



# WOMEN UNIVERSITY

OF AZAD JAMMU & KASHMIR, BAGH. Website: [www.wuajk.edu.pk](http://www.wuajk.edu.pk)

## GENDER EQUALITY POLICY

### **1. Introduction**

Women University of Azad Jammu and Kashmir (WUAJ&K) Bagh is committed to promote gender equality and creating an inclusive environment that values diversity, inclusivity, and respect. The University recognizes the importance of gender equality and aims to provide equal opportunities to all individuals, regardless of gender.

### **2. Scope**

This policy applies to all members of the University community faculty, staff, contractors, and visitors.

### **3. Policy Guidelines**

- a. Non-Discrimination: The University will not discriminate against any individual based on gender and will ensure that all policies and procedures are gender-neutral.
- b. Recruitment and Retention: The University will actively recruit and retain individuals from all genders in all positions.
- c. Equal Pay: The University will provide equal pay for equal work, regardless of gender.
- d. Gender-sensitive Curriculum: The University will ensure that the curriculum is gender-sensitive and includes perspectives from diverse genders.
- e. Prevention of Harassment and Discrimination: The University will take all necessary steps to prevent harassment and discrimination based on gender. This includes providing training and resources to faculty, staff, and students and establishing a grievance mechanism to address complaints of harassment and discrimination.
- f. Gender-sensitive Facilities: The University will provide gender-sensitive facilities, including restrooms, changing rooms, and accommodation.

- g. Maternity and Paternity Leave: The University will provide maternity and paternity leave to faculty and staff following the rules.
- h. Gender-sensitive Health Services: The University will provide gender-sensitive health services, including reproductive health services.
- i. Women Empowerment: The University will actively support women's empowerment and encourage women's leadership in all aspects of university life.

#### **4. Report on Violation**

Every WUAJ&K community member has an implicit duty to report any incident that suggests a possible violation of 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.