

ISRA UNIVERSITY

GENDER POLICY - 2016

1. Introduction and Purpose

The policy is introduced to ensure gender justice and avoid any actual or perception of discrimination that undermines healthy academic environment and adversely affects the integrity of employment relationship, compromise equal employment opportunity, debilitates morale and interferes with work productivity. The objective of the gender policy is to provide platform of a work free from discrimination, which includes discrimination based upon sex, race, creed, color, ancestry, age, marital status, familial status or physical handicap. The policy would apply to all employees, students of the University and in other components functioning under its administrative control.

2. Policy

It shall be a well defined and declared policy of the university to adhere to the principle of non-discrimination on account of any nature and shall treat all people equally and justly giving utmost importance to the natural and constitutional rights.

The gender policy would starts right from admissions in the University and expand to justly all employment practices such as recruitment, selection, hiring, training, promotion, transfer, assignment, layoff, return from layoff, termination, compensation, fringe benefits, working conditions and career development etc. some illustrations are given hereunder.

- a) discrimination during admission process in violation of the natural rights and legal provisions enshrined in the Constitution of Pakistan.
- b) discrimination against an individual with regard to terms and conditions of employment because of that individual's race, gender, age, religion, disability, affectional or sexual orientation, place of origin, or his/ her ancestor's place of origin.
- c) treating an individual differently because of race, gender, age, religion, disability, affectional or sexual orientation, place of origin, or that of his/her ancestor's place of origin, or because an individual has a physical, cultural or linguistic characteristics of a racial or regional origin or group.

- d) treating an individual differently because of marriage to or association with persons of a racial, religious or national origin group or due to membership in or association with an organization identified with the interest of a racial, religious or national origin group; or because an individual's name or spouse's name is associated with a racial, religious or national origin group.
- e) calling another by an unwanted nickname which refers to one or more of the above characteristics, or telling ethnic jokes which harasses an employee or create a hostile work environment. .
- f) using derogatory references regarding any of the above characteristics in any job-related communications.
- g) engaging in threatening, intimidating, or hostile acts, in the workplace based on the foregoing classifications.
- h) displaying or distributing material in the workplace that contains language or images that are derogatory or demeaning, based upon any of the foregoing classifications.

3. Resolution of Grievance

When a person (student or an employee) feels to have been discriminated against on any account referred to in the preceding para shall make complaint to the concerned head of the department who shall determine veracity, nature and level of discrimination and make an effort to resolve the matter. In case of finding disciplinary action appropriate but beyond his official position or may have financial implications, shall refer the matter to the Vice Chancellor with finding of his enquiry for the appropriate actions. Vice Chancellor will take actions commensurating with nature of discrimination.

Decision of the Vice Chancellor shall be final.