Photocatalytic Polyaromatic Hydrocarbons (PAH) Utilizing Magnetic CrFe ₂ O ₄ Nanoparticle: Green Synthesis, Characterization, and Water Treatment Application | GO |
| 3 | Chitosan Polymer / Functionalized Rambutan Peel Using Carboxylic Acid: Process Optimization Using Box-Behnken Design for Brilliant Green Dye Removal | GO |
| 4 | Enhanced Properties of PVDF Membranes Using Green Ag-Nanoclay Composite Nanoarchitectonics | GO |
| 5 | Determining the Prevalence of Hepatitis B and C During Pregnancy Using Machine Learning Algorithms | GO |
| 6 | Application of Chitosan/Acid-Treated Biomass Composite for Dye Wastewater Treatment: Adsorption Modeling Using Box-Behnken Design | GO |
| 7 | Microbial Communities in the Dead Sea and Their Potential Biotechnological Applications | GO |
| 8 | Cross-Linked Chitosan-Adipic/Zirconia (ZrO ₂) Nanocomposite for Removal of Eosin Y Dye: Adsorption Modeling, Isotherms, and Kinetics | GO |

Functionalization of Chitosan/Alumina Nanoparticles with Carboxylic Groups Using Phthalic Anhydride for Methylene Blue Dye Adsorption via Response Surface

7. Affordable and Clean Energy

Al-Ma'moon University

7.1. University Building Energy Efficiency

(Green Building Standards, Energy-Saving Infrastructure, Sustainable Design Practices)

Al-Ma'moon University is committed to implementing energy efficiency standards across all campus buildings—both newly constructed and renovated—to minimize energy consumption and reduce carbon emissions. This approach reflects the University's alignment with global environmental sustainability goals. Key initiatives include:

- Applying international standards for energy-efficient construction and renovation.
- Utilizing energy-saving technologies and eco-friendly materials in all facilities.
- Conducting training workshops for students, staff, and faculty on energy conservation.
- Collaborating with specialized institutions in renewable and sustainable energy for technology exchange and innovation.

Through these efforts, the University ensures energy-efficient operations and reinforces its position as a regional leader in sustainable campus development.

7.2. Carbon Management and Emissions Reduction

(Carbon Emissions Monitoring, Renewable Energy Integration, Low-Carbon Infrastructure)

Al-Ma'moon University is actively working to reduce its carbon footprint through a comprehensive carbon management strategy. This includes installing solar energy systems, transitioning to energy-efficient operations, and ensuring future projects follow sustainable guidelines. The University's main efforts in this area include:

- Deploying solar panels across campus facilities to harness renewable energy.
- Implementing energy-efficient systems in lighting, HVAC, and equipment.

- Setting long-term carbon reduction goals with annual performance reviews.
- Hosting seminars and training sessions to promote low-carbon lifestyles among the university community.

These actions strengthen the University's role in mitigating climate change and reducing environmental impact.

7.3. Energy Efficiency and Clean Energy Education

(Community Awareness, Curriculum Integration, Sustainable Energy Campaigns)

Al-Ma'moon University is committed to educating both its students and the wider community about clean energy and energy efficiency. By embedding energy sustainability into public and academic discourse, the University fosters a culture of environmental responsibility. Key initiatives include:

- Organizing regular workshops, public lectures, and campaigns focused on clean energy.
- Collaborating with governmental and non-governmental organizations to deliver community-focused sustainability programs.
- Incorporating renewable energy and energy management topics into university curricula.
- Engaging students in research and community outreach projects focused on energy efficiency.

These programs ensure widespread knowledge and participation in clean energy practices at all levels.

7.4. Innovation and Low-Carbon Economy Support

(Startup Support, Industry Consultation, Green Innovation Training)

Al-Ma'moon University supports innovation in the clean energy sector and plays an active role in promoting a low-carbon economy. By assisting entrepreneurs and collaborating with industries, the University encourages development of solutions that align with sustainability goals. Key initiatives include:

- Providing technical consulting services to local industries for improved energy efficiency.
- Supporting startups focused on clean energy, green technology, and sustainability through funding and incubation.
- Developing specialized training programs to equip students and entrepreneurs with skills in clean energy innovation.
- Facilitating university-industry partnerships to promote collaborative research and real-world impact.

