

# JINNAH UNIVERSITY FOR WOMEN



## Anti-Harassment Policy

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(Academic Council)

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## **Jinnah University for Women Anti-Harassment Policy**

### **Preface**

Jinnah University for Women recognizes that a safe and respectful environment is essential to address concerns related to harassment. For a healthy learning and work environment to exist, a culture of mutual respect must exist. Lack of mutual respect is apparent when the victim of harassment, sexual or otherwise, has no formal grievance mechanism to address the offending experience.

Jinnah University for Women is dedicated to giving its student an atmosphere where no exploitation, discrimination, hazing/ragging, bullying, intimidation, or harassment is allowed. Registered University students are liable for cultivating reciprocal respect and nobility for being accustomed to the given approach and for abstaining from behavior that disregards this policy.

### **Purpose**

To instruct the students about the avoidance of harassment and to offer effective measures for getting rid of harassment to the highest degree possible from the learning environment

To foster zero tolerance for sexual or any other kind of harassment and to ensure that all complaints of sexual harassment are taken seriously duly investigated with transparency and appropriately addressed.

To promote a culture of openness, with no fear of retaliation either as a victim or a “Whistle-blower.”

### **Scope**

This policy is pertinent to all students and officials registered at JUW academic programs, including undergraduate or graduate study programs, degree or diploma programs, including fellows, