

## **NUMS ANTI-DISCRIMINATION POLICY**

### **Preamble**

1. National University of Medical Sciences (NUMS) aims to reaffirm its commitment to build an all-inclusive and diverse community in which all staff and students are free to pursue excellence and satisfaction in their academic and occupational endeavors.
2. To this end, NUMS undertakes to promote all the fundamental rights and freedom of every person on campus, as protected by the *Constitution* and the *Clause 5 (1) of NUMS Act*, shielding all persons from direct and indirect discrimination by taking appropriate action against those who unfairly discriminate. Moreover, the following *United Nations' Sustainable Development Goals* require NUMS to craft an anti-discrimination policy:
  - a. UN SDG 4: Quality Education – Clause 4.3.5 {Lifelong Learning Access Policy (regardless of ethnicity, religion, disability, or gender)}
  - b. UN SDG 5: Gender Equality – Clause 5.6.1 {Women's Progress Measures (policy of non-discrimination against women)}

### **Purpose**

3. The purpose of this policy is to explain the standard of behavior expected of NUMS staff and students. It aims to provide an environment where employees, students, and others in the campus are treated fairly and with respect, and are free from unlawful discrimination, victimization, or vilification.

### **Scope**

4. It applies to all admissions, employments, trainings, promotions, fringe benefits and other related personnel functions. Also, it applies to all of NUMS workplaces, including any location that employees may be considered to be carrying out work on behalf of NUMS in the course of their employment.

### **Policy Objectives**

5. Following are the policy objectives:
  - a. To prohibit the different manifestations of unfair discrimination, based on, but not limited to, ethnicity, religion, race, color, creed, gender, marital status, and physical disability.

- b. To prevent and eliminate any conduct of unfair discrimination by any member of NUMS community against another, which may undermine his/her human dignity. Such conduct of unfair discrimination may include, but is not limited, to bullying and / or harassment.
- c. To clarify the procedure, the responsibilities, and the obligations of all to promote equality in the university.
- d. To establish appropriate and accessible interventions for staff and students to address allegations of unfair discrimination.
- e. To administer employment decisions, such as compensation, benefits, promotions, transfers, layoffs, training and recreational programs, on a nondiscriminatory basis.

## **Policy Statement**

**6. *“National University of Medical Sciences (NUMS) is dedicated to ensure equal opportunity for employment, education, research, innovation, and healthcare, without discriminating against any employee, student, applicant, or volunteer on the basis of ethnicity, religion, race, color, creed, gender, marital status, physical disability, or any other status protected under the law of the state, thereby making Pakistan and this world a fair place to live in.”***

## **Forms of Discrimination**

7. Following are the two forms of discrimination:
  - a. Direct discrimination occurs where a person is treated less favorably than another person in the same or similar circumstances for the substantial reason of their having or being perceived as having any of the following attributes: ethnicity, religion, race, color, creed, gender, marital status, physical disability, or personal association with someone who has one or more of the above attributes.
  - b. Indirect discrimination occurs when an unreasonable requirement, condition, or practice is imposed that persons with one or more of the above attributes cannot comply with, whereas most persons without the attribute can comply.

## **Actions to Prevent Discrimination**

8. In order to prevent the discrimination, following actions shall be taken:
  - a. Using inclusive language in job advertisements and trainings / workshops invitations, in the light of UN SDG 4 and 5.
  - b. Setting formal job-related criteria to hire, promote, and reward employees.
  - c. Offering compensation and benefits according to position, seniority, qualifications, and performance.
  - d. Accommodating people with physical disabilities, where possible.

## **Reporting Discrimination**

9. For the purpose of reporting a case of discrimination, following process shall be adopted:
  - a. If anyone believes that he/she is the victim of discrimination or has reason to believe that somebody else is the victim of discrimination, he/she should immediately report it to their respective supervisor.
  - b. The respective Dean / Director or his/her designee will conduct an immediate and thorough investigation of the case.
  - c. Confidentiality will be maintained to the extent possible; however, it is important to recognize that those with pertinent information may be interviewed as part of the investigation, including the accused.
  - d. The results of the investigation will be reported to NUMS competent authority, who will take swift and appropriate action against any person who is found to have violated this policy.
  - e. Appropriate sanctions, ranging from a warning to dismissal, will be determined based on the severity of the conduct and in accordance with the provisions of applicable statutes, employment contracts, NUMS policies, and disciplinary procedures for faculty.
  - f. If an investigation results in a finding that an accusation of discrimination, harassment, or retaliation was maliciously or recklessly made, a disciplinary action may be taken against the accuser.
  - g. When the investigation is concluded, the results will be communicated to the complainant, the alleged perpetrator, and, as appropriate, to all others directly concerned.

### **Dissemination of Policy**

10. The Policy shall be disseminated through following steps:
  - a. *NUMS Anti-Discrimination Policy Statement* (Para 6 above) shall be displayed at NUMS premises and directorates to encourage an environment free from discrimination of any kind.
  - b. This *Policy Statement* shall be posted on the university's official website to reflect NUMS organizational culture.

### **Review of Policy**

11. This Policy may be reviewed / revised from time to time, as required.