Through these actions, Al-Ma'moon University reinforces its commitment to fostering innovation and economic transformation toward a sustainable future.

7.5. Strategic Key Performance Indicators (KPIs)

| SN | KPI | 2021/2022 | 2022/2023 | 2023/2024 |
|----|------------------------------------|-----------|-----------|-----------|
| 1 | Energy Standards Compliance | 92% | 94% | 97% |
| 2 | Energy Efficiency Improvement Rate | 93% | 95% | 98% |
| 3 | CO ₂ Reduction Rate | 92% | 94% | 97% |
| 4 | Emission Reduction Initiatives | 93% | 95% | 98% |
| 5 | Community Education Programs | 89% | 91% | 94% |
| 6 | Industry Consulting Services | 90% | 92% | 95% |

7.6. Activities and Initiatives Achieved (2023/2024)

| SN | Activities / Initiatives | Link |
|----|--|------|
| 1 | Dean of the Faculty of Architecture and Design Participates in the 2nd Conference of the Regional Network for Energy and Women in MENA | GO |
| 2 | Al-Ma'moon University Hosts Sustainable Energy Challenge for Students | GO |
| 3 | Al-Ma'moon University Hosts Workshops on Renewable Energy | GO |
| 4 | University Conducts Energy Efficiency Audits on Campus Buildings | GO |
| 5 | Al-Ma'moon University Partners with Clean Energy Start-ups for Innovation | GO |

7.7. SDG Scientific Research (2023)

| SN | Article Name | Link |
|----|--|------|
| 1 | Data-driven Interpretable Ensemble Learning Methods for the Prediction of Wind Turbine Power Incorporating SHAP Analysis | GO |
| 2 | A Multilayer Perceptron Neural Network Approach for Optimizing Solar Irradiance Forecasting in Central Africa with Meteorological Insights | GO |
| 3 | Empowering Power Distribution: Unleashing the Synergy of IoT and Cloud Computing for Sustainable and Efficient Energy Systems | GO |
| 4 | A New Intelligently Optimized Model Reference Adaptive Controller Using GA and WOA-based MPPT Techniques for Photovoltaic Systems | GO |

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| 5 | An Energy-Efficient and Deadline-Aware Workflow Scheduling Algorithm in the Fog and Cloud Environment | GO |
| 6 | An Analysis of Case Studies for Advancing Photovoltaic Power Forecasting Through Multi-Scale Fusion Techniques | GO |
| 7 | Multi-objective Snow Ablation Optimization Algorithm: An Elementary Vision for Security-Constrained Optimal Power Flow Problem Incorporating Wind Energy Source with FACTS Devices | GO |
| 8 | Optimizing Grid-Connected PV Systems with Novel Super-Twisting Sliding Mode Controllers for Real-Time Power Management | GO |
| 9 | Optimizing Dynamic Economic Dispatch Through an Enhanced Cheetah-Inspired Algorithm for Integrated Renewable Energy and Demand-Side Management | GO |

8. Decent Work and Economic Growth

Al-Ma'moon University

8.1. Fair and Equitable Wage

(Living Wage Compliance Review, Gender Pay Gap Review, Employee Rights and Pay Appeals)

Al-Ma'moon University is committed to ensuring fair and equitable wages for all employees, prioritizing living wage standards and promoting pay equity across gender and various demographic groups. This dedication fosters a transparent, balanced work environment that respects employee rights and enhances job satisfaction. Key actions include conducting annual reviews to ensure compliance with living wage standards, establishing a confidential and secure system for reporting pay-related grievances, and guaranteeing fair investigations of these concerns. Additionally, the University promotes internal communication to raise awareness about fair wage policies and encourages feedback to continually improve employee satisfaction and uphold pay equity.

