



**Report on: SDG-10 (Reduced Inequalities)**



**National University of Medical Sciences (NUMS)**

**An SDG Engaged University**

## Preamble

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.

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.

### 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.”

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.

### NUMS commitment towards Promoting Cultural Diversity

NUMS has a nominated **University Diversity Officer (UDO)** who is committed to promoting a campus culture which values and protects diversity, equity, and inclusion at NUMS through providing continuous soft skills training opportunities to guarantee productive interactions among diverse groups of individuals, and keep equity problems from escalating to a discrimination complaint.

### Policy for Students with Disabilities



NUMS has adopted the Higher Education Commission (HEC) Policy for Students with Disabilities (2019) wherein all the aspects like admissions, services to the students, assessment of needs, teaching & learnings, examinations and assessments, accommodation, grievances or any targeted support like scholarships, mentoring etc are well-considered. However, there is **no** student /staff / faculty currently studying /teaching at the university currently having disability issues. As per requirements, NUMS is also submitting the report against implementation of the policy to HEC, as and when required.

## Awareness Activities

## Session on “Sensitivity and Inclusivity of Persons With Disabilities”



The NUMS Faculty of Social Sciences and Humanities held its eleventh session of “**Samaaj Khayaal**”- a fortnightly series, which aims to transcend disciplinary boundaries, find connections and bring to light issues of social relevance. The session titled “**Sensitivity and Inclusivity of Persons with Disabilities**” was held on **July 7th, 2021** at NUMS.

Mr. Asim Zafar, who is **CEO at Saaya Association of Persons with Disabilities** had kindly consented to be the chief guest. His organization has contributed to advancement of opportunities for persons with disabilities where they can realize their full potential. It has executed numerous wheelchair distributions, accessibility audits of infrastructure in public spaces and training sessions for the community.

The interactive session was attended by online and onsite faculty and students of different academic departments at NUMS. It started with the guest narrating his story of how, despite being affected by polio, he managed to complete education, receive scholarships and represent Pakistan in international sports arena. He then sensitized the audience on the lifestyle of a person with disability elaborating that it is not a disease, curse or ‘azaab’, rather it is a different lifestyle. It was discussed that as a community, we should strive for promotion of basic human rights principles of respect for autonomy for persons with disabilities that will enable them for independent living in Pakistan. The need is to remove barriers (physical, mental and environmental) that create discrimination.

#### A Talk on: “Understanding Transgender Rights Movement: Opportunities and Challenges”

Through forum of NUMS Samaaj Khayaal”, aimed to transcend disciplinary boundaries, find connections and bring to light issues of social relevance, a guest Speaker Ms Nayyab Ali (Executive Director, Transgender Rights Consultants Pakistan)

was invited to share reviews on understanding the opportunities and challenges of Transgender community. Ms Nayyab Ali is a transgender activist and social scientist with ten years of experience in working on gender equality, livelihoods and economic empowerment. She has been the national coordinator of All Pakistan Transgender Election Network and an active member of the special committee formed for the review of the bill, which became the Pakistan transgender Persons (Protection of Rights) Act 2018. She is currently also planning for the first school for Okara's transgender community.

## NUMS Anti-Sexual Harassment Policy

At National University of Medical Sciences, there is **zero-tolerance** on Sexual Harassment



NUMS has adopted the revised Higher Education Commission Policy on protection against Sexual Harassment (2020) as it extends the protection against harassment to all the members of HEI community. As per the requirements and policies of HEC, there is a need to

implement these policies at the university level.

In an effort to raise awareness on how to prevent and stop sexual harassment at work place, NUMS has a designated focal person who imparts trainings to faculty, staff and students of the university. NUMS inquiry committee to process any related cases is also operational under the senior leadership of NUMS.





## NUMS Community Outreach Program

NUMS Community Outreach initiative through a systematic Program helps it to expand its horizons and train individuals from various institutions. It helps to increase NUMS prospects for the future and provide new opportunities for diverse range of individuals. The purpose of this program is to raise the caliber of trainings by bringing in intellectuals and participants from outside NUMS' walls.

### Scholarships at NUMS

NUMS is providing financial assistance to the low income students in the form of scholarships to its students in its main campus as well as its Constituent colleges. The multiple types of scholarships offered at NUMS through Higher Education Commission (HEC) and other scholarship awarding bodies at Pakistan include the following;



- a. HEC-Need Based Scholarship
- b. Benazir Undergraduate Scholarship Project (BUSP) {formerly known as Ehsas Undergraduate Scholarship Program (EUSP)}
- c. National Endowment Scholarships for Talent (NEST) (students since 2021 AFPGMI)

