University of Gujrat

Equality, Diversity and Inclusion Policy

Draft

# **Background**

1.1. Commitment to Equality and Inclusion: The University of Gujrat (UOG) is dedicated to fostering a learning environment that is free from any form of discrimination based on factors such as age, gender, disability, race, religion, belief, marital status, refugee status, asylum seeker status, pregnancy, maternity, or any other characteristics.

1.2. Embedding Policy Across University Functions: This policy will be integrated into all aspects of the University’s operations, ensuring that all students, faculty, and staff can reach their full potential. The University recognizes that its diverse community is a valuable asset, and it is committed to treating every individual with equal respect and value.

1.3. Purpose of the Policy: The purpose of this policy is to safeguard and advance the culture of equality, diversity, and inclusion among all students, faculty, staff, visitors, service providers, and other stakeholders of the University.

1.4. Prohibition of Discrimination in Employment: Discrimination in any form is prohibited in all areas related to staff and faculty, including recruitment, selection, promotions, training and development, performance evaluations, compensation and benefits, career progression, and other employment conditions.

1.5. Prohibition of Discrimination in Student Affairs: Discrimination in all forms is also prohibited in relation to admissions, retention, academic progression, degree classification, complaints, appeals, disciplinary matters, and surveys affecting students.

1.6. Commitment to Celebrating Diversity: The University is committed to continuing to celebrate diversity, foster inclusion, and promote equality throughout its campus.

**2. Scope**

This policy outlines the principles that guide the University’s efforts to incorporate equality, diversity, and inclusion into all its operations and activities. The policy ensures that students, faculty, staff, and other stakeholders understand their rights and responsibilities in promoting equality, diversity, and inclusion within the University.

**3. Policy Statement**

3.1 Creating a Discrimination-Free Environment: The University aims to create a work and study environment free from discrimination, where all members of the community, including students, faculty, staff, and other stakeholders, are treated with equality.

3.2 Promoting Equality, Diversity, and Inclusion: The University is committed to cultivating a culture that embraces equality, diversity, and inclusion across all aspects of the campus community.

3.3 Discouraging Discriminatory Practices: The University actively works to discourage all forms of discrimination at every level and in every area of its operations.

3.4 Addressing Underrepresentation: The University will identify areas where certain groups are underrepresented and take measures to ensure their inclusion, providing equal opportunities for all to study, work, and progress.

3.5 Recognizing and Supporting Diverse Needs: The University recognizes the diverse needs of its various groups and individuals and will ensure that its policies, procedures, and practices are designed to accommodate these needs.

3.6 Promoting Harmony Through Activities: The University will celebrate and promote social harmony among diverse groups through relevant events and activities.

3.7 Disseminating the Policy: The policy on equality, diversity, and inclusion will be communicated to all stakeholders to ensure its effective implementation.

1. **Implementation, Roles, and Responsibilities**

4.1 Compliance and Understanding: All members of the University community—students, faculty, staff, visitors, service providers, and other stakeholders—are expected to comply with this policy. They are responsible for understanding its content and seeking clarification if needed.

4.2 Respecting Others: Individuals are expected to treat others with dignity and respect, avoiding engagement in or support for any discriminatory behavior.

4.3 Employee Responsibility: All University employees are responsible for ensuring that the work environment remains free from discrimination.

4.4 Response to Discrimination: The University will respond promptly to any allegations of discrimination and take necessary action to address them.

4.5 Role of the Committee for Equality, Diversity, and Inclusion (CEDI): The Committee for Equality, Diversity, and Inclusion (CEDI) is tasked with disseminating and implementing this policy throughout the University.

4.6 Training and Awareness: The University will provide training to students, faculty, and staff to ensure they understand their rights and responsibilities concerning equality, diversity, and inclusion.

4.7 Review and Monitoring: The University will periodically review data related to the implementation of this policy to assess and improve its effectiveness. Data will be handled in accordance with the University’s Data Protection Policy.

4.8 Zero Tolerance for Discrimination: No individual (student or employee) is permitted to engage in or support discriminatory behavior, including verbal or written comments, gestures, attitudes, or other forms of discrimination.

4.9 Prohibition of Abuse and Remarks: No individual (student or employee) is allowed to abuse, name-call, or make derogatory remarks about others.

4.10 Faculty Responsibility: Faculty members must ensure their curriculum is culturally responsive and promotes a peaceful, inclusive educational environment. They should be mindful of the content and examples used in teaching to avoid discrimination.

4.11 Disciplinary Action for Discrimination: Individuals found guilty of discrimination will face disciplinary action in accordance with University rules and regulations.

4.12 Responsibility to Report: It is the responsibility of every individual to report any observed incidents of discrimination on campus.

**5. Complaints**

5.1 Reporting Incidents of Discrimination: Any student or employee who becomes aware of an incident of discrimination must promptly report it to the Head of Department (HoD).

5.2 Responsibility of adminstration: If the HoD witnesses or receives information about an incident of discrimination, immediate action must be taken to stop it, and the HoD is obligated to report it to the relevant higher authorities.

5.3 False Claims: Any student or employee who knowingly files a false claim of discrimination may face disciplinary action.

5.4 Retaliation Prohibited: Retaliating against anyone who files a discrimination complaint is a violation of this policy. Individuals who seek assistance under this policy should be protected from retaliation.

5.5 Investigation of Complaints: Upon receiving a complaint, the HoD will review the issue and refer it to the relevant administrative offices for a thorough, impartial investigation.

5.6 Corrective Action: Depending on the investigation’s outcome, the administration will take appropriate corrective actions to prevent recurrence. Any individual found guilty of discrimination will be subject to disciplinary measures.

5.7 Confidentiality: The HoD and relevant administrative offices will ensure the confidentiality of those who lodge complaints and those involved in investigations.

**6. Further Information**

For further information and support, please contact the following:

* + - Registrar Office, University of Gujrat