



THE UNIVERSITY OF AZAD JAMMU AND KASHMIR

Administration Block, Chellah Campus, Muzaffarabad-13100, AJK, Pakistan

Website: www.ajku.edu.pk

No 1860/RGA/2024

dated: 01/08/24

ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICY

Introduction

UAJK is committed to maintaining a safe, inclusive, and respectful environment for all members of its academic and administrative community. This policy affirms the university's zero-tolerance stance against harassment and discrimination in any form, ensuring dignity, equality, and justice across all institutional domains.

Scope

This policy applies to:

- All students, faculty, administrative staff, and support personnel
- Visitors, contractors, and affiliated individuals
- All university campuses, online platforms, and affiliated institutions

It covers harassment and discrimination based on gender, race, religion, ethnicity, disability, age, sexual orientation, political affiliation, or any other protected characteristic.

Policy Commitments

UAJK pledges to:

- Prohibit all forms of harassment, including verbal, physical, sexual, and cyber-based misconduct
- Prevent discrimination in admissions, hiring, promotions, grading, and access to resources
- Promote awareness through training, orientation, and campus-wide campaigns
- Provide support services including counseling, legal guidance, and grievance redressal
- Ensure fair and timely resolution of complaints through impartial procedures

Implementation Measures

- **Training:** Mandatory sensitization programs for students, faculty, and staff
- **Reporting Channels:** Confidential reporting via the Registrar's Office, HR Department, or Ethics Committee
- **Investigation:** Prompt, impartial inquiry by designated committees



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- **Disciplinary Action:** Sanctions may include warnings, suspension, termination, or legal referral
- **Monitoring:** Periodic audits and feedback mechanisms to assess policy effectiveness

Confidentiality & Protection

All complaints will be handled with strict confidentiality. Complainants will be protected from retaliation, victimization, or adverse consequences. Anonymous reports may be considered if sufficient detail is provided.

Compliance & Enforcement

- Violations will result in disciplinary action as per university regulations
- False reporting with malicious intent will also be subject to penalties
- The university reserves the right to refer cases to external legal authorities when necessary


Registrar

University of Azad Jammu and Kashmir