



WOMEN UNIVERSITY

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

EQUITY POLICY

1. Introduction

The Women University of Azad Jammu and Kashmir Bagh (WUAJ&K) has a leading equity policy for all community members. The university leadership aims to assure equality, fairness, and justice to all stakeholders in any university process within or outside the University to support the culture of equal opportunity, equal rights, and equal treatment and to motivate it within the society.

2. Scope

This policy implements for all stakeholders, including; applicants, candidates, students, graduates, alumni, employees, employers, faculty, management, leadership, visitor, contractor, third-party employee, or any representative or affinitive stakeholder who is influenced or perceived to be influenced by the University within or outside the University.

3. Policy Guidelines

In compliance with Articles 25 to 27 of "The Constitution of the Islamic Republic of Pakistan," and in pursuance of the Act of Women University of Azad Jammu & Kashmir, Bagh, this University believes and practices respect and fair treatment to everyone eliminating discrimination and actively promoting equal opportunity and delivering fairness to all. The University supports diversity and promotes equality of opportunity to all stakeholders regardless of their:

- (i) Age
- (ii) Disability
- (iii) Gender/Sex
- (iv) Race/Ethnicity
- (v) Religion or belief
- (vi) Socio-economic background

The Equality Policy outlines the responsibility for promoting environments free from discrimination for our stakeholders in:

- (i) Admission in degrees, certificates, or any other Programmes
- (ii) Appointment of full-time, Adhoc, contract, or visiting faculty members
- (iii) Appointment of officers, staff, or any permanent or contract employee
- (iv) Teaching/learning sessions or assessments during any degree, certificate, or other Programmes
- (v) Counseling or advising any stakeholder of the University
- (vi) Procurement or awarding contracts
- (vii) Complying with the Quality Assurance and Quality Control Activities
- (viii) Curricular or non-curricular activity
- (ix) Research, project, or any other academic activity
- (x) Internship and employment opportunities

4. Report on Violation

All WUAJ&K community members must report to the authorities concerned, without fear, any incident where known facts indicate a possibility of a policy violation.

5. Revision of Policy

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