



# **THE UNIVERSITY OF AZAD JAMMU AND KASHMIR**

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

Website: [www.ajku.edu.pk](http://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