

ANTI-DISCRIMINATION POLICY OF UAF

1 PURPOSE & SCOPE

1.1 This document outlines the commitment of the University of Agriculture, Faisalabad to ensure a fair, respectful and inclusive academic and professional environment free from discrimination.

1.2 The purpose of this policy is to promote equality and dignity among all members of the University community and to prevent discrimination based on religion, gender, cultural background, ethnicity, disability, age or any other personal characteristic.

1.3 This policy applies to all University stakeholders including faculty members, administrative staff, students, researchers, consultants, contractors, visitors and partners associated with the University.

2 POLICY STATEMENT

2.1 Introduction

The University of Agriculture, Faisalabad recognizes the value of diversity and is committed to maintaining an environment that promotes equality, mutual respect and intercultural harmony. Discrimination undermines institutional integrity, academic excellence and professional relationships therefore, the University adopts a zero-tolerance approach toward discriminatory behavior in all academic, administrative and social activities.

2.2 Principle

2.2.1 The University strictly prohibits discrimination based on religion, gender, race, ethnicity, cultural background, language, disability, age, material status and socioeconomic status.

2.2.2 All members of the University community must treat each other to dignity, fairness and respect regardless of their religious beliefs, gender identity and cultural background.

2.2.3 Equal opportunities shall be ensured in recruitment, employment, admission, promotion, academic participation and access to facilities and resources.

2.2.4 The University supports gender equality and ensures that all individuals have equal opportunities to participate in academic, administrative and leadership roles.

2.2.5 Respect for intercultural diversity is essential. The University encourages cooperation, tolerance and understanding among individuals from different cultural and social backgrounds.

2.2.6 Harassment, exclusion, offensive remarks, stereotyping or biased treatment based on religion, gender or cultural identity is strictly prohibited.

2.2.7 Employees and students must avoid any behavior that may create an intimidating hostile, or discriminatory environment for others.

2.2.8 Any individual who experiences or witnesses' discrimination should report the matter to the relevant supervisor, department head, or designated grievance committee.

2.2.9 All complaints will be handled confidentially, fairly and without retaliation against the complainant.

2.2.10 Violation of this policy may result in disciplinary action in accordance with the University's rules and regulations.

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