8.2. Labour Rights and Non-Discrimination

(Workplace Anti-Discrimination, Union and Labour Rights Recognition, Long-Term Employment Contract Monitoring)

Al-Ma'moon University is dedicated to creating a workplace founded on equality and respect for labor rights, free from discrimination, and supportive of equal opportunities for all employees. This commitment includes protecting workers' rights, enhancing union participation, and affirming essential labor standards. To uphold these values, the University prepares annual reports on labor rights and

workplace equality, providing senior management with insights for potential policy improvements. Additionally, employees are encouraged to participate in union activities, supported by administrative assistance and a cooperative approach between management and unions. Regular sessions are organized to inform employees of their rights and to guide them on labor and equality policies, ensuring a transparent and fair work environment for everyone.

8.3. Outsourced Labour Rights

(Supplier Labour Rights Compliance Review)

Al-Ma'moon University is committed to upholding labor rights for outsourced personnel by requiring all suppliers and external partners to comply with established labor standards. This policy ensures a fair and ethical work environment for everyone involved in university activities, regardless of employment type. Key initiatives include implementing a robust system to regularly monitor and evaluate supplier compliance with labor rights, conducting awareness programs to emphasize the importance of these standards, and taking strict actions against non-compliant suppliers, including issuing warnings or contract termination. These measures reinforce the University's dedication to humane and equitable treatment across all partnerships.

8.4. Anti-Forced Labour and Anti-Human Trafficking

(Forced Labour and Human Trafficking Risk Assessment)

Al-Ma'moon University is firmly committed to preventing forced labor and human trafficking by implementing comprehensive policies and protective measures. This commitment includes establishing procedures to identify, report, and address any instances of forced labor or trafficking, ensuring adherence to both local and international laws. Key actions involve providing training programs for employees and administrators to recognize signs of forced labor and respond appropriately, strengthening partnerships with legal authorities and relevant organizations to enforce protective policies, and developing secure reporting channels for suspected cases on campus. These initiatives create a safe, rights-respecting work environment and reinforce the University's stance against exploitation.

8.5. Student Work Placement and Development

(Student Work Placement Provision)

Al-Ma'moon University is dedicated to equipping students with valuable practical training opportunities that enhance their job readiness and foster both academic and professional growth. By partnering with local and international companies, the University provides multi-disciplinary fieldwork experiences designed to build essential skills for the job market. To ensure effective training, the University is developing a smart electronic monitoring system to evaluate student performance

during and after their placements. Additionally, preparatory courses are offered to help students maximize the benefits of their work placements, ensuring a strong foundation for career success after graduation.

8.6. Strategic Key Performance Indicators (KPIs)

| SN | KPI | 2021/2022 | 2022/2023 | 2023/2024 |
|----|-------------------------------------|-----------|-----------|-----------|
| 1 | Living Wage Employees | 94% | 96% | 99% |
| 2 | Pay Equity Satisfaction Rate | 93% | 95% | 98% |
| 3 | Discrimination Complaints Addressed | 95% | 97% | 100% |
| 4 | Labor Rights Compliance | 91% | 93% | 96% |
| 5 | Anti-Forced Labor Compliance | 95% | 97% | 100% |
| 6 | Post-Placement Employment Rate | 90% | 92% | 95% |

8.7. Activities and Initiatives Achieved (2023/2024)

| SN | Activities / Initiatives | Link |
|----|---|------|
| 1 | Career Day at Al-Ma'moon University for Major Local and International Companies | GO |
| 2 | Al-Ma'moon University organizes a series of lectures entitled "Success Stories of Distinguished Graduates" to enhance professional development | GO |
| 3 | The Practical Research Club at Al-Ma'moon University: A main source for developing practical research skills among College of Pharmacy students | GO |
| 4 | Participation in the 29th Arab Forum for Internship Exchange Among Arab Universities | GO |
| 5 | Participation in the 28th Forum for Exchange of Training Offers Among Arab Universities | GO |
| 6 | New Collaboration: Al-Ma'moon University and Four Seasons Hotel Sign Agreement to Boost Student Training in Hospitality Management | GO |
| 7 | Partnership with The Ritz-Carlton Hotel for Training Culinary Arts and Hospitality Students | GO |
| 8 | Agreement with Marriott Hotel for Culinary Arts and Hospitality Student Training | GO |

