



## NUMS SOP on HEC POLICY ON PROTECTION AGAINST SEXUAL HARASSMENT IN HIGHER EDUCATION INSTITUTIONS

Doc ID:

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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 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-members' 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 Pakistan.

This Policy has been revised recently and issued after the 36<sup>th</sup> meeting of the Commission as, Policy On Protection Against Sexual Harassment in Higher Education Institutions 2020, effective from July 01, 2020.

NUMS has 'Zero Tolerance' to gender harassment at workplace'. In compliance to HEC requirements, NUMS has adopted the policy and has established a formal Harassment Complaint Cell, nominated an Inquiry Committee and designated two officers as Focal Persons) 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 Focal Persons shall 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 Inquiry Committee.

In case of involvement of any member of the committee, the case shall be directly forwarded to the Vice Chancellor.

An Appellate Committee at NUMS may hear appeals if Inquiry Committee judgement is not acceptable to interested parties HEC can be referred to according to the detailed policy laid down.

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



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### NUMS Anti Gender Harassment Focal Persons:

#### (Reference Sec 04 of ASH Policy 2020)

a. Dr Erum Monis,	Assistant Director QA erummonis@numspak.edu.pk
b. Mr Muhamad Naveed Ashraf	AD Finance asstdirfinance@numspak.edu.pk

### NUMS Inquiry Committee (IQ) for a period of 2 years:

#### (Reference Sec 07 of ASH Policy 2020)

Brig Naubahar Hussain SI(M), (Retd)	Director Legal Affairs (Chairperson IQ)
Brig Shazia Sarwar Alvi, (Retd)	Director Administrative Affairs & Director Planning (Primary Care)
Mr Imran Riaz	Acting DD Administration (Member)
Dr Erum Monis,	AD QA (Member cum Secretary)
Co-opted Member/s (when required)	

### NUMS Appellate Body:

#### (Reference - Section 11 of ASH Policy 2020)

Maj Gen Syed Ammar Reza Hamdani HI(M), (Retd)	Pro Vice Chancellor (Administration)
Air Cdre Muhammad Ismail, SI (M), (Retd)	Director Quality Assurance
Prof Dr Aisha Mohyuddin	Head NUMS Department of Biological Sciences & Director Research

### Activities at NUMS for Protection Against Gender (Sexual) Harassment:

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:



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1. An interactive Awareness Session on 'Creating Dignified Workplace' on 23rd 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. 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.
4. HEC Resource Non- Profit Partner in trainings Mehargarh arranged a Ten-year review of implementation of Anti Gender Harassment Law and its Implementation on Women's Day 2020 which was attended by NUMS representatives.
5. A 2-day Online Training on Anti Gender Harassment Law and its Implementation in HEIs. (April 10-11,2020) was conducted by HEC partners and NUMS representatives attended the training
6. Developed of complaint forms which are available on the website in downloadable form.
7. Issuance of notification of HMO and Standing Committee for awareness of employees.
8. 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. Development and publication of customized Anti Gender Harassment Policy for NUMS on the footing of one detailed by HEC.
2. Brochures for Anti Gender Harassment to be part of student admission packs and employee's orientation packs.
3. Conduct awareness sessions at Main Campus, Constituent and Affiliated Colleges.