

## POLICY ON PROTECTION AGAINST HARASSMENT OF WOMEN AT THE WORKPLACE

### I. Introduction

The University of Veterinary and Animal Sciences, Lahore is dedicated to fostering a respectful and safe environment for all members of its community, including employees, students, and visitors. Harassment, particularly harassment of women, is a serious violation of human rights that undermines the integrity of our academic community. This policy outlines our commitment to preventing and addressing harassment in accordance with the guidelines set forth by the Federal Ombudsperson Secretariat for Protection against Harassment of Women at the Workplace.

### 2. Definition of Harassment

Harassment includes any unwelcome conduct, whether verbal, non-verbal, physical, or visual, that is based on sex or gender and has the purpose or effect of:

- Creating an intimidating, hostile, or offensive working or academic environment.
- Interfering with an individual's work or academic performance.
- Threatening an individual's academic or employment opportunities.

Examples of harassment may include offensive remarks, unwelcome physical contact, suggestive gestures, or the display of sexually explicit materials.

### 3. Scope

This policy applies to all members of the university community, including faculty, staff, students, contractors, and visitors. It covers harassment that occurs on university premises, at university-sponsored events, or in any context where individuals are engaged in activities related to their university roles.

### 4. Responsibilities

#### 4.1. University Administration

- The university administration is responsible for ensuring the effective implementation, monitoring, and periodic review of this policy.
- Providing necessary resources and support for the Institutional Sexual Harassment Committee to prevent and address harassment.
- Taking appropriate action based on recommendations from the Committee.

#### I.2. Institutional Sexual Harassment Committee

- The committee has been formally constituted as per notification No. Regr/G+I/337 dated 26.01.2024. The composition of the committee is as follows:
  - Prof. Dr. Aneela Zameer Durrani Convener
  - Prof. Dr. Saima Masood Member
  - Prof. Dr. Hassan Mushtaq Member
  - Dr. Muhammad Asif Member
  - Mr. Hafiz Mudasser Ashfaq Member
  - Prof. Dr. Imtiaz Rabbani Secretary

- The committee is responsible for receiving complaints, conducting impartial inquiries, and recommending appropriate actions in cases of harassment.
- Ensuring confidentiality and providing fair treatment to all parties involved in a complaint.

#### 4.3. Employees, Students, and Visitors

- All members of the university community are expected to maintain respectful behavior and refrain from engaging in any form of harassment.
- Promptly reporting incidents of harassment to the Institutional Sexual Harassment Committee or designated authorities.
- Cooperating fully with investigations and maintaining confidentiality as required.

#### 5. Procedures

- **5.1. Filing a Complaint:** Any individual who believes they have experienced harassment may file a complaint with the Institutional Sexual Harassment Committee.
- **5.2. Inquiry and Investigation:** The committee shall conduct a fair and impartial inquiry into the complaint, providing both parties with opportunities to present their perspectives.
- **5.3. Resolution:** Upon completing the inquiry, the committee shall recommend appropriate measures to address the complaint, which may include disciplinary action, counseling, or other remedial measures.
- **5.4. Appeals:** Both the complainant and the respondent have the right to appeal the findings and recommendations of the committee, as per university policies.

#### 6. Awareness and Training

- The university shall conduct regular awareness programs and training sessions on harassment prevention, rights and responsibilities under this policy, and avenues for seeking redress.
- Promoting a culture of respect, inclusion, and zero tolerance towards harassment.

#### 7. Policy Review

- This policy shall undergo periodic reviews to ensure its effectiveness and relevance in addressing harassment issues.
- Amendments may be made based on feedback, evolving legal requirements, or emerging best practices.

#### 8. Confidentiality

- The university shall maintain confidentiality to the fullest extent possible during the inquiry and investigation process, respecting the privacy of all parties involved.

#### 9. Compliance

- Non-compliance with this policy may result in disciplinary action, up to and including termination of employment or expulsion from the university.

## **10. Contact Information**

For further information, reporting harassment, or seeking support, individuals may contact:

**Prof. Dr. Imtiaz Rabbani**

Secretary, Institutional Sexual Harassment Committee

WhatsApp: 0300-8470450

Email: [imtiaz.rabbani@uvas.edu.pk](mailto:imtiaz.rabbani@uvas.edu.pk)

**Prof. Dr. Aneela Zameer Durrani**  
(Convener)