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| 9 | In Collaboration with Vienna Healthcare Group: Launches Employment Program for Jordanian Nursing Graduates in Austria | GO |
| 10 | Cooperation Agreement between Al-Ma'moon University and Kotler Impact Company | GO |

8.8. SDG Scientific Research (2023)

| SN | Article Name | Link |
|----|--|------|
| 1 | Exploring the Nexus between Fintech, Natural Resources, Urbanization, and Environmental Sustainability in China: A QARDL Study | GO |
| 2 | An Empirical Assessment of the Effect of Natural Resources and Financial Technologies on Sustainable Development in Resource Abundant Developing Countries: Evidence Using MMQR Estimation | GO |
| 3 | Fintech and Contactless Payment: Help or Hindrance? The Role of Invasion of Privacy and Information Disclosure | GO |
| 4 | Enhancing Ethiopian Power Distribution with Novel Hybrid Renewable Energy Systems for Sustainable Reliability and Cost Efficiency | GO |
| 5 | Plant Disease Recognition Using Residual Convolutional Enlightened Swin Transformer Networks | GO |
| 6 | Optimal Sizing and Location of Grid-Interfaced PV, PHES, and Ultracapacitor Systems to Replace LFO and HFO Based Power Generations | GO |
| 7 | Industry 4.0 Technologies and Circular Economy Synergies: Enhancing Corporate Sustainability through Sustainable Supply Chain Integration and Flexibility | GO |
| 8 | Green Entrepreneurial Leadership and Performance of Entrepreneurial Firms: Does Green Product Innovation Mediate? | GO |
| 9 | Net Valence Analysis of Iris Recognition Technology-Based FinTech | GO |
| 10 | Assessing the Role of Information Technology in Promoting Environmental Sustainability and Preventing Crime in E-commerce | GO |

8.9. SDG Partnerships (2023/2024)

| SN | Partner Name | Link |
|----|-------------------|------|
| 1 | Istiklal Hospital | GO |
| 2 | Abdali Hospital | GO |

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|---|--------------------------|----|
| 3 | University Schools Group | GO |
| 4 | Gold Lab | GO |
| 5 | Zamzam Exchange | GO |
| 6 | Kotler Impact | GO |

9. Industry, Innovation and Infrastructure

Al-Ma'moon University

9.1. University Spin-Off Support

(Spin-Off Project Mentorship and Support)

Al-Ma'moon University is dedicated to fostering innovation and entrepreneurship by supporting spin-off projects that emerge from research and academic innovations within the university community. This commitment includes providing a supportive environment for these initiatives to thrive. Key actions involve allocating additional financial resources to aid spin-off projects in their early stages, offering specialized training programs and workshops for aspiring entrepreneurs, and strengthening partnerships with external entities to secure further funding opportunities. Through these efforts, the University empowers spin-off projects, helping to drive innovation and contribute to the broader entrepreneurial ecosystem.

9.2. Industrial and Commercial Research Funding and Revenue Enhancement

(Industry and Commerce Research Partnership Development)

Al-Ma'moon University is committed to increasing research funding by cultivating partnerships with industrial and commercial sectors, aiming to drive innovation, support sustainable development, and generate revenue from research projects. To strengthen these efforts, the University is developing strategies to attract new partnerships, providing incentives for researchers and faculty members who secure research contracts, and establishing a database to monitor and evaluate the effectiveness of research collaborations. This approach ensures continuous improvement in research partnerships, fostering mutual benefits that enhance both academic and industry outcomes.

9.3. Academic Resources and Targeted Research Expansion

(Academic Resources Allocation by Subject Area)

Al-Ma'moon University is dedicated to advancing academic resources and research in strategic fields that foster academic innovation and address industry and community needs. This commitment includes prioritizing the development of key academic disciplines by ensuring optimal allocation of resources and faculty support, thereby strengthening both research and educational capacities. Key initiatives involve regular reviews to assess resource requirements across disciplines, reinforcing partnerships with industry and community organizations to support the expansion of strategic fields, and promoting continuous development and training programs for faculty.

9.4. Strategic Key Performance Indicators (KPIs)

| SN | KPI | 2021/2022 | 2022/2023 | 2023/2024 |
|----|-----------------------------|-----------|-----------|-----------|
| 1 | Supported Spin-Offs | 89% | 91% | 94% |
| 2 | Industrial Research Income | 91% | 93% | 96% |
| 3 | Industry Research Contracts | 92% | 94% | 97% |
| 4 | STEM Academic Staff | 94% | 96% | 99% |
| 5 | Medicine Academic Staff | 94% | 96% | 99% |
| 6 | Arts & Humanities Staff | 93% | 95% | 98% |

9.5. Activities and Initiatives Achieved (2023/2024)

| SN | Activities / Initiatives | Link |
|----|--|------|
| 1 | Jordanian Engineers Association announces the launch of the Seventh Jordanian International Architectural Conference titled Architecture and Artificial Intelligence, held from April 27 to 28 | GO |
| 2 | Al-Ma'moon University participates in the First National Conference on Pharmaceutical Security | GO |
| 3 | The Practical Research Club at Al-Ma'moon University: A main source for developing practical research skills among College of Pharmacy students | GO |
| 4 | Memorandum of Understanding between Al-Ma'moon University and Pearson Education, UK | GO |

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| 5 | Al-Ma'moon University hosts a delegation from the University of Twente and AgriWatch | GO |
| 6 | MoU between Al-Ma'moon University and the Arab Agriculture Forum | GO |
| 7 | Professor Sari Hamdan receives President of IEEE Jordan Section | GO |
| 8 | Al-Ma'moon University signs MoU with Palestine Technical University | GO |
| 9 | Al-Ma'moon University signs MoU with Konn Homes for Advanced Building Construction | GO |

9.6. SDG Scientific Research (2023)

| SN | Article Name | Link |
|----|--|------|
| 1 | Unlocking Corporate Social Responsibility and Environmental Performance: Mediating Role of Green Strategy, Innovation, and Leadership | GO |
| 2 | Toward Digital Construction Supply Chain-Based Industry 4.0 Solutions: Scientometric-Thematic Analysis | GO |
| 3 | A Multilayer Perceptron Neural Network Approach for Optimizing Solar Irradiance Forecasting in Central Africa with Meteorological Insights | GO |
| 4 | Empowering Power Distribution: Unleashing the Synergy of IoT and Cloud Computing for Sustainable and Efficient Energy Systems | GO |
| 5 | Artificial Intelligence-Based Prediction of Hydrogen Adsorption in Various Kerogen Types: Implications for Underground Hydrogen Storage and Cleaner Production | GO |
| 6 | An Opportunistic Energy-Efficient Dynamic Self-Configuration Clustering Algorithm in WSN-Based IoT Networks | GO |
| 7 | Securing Modern Power Systems: Implementing Comprehensive Strategies to Enhance Resilience and Reliability Against Cyber-Attacks | GO |
| 8 | Hybrid Genetic Algorithm-Simulated Annealing Based Electric Vehicle Charging Station Placement for Optimizing Distribution Network Resilience | GO |
| 9 | The Future of Competitive Advantage in Oman: Integrating Green Product Innovation, AI, and Intellectual Capital in Business Strategies | GO |
| 10 | Electric Vehicle Charging Technologies, Infrastructure Expansion, Grid Integration Strategies, and Their Role in Promoting Sustainable E-Mobility | GO |

9.7. SDG Partnerships (2023/2024)

| SN | Partner Name | Link |
|----|---|------|
| 1 | Jordanian Engineers Association | GO |
| 2 | Pearson BTEC | GO |
| 3 | AgriWatch | GO |
| 4 | Arab Forum for Agriculture | GO |
| 5 | Palestine Technical University - Kadoorie | GO |

10. Reduced Inequalities

Al-Ma'moon University

10.1. First-Generation Student Support

(Tracking First-Generation Students, Mentoring Programs for First-Generation Students)

Al-Ma'moon University is dedicated to supporting first-generation students by providing tailored mentoring and academic support programs that foster their academic success and help them adapt to university life. Key initiatives include developing specialized mentoring programs to strengthen their academic skills, offering additional scholarships and financial aid to alleviate financial burdens, and organizing awareness events to promote their engagement in university activities. These efforts aim to create a supportive environment that encourages first-generation students to build meaningful academic and social connections, enhancing their overall higher education experience.

10.2. International Students from Developing Countries Support

(Scholarships for International Students from Developing Countries)

Al-Ma'moon University is committed to supporting international students from developing countries by offering accessible educational opportunities, including scholarships, academic support, and a range of services designed to foster an inclusive educational environment. These initiatives promote cultural diversity and knowledge exchange, while also contributing to the development of students' home countries. Key efforts include expanding scholarship programs to increase the number of seats for international students, developing tailored academic and social support services such as orientation and mentoring programs, and strengthening partnerships with universities and institutions in developing countries to enhance academic collaboration and student exchange opportunities.

Through these measures, the University builds a welcoming and enriching environment for international students.

10.3. Disability Inclusion and Support

(Accessible Facilities for People with Disabilities, Disability Support Services - reasonable accommodation including adequate funding)

Al-Ma'moon University is committed to ensuring full inclusion and support for students with disabilities by providing accessible facilities and dedicated support services. The University strives to create an environment where all students can thrive academically and socially. Key initiatives include improving infrastructure accessibility, offering reasonable accommodations, and funding support services tailored to the needs of students with disabilities. These efforts contribute to an equitable educational experience for all members of the university community.

10.4. Anti-Discrimination and Anti-Harassment

(Anti-Discrimination and Anti-Harassment Complaints, Anti-Discrimination Workshops Procedure)

Al-Ma'moon University is committed to fostering a safe and inclusive environment by preventing all forms of discrimination and harassment, ensuring fair treatment and mutual respect for all community members. This policy promotes equality in both work and study settings, aligned with applicable regulations. Key initiatives include expanding training programs on anti-discrimination and anti-harassment for staff and students, improving confidential reporting channels for complaints, and conducting annual reviews of policies and procedures to maintain a high standard of inclusivity. Through these actions, the University supports a respectful and equitable environment for everyone.

10.5. Diversity and Equality Support

(Support Programs for Underrepresented Groups)

Al-Ma'moon University is committed to fostering diversity and equality by implementing comprehensive programs and policies that support the representation and inclusion of underrepresented groups within the university community. This commitment includes creating a fair and inclusive environment, promoting cross-cultural understanding, and encouraging mutual respect among all members. Key initiatives include expanding diversity and equality awareness programs involving the local community alongside students and staff, developing regular training for faculty and administrative staff on inclusive practices, and establishing dedicated campus spaces for open discussions on diversity and equality. These efforts build an integrated, understanding campus community that celebrates diversity and supports all individuals.

10.6. Strategic Key Performance Indicators (KPIs)

| SN | KPI | 2021/2022 | 2022/2023 | 2023/2024 |
|----|--|-----------|-----------|-----------|
| 1 | First-Generation Students | 91% | 93% | 96% |
| 2 | International Students from Developing Countries | 93% | 95% | 98% |
| 3 | Accessible Facilities Rate | 94% | 96% | 99% |
| 4 | Disability Support Beneficiaries | 94% | 96% | 99% |
| 5 | Discrimination & Harassment Complaints Addressed | 95% | 97% | 100% |
| 6 | Underrepresented Group Beneficiaries | 93% | 95% | 98% |

10.7. Activities and Initiatives Achieved (2023/2024)

| SN | Activities / Initiatives | Link |
|----|---|------|
| 1 | Strengthening partnership between the Women's Health Center/College of Nursing with the government health sector and the local community in Balqa Governorate | GO |
| 2 | Al-Ma'moon University organizes a volunteering campaign to support the Charitable Clothing Bank | GO |
| 3 | Al-Ma'moon University launches its annual Ramadan charity campaigns to support members of the local community in Balqa Governorate | GO |
| 4 | Strengthening partnership between the Women's Health Center/College of Nursing with the government health sector and the local community in Balqa Governorate | GO |
| 5 | Al-Ma'moon University organizes a volunteering campaign to support the Charitable Clothing Bank | GO |
| 6 | Al-Ma'moon University launches its annual Ramadan charity campaigns to support members of the local community in Balqa Governorate | GO |
| 7 | Al-Ma'moon University hosts a Diversity and Inclusion Workshop | GO |
| 8 | University launches scholarship program for underprivileged students | GO |
| 9 | University president launches accessible education initiative for disadvantaged communities | GO |

