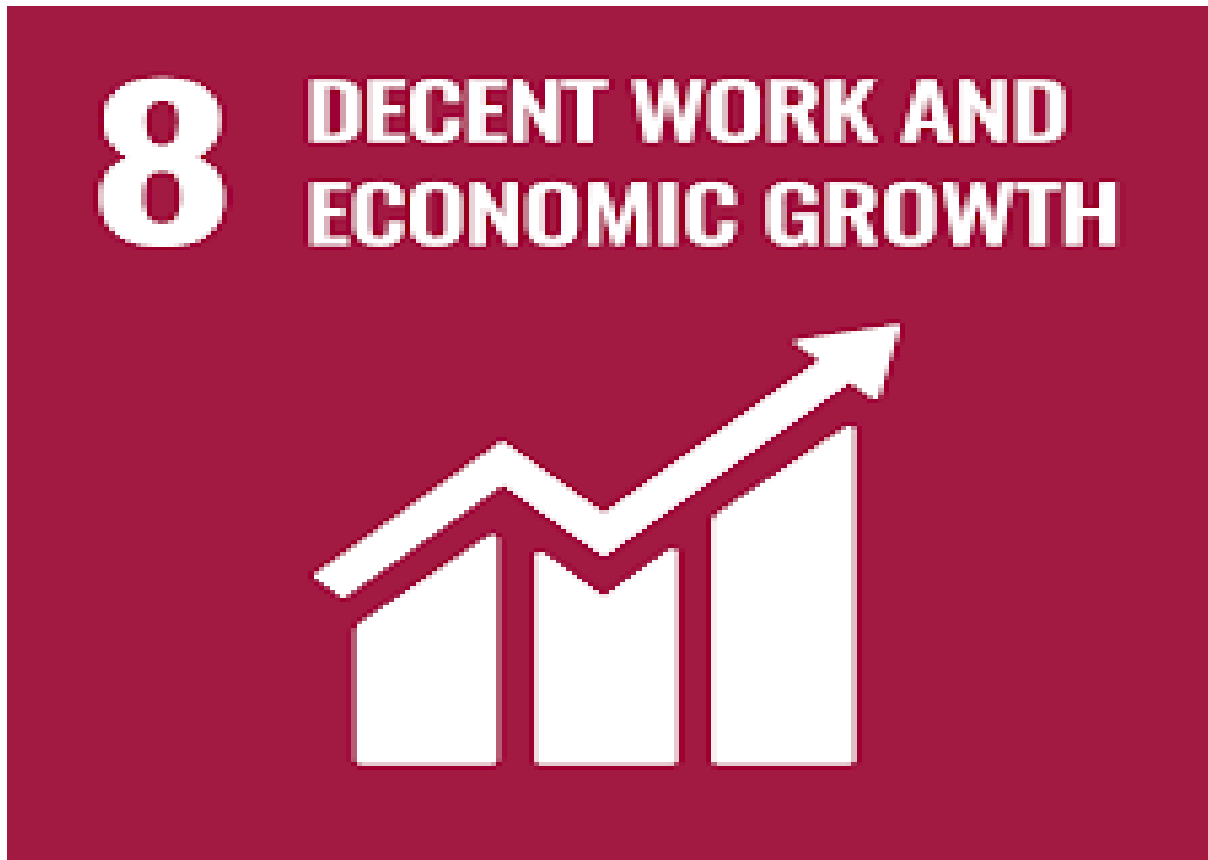




**Report on:**

**SDG-8 (DECENT WORK AND ECONOMIC GROWTH)**



**National University of Medical Sciences (NUMS) - An SDG Engaged University**

## NUMS CREDO

National University of Medical Sciences (NUMS), firmly believe in our vision to improve the quality of life through education, research, innovation, and healthcare, thereby, contributing to the endeavors to make Pakistan and this world a better place to live in.

NUMS recognize the responsibility towards our students by providing them with equal opportunity and access to the best international practices and infrastructure available in medical, sciences and humanities education, learning and research so that they can fully seek knowledge, contribute and serve to the best of their abilities, their country and beyond. We owe our students the most congenial, fair and objective environment, free of harassment, discrimination, or intimidation.

NUMS provide utmost respect and honor to our administrative staff and teaching and research faculty. We shall provide them the most supportive pro-employee working environment, learning resources and continuous professional development opportunities.

NUMS is very conscious of its responsibility towards the Society. The University will always endeavor to provide the best possible services for the well-being of our citizens, society, and humanity at large.

## NUMS ANTI-DISCRIMINATION POLICY

“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.”

### POLICY OBJECTIVES

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.



## FORMS OF DISCRIMINATION

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

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.

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