



WOMEN UNIVERSITY

OF AZAD JAMMU & KASHMIR, BAGH. Website: www.wuajk.edu.pk

ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICY

1. Introduction

It is crucial to provide equal employment opportunities for the progress and development of any institute. Therefore, the Women University of Azad Jammu and Kashmir (WUAJ&K) Bagh is committed to providing equal opportunities to employees.

2. Scope

This policy applies to all university employees.

3. Policy Guidelines

Discrimination

The WUAJ&K prohibits discrimination in providing employment opportunities, benefits or privileges, pay equality, work conditions, promotions, and evaluations in the context of the person's race, color, national origin, age, religion, disability status, gender identity, or expression of marital status.

Harassment

Verbal harassment includes comments, staring, obscene gestures, and offensive or unwelcoming attitudes regarding a person's race, color, national origin, age, religion, disability status, gender identity, or expression of marital status.

Nonverbal harassment includes physical conduct of sexual nature and distribution of written material that shows disrespect towards an individual or group because of race, color, national origin, age, religion, disability status, gender identity, or expression of marital status. It also includes content in letters, notes, emails, and offensive photos.

The following guidelines are issued for all the relevant departments:

- a) Create a harassment and discrimination-free working environment for all employees.

- b) Implement procedures to guarantee that employees know their rights and responsibilities.
- c) Provide an effective mechanism for complaints and treat all complaints with respect, fair and confidential manner.
- d) Encourage employees to report breaches of the policy and ensure that there is no threat of victimization regarding the complaint.

4. Report on Violation

Every WUAJK community member has an implicit duty to report any incident that suggests a possible violation of WUAJK policy to the appropriate authorities in good faith and without fear.

5. Revision of Policy

Revisions to these policies will be made as and when necessary.