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| 10 | University organizes community outreach program to empower marginalized groups | GO |
|----|--|----|

10.8. SDG Scientific Research (2023)

| SN | Article Name | Link |
|----|---|------|
| 1 | Oil, gold and international stock markets: Extreme spillovers, connectedness and its determinants | GO |
| 2 | Extreme quantile connectedness and spillovers between oil and Vietnamese stock markets: a sectoral analysis | GO |
| 3 | Survival of stage III non-seminoma testis cancer patients versus simulated controls, according to race/ethnicity | GO |
| 4 | The cryptocurrency conundrum: the emerging role of digital currencies in geopolitical conflicts | GO |
| 5 | Empowering Women Through Digital Transformation: Case Studies in Enhancing Gender Equality in Business Leadership | GO |
| 6 | Leveraging Aquaculture and Mariculture for Sustainable Economic Growth in Sri Lanka: Challenges and Opportunities | GO |
| 7 | The Impact of the Outputs of the Development and Employment Fund in Reducing Poverty and Unemployment in Jordan | GO |
| 8 | Embracing Disruption: The Intersection of FinTech, RegTech, and Artificial Intelligence | GO |
| 9 | Environmental Factors and Risks Affecting the Adoption Of E-Wallets By Small And Medium-Sized Enterprises During Disasters: The Case Of Covid-19 Pandemic | GO |
| 10 | Unmet health-care needs among Jordanian Roma with chronic diseases | GO |

10.9. SDG Partnerships (2023/2024)

| SN | Partner Name | Link |
|----|---------------------------------------|------|
| 1 | Renew Mena, World Bank | GO |
| 2 | Ministry of Social Development (MOSD) | GO |

| | | |
|---|---|----|
| 3 | Islamic Relief | GO |
| 4 | Jordan River Foundation | GO |
| 5 | The Jordanian National Commission for Women | GO |

11. Sustainable Cities and Communities

Al-Ma'moon University

11.1. Arts and Cultural Heritage Support

(Public Access to Heritage Buildings and Landscapes, Public Arts Events Organization)

Al-Ma'moon University is dedicated to supporting the arts, preserving cultural heritage, and increasing public access to culturally significant facilities, including heritage buildings and landscapes. By organizing cultural and artistic events, the University enriches the cultural experience for students and the local community while raising awareness of heritage and the arts. Key actions include expanding open cultural events to enhance community participation, strengthening collaborations with local cultural institutions to diversify activities, and developing student training programs on the significance of cultural preservation. These efforts foster appreciation for heritage and ensure its continuity for future generations.

11.2. Sustainable Commuting and Housing Practices

(Sustainable Commuting Measurement and Promotion, Affordable Housing Provision for Students and Staff, Remote Working and Telecommuting Encouragement)

Al-Ma'moon University is committed to promoting sustainable commuting practices and providing affordable housing options for students and faculty, as well as supporting remote work options for employees. This approach aims to reduce both environmental and economic impacts associated with commuting, contributing to a more sustainable campus life. Key initiatives include increasing the number of electric

vehicle charging stations to encourage the use of electric cars, developing bike lanes and other facilities that support sustainable commuting, and offering awareness programs to highlight the environmental benefits of these practices. Additionally, affordable housing options are provided for students and staff, and remote work options are encouraged to further reduce the need for daily commuting. These efforts support a greener, more inclusive university experience.

