

## **NUMS Policy Against Gender Harassment**

With the increasing number of high-profile sexual harassment allegations all over the world, the media and the leaders are turning towards a simple solution that is to make anti-sexual harassment training mandatory in the workplaces.

The Government of Pakistan has also passed two laws to curtail sexual harassment in 2010 - the Criminal Law (Amendment) Act, with amendments in Section 509 of the Pakistan Penal Code relating to sexual harassment at the workplace and the Protection Against Harassment of Women at the Workplace Act. These laws equally protect both men and women facing harassment at workplace.

The laws entail that the management of the Universities and Organizations are responsible to provide formal awareness to all employees about the existing Acts, the committee and the procedure of reporting cases, and formulate a three-member Standing Inquiry Committee with at least one female member, and display 'Code of Conduct' in the organization.

Higher Education Commission (HEC), Pakistan has also promulgated a policy in this regard, and has ensured strict and mandatory implementation of the Acts across the board in all Higher Education Institutions (HEIs) across the country.

NUMS has 'Zero Tolerance' to gender harassment at workplace. In compliance to HEC requirements, NUMS QEC has established a formal Anti-Gender Harassment Cell and Standing Committee and designated a Harassment Monitoring Officer (HMO) to spread awareness and deliver trainings to its employees, faculty and students, redress grievances regarding workplace gender harassment and implementation of Anti-Sexual Harassment Legislation after approval from the competent authority.

The HMO will register cases and maintain a record, make an effort to resolve the issue at her/his level. However, if case is not settled with mutual consensus of involved parties, it will be referred to the Standing Committee.

In case of involvement of any member of the committee, the case shall be directly forwarded to the Vice Chancellor. HEC can be referred to according to the detailed policy laid down.

Final hearing authority is the Ombudsperson (Federal/ Provincial).

### **Harassment Monitoring Officer:**

Dr Erum Monis, Assistant Director QA	Harassment Monitoring Officer
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### **NUMS Anti-Harassment Committee:**

Brig. (Retd) Zafar Iqbal	Director Human Resource & Coordination
Dr. Ayesh Rauf	Associate. Director DHPE
Mr. Naveed Ashraf	Assistant Director Finance at NUMS
Dr. Erum Monis, Assistant Director QA	HMO/Member Committee

### **Anti-Gender Harassment Activities at NUMS:**

In unison with the University's Vision and Mission, Quality Assurance (QA) Directorate has made an effort to train 05 Master Trainers and conducted following activities to promote integrity as one of NUMS' core values:

1. An interactive Awareness Session on 'Creating Dignified Workplace' on 23<sup>rd</sup> January, 2018 at NUMS' Professional Development Center (PDC). Number of participants was overwhelming. Seventy to be exact, hailing from NUMS Secretariat, Constituent and Affiliated Colleges.
2. A training session for the University Management Trainees (UMTs) was organized on June 28, 2018 at Professional Development Center (PDC) NUMS, as a sequel to 'Creating Dignified Workplace'. It was attended by 40 UMTs.
3. Development of complaint forms, which are available on the website in downloadable form.
4. Issues notifications of HMO and Standing Committee for awareness of employees.
5. QA Directorate has also guided the Local Quality Enhancement Cells (LQECs) to establish their own Anti Gender Harassment Cells and committees to spread awareness and provide dignified work environment to all genders.

### **Future Plans:**

1. Awareness Session for the Social Sciences Students in June, 2019. Later, this orientation to become part of orientation session of all new employees at NUMS.
2. Development and publication of customized Anti Gender Harassment Policy for NUMS on the footing of the one detailed by HEC.
3. Brochures for Anti Gender Harassment to be part of student admission packs and employees' orientation packs.
4. Conduct awareness sessions at Constituent and Affiliated Colleges.