

## **Training based on holistic ethical organization culture at all levels**

Alexandria University provides training and capacity-building activities that reinforce ethical values across all levels of the institution, including leadership, academic staff, administrative employees, technical staff, and students. These activities are delivered through faculties, administrative units, community service sectors, and specialized centres, creating an institution-wide culture of responsibility, inclusion, integrity, wellbeing, and public service.

### **1. Staff Development and Professional Responsibility**

Regular workshops and seminars support professional ethics, quality improvement, leadership, and responsible workplace practices.

#### **Example**

Administrative staff may attend training on service quality, transparency, and effective communication with students and visitors.

#### **Case Study**

A faculty administrative office that introduces customer-service training can improve responsiveness, fairness in procedures, and stakeholder satisfaction.

### **2. Equality, Inclusion, and Human Rights**

Training linked to accessibility, gender equity, and respectful campus culture is supported through dedicated units such as the **Taha Hussein Centre for Disability Services** and the **Unit for Combating Violence Against Women**.

#### **Example**

Awareness sessions may train staff on inclusive communication with students with disabilities.

#### **Case Study**

A lecturer trained in inclusive teaching adapts course materials for a visually impaired student, improving equal participation and learning outcomes.

### **3. Health and Wellbeing**

The university promotes duty of care through awareness programs on mental health, stress management, and preventive health.

#### **Example**

During exam periods, students may attend stress-management sessions.

#### **Case Study**

A student experiencing anxiety receives counseling and coping strategies, improving attendance and academic performance.

### **4. Academic and Research Integrity**

Academic staff engage in research-related development such as ethical supervision, peer review, and responsible innovation.

#### **Example**

Researchers participate in workshops on publication ethics and data quality.

#### **Case Study**

A postgraduate supervisor applies ethical review procedures and stronger mentoring practices, resulting in higher-quality research outputs.

### **5. Community Service and Civic Values**

Training is also embedded in outreach projects such as medical convoys, literacy campaigns, and environmental initiatives.

#### **Example**

Students and staff join community health campaigns in underserved areas.

#### **Case Study**

A multidisciplinary convoy providing medical care and awareness services strengthens empathy, teamwork, and social responsibility among participants.

Through practical training, awareness programs, and real-world engagement, Alexandria University ensures that ethical values are not only stated but actively translated into behaviours and decision-making across the entire organisation.