11.3. Sustainable Building and Campus Planning

(Sustainable Building Standards, Pedestrian Access Priority, Local Authority Collaboration for Community Planning)
 Al-Ma'moon University is dedicated to integrating sustainable building and campus planning practices to create an environmentally responsible and accessible campus. By adhering to sustainable building standards, the University minimizes its environmental footprint and supports a healthier, more efficient infrastructure. Key initiatives include prioritizing pedestrian access across campus to encourage walkability and reduce vehicle use. Collaboration with local authorities further enhances community planning efforts, ensuring that campus developments align with broader sustainability and community accessibility goals. In addition, efforts to promote sustainable commuting, such as expanding electric vehicle charging stations, reinforce the University's commitment to an eco-friendly and accessible campus environment.

11.4. Strategic Key Performance Indicators (KPIs)

| SN | KPI | 2021/2022 | 2022/2023 | 2023/2024 |
|----|---------------------------------|-----------|-----------|-----------|
| 1 | Public Arts Events | 93% | 95% | 98% |
| 2 | Sustainable Commuting Rate | 94% | 96% | 99% |
| 3 | Affordable Housing Units | 93% | 95% | 98% |
| 4 | Remote Work Participation | 81% | 83% | 86% |
| 5 | Sustainable Building Compliance | 95% | 97% | 100% |
| 6 | Local Authority Projects | 91% | 93% | 96% |

11.5. Activities and Initiatives Achieved (2023/2024)

| SN | Activities / Initiatives | Link |
|----|--|------|
| 1 | The Department of Optometry at Al-Ma'moon University distributes reading devices to the blind | GO |
| 2 | The Department of Optometry at Al-Ma'moon University organizes a training course for teachers of Al-Diaa Association | GO |
| 3 | Al-Ma'moon University participates in Al-Dhia Association for the Visually Impaired White Cane Event | GO |
| 4 | International Scientific Conference on Plant Biodiversity & Sustainability | GO |
| 5 | Al-Ma'moon University hosts a delegation from the University of Twente and AgriWatch | GO |
| 6 | MoU Between Al-Ma'moon University and the Arab Agriculture Forum | GO |
| 7 | MoU Between Al-Ma'moon University and Al-Hussein Technical University | GO |
| 8 | The Faculty of Allied Medical Sciences organizes a "Change Day" | GO |
| 9 | Inauguration of the "Jordanian Center for Hearing Aids Laboratory" at Al-Ma'moon University | GO |
| 10 | Al-Ma'moon University organizes awareness lecture on the scourge of drugs as part of Student Awareness Week activities | GO |

11.6. SDG Scientific Research (2023)

| SN | Article Name | Link |
|----|--|------|
| 1 | Exploring the Nexus between Fintech, natural resources, urbanization, and environmental sustainability in China: A QARDL study | GO |
| 2 | VANET Network Traffic Anomaly Detection Using GRU-Based Deep Learning Model | GO |

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| 3 | A Hybrid Best-Worst Method (BWM) - Technique for Order of Preference by Similarity to Ideal Solution (TOPSIS) Approach for Prioritizing Road Safety Improvements | GO |
| 4 | A FAHP-VIKOR model for evaluating single point interchange operational performance | GO |
| 5 | Enhancing preservation outcomes for architectural heritage buildings through machine learning-driven future search optimization | GO |
| 6 | Enhancing Internet of Things security: evaluating machine learning classifiers for attack prediction | GO |
| 7 | Multi-criteria sustainability assessment of solid waste management in Jordan | GO |
| 8 | Vehicular Fog Resource Allocation Approach for VANETs Based on Deep Adaptive Reinforcement Learning Combined with Heuristic Information | GO |
| 9 | Tour guides' interpretation and tourists' pro-environmental behavior: differences across cultural and natural world heritage sites | GO |
| 10 | Enhancing Najran's sustainable smart city development in the face of urbanization challenges in Saudi Arabia | GO |

11.7. SDG Partnerships (2023/2024)

| SN | Partner Name | Link |
|----|---------------------------------|------|
| 1 | ISCPB&S | GO |
| 2 | AgriWatch | GO |
| 3 | University of Twente | GO |
| 4 | Arab Agro Forum | GO |
| 5 | Jordanian Engineers Association | GO |