



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 (WUJ&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

Assistant Registrar
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Women University of Azad Jammu & Kashmir, Bagh
Jalil

Dr. Masood

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Suppose the issue is not resolved after mediation. The complainant may file a formal complaint in writing and request for investigation to the Registrar's Office (in case of an employee) and Office of Student Affairs (in case of a student) within seven working days of the date on which they received the outcome of step II. The written should include the following:

1. A detailed record of the behaviour experienced including date(s), time(s), location(s) and witness (es)
2. A summary of the mediation attempts at step II
3. Suggested remedy/solution by the complainant

The dealing officer from the Registrar's office shall forward the complaint to the Registrar requesting to nominate members for the Appeal Committee.

5. Revision of Policy

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

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