

EQUITY/DIVERSITY POLICY OF UAF

Harassment, Disability, Maternity & Paternity Leaves, Female Late Timing, Discouraging, inclusion (Age, Gender, Race, Religion or Belief, sexual orientation marriage and Civil partnership, Refugee, and Asylum seekers)

Technical Input

i. Harassment

HEC policy guidelines on Sexual Harassment are being implemented at UAF

- The Syndicate at its meeting held on 24.09.2010 adopted the "Protection against Harassment of Women at the Workplace Act, 2010" for application in the University including its sub campuses. Under Section 3 of Act Ibid a three members inquiry committee has also been constituted **(Appendix-I)**
- The Syndicate at its meeting held on 29.12.2014 approved to adopt the Code of Conduct as part of "Protection against Harassment of Women at Workplace Act, 2010" received from Sexual Harassment Watch Team, Islamabad for application in the University **(Appendix-II)**

The Higher Education Commission, Islamabad sent HEC policy Guidelines against Sexual Harassment at Institution of Higher Learning and required implementation. The implementations status has been conveyed to HEC time and again through Google format

1. Disability

The University has already provided facilities for disables like ramps, wash rooms, wheel chairs etc. the disable students have been provided 100% concession in University fee. Recently HEC sent Policy for students with Disabilities at HEIs. A committee has been constituted to propose required facilities to be provided in light of Policy for Students with Disabilities at HEI **(Appendix-III)**

2. Maternity & Paternity Leaves

The UAF Employees (Leave) Statutes, 1989 has provision maternity/Paternity leave **(Appendix-IV)**

3. Late Timing (Female)

- The instruction regarding women employees received from Govt. of the Punjab, Agriculture Department, Lahore has been circulated among all University Components for strict compliance **(Appendix-V)**

However, SOPs regarding late timings of students need to be developed. Late stay of research students may be allowed with the permission of HOD and in the presence of the respective supervisor

4. Late Timing (Female)

- The instruction regarding women employees received from Govt. of the Punjab, Agriculture Department, Lahore has been circulated among all University Components for strict compliance (**Appendix-V**)

However, SOPs regarding late timings of students need to be developed. Late stay of research students may be allowed with the permission of HOD and in the presence of the respective supervisor

5. Age, Gender, Race, Religion or belief

It is stated that affairs of the University of Agriculture, Faisalabad are governed under the University of Agriculture Faisalabad Act, 1973. The Section 7 of the University of Agriculture, Faisalabad Act, 1973 is comprehensive which provides that:-

7. University open to all classes, creed, etc.-

The University shall be open to all persons of either sex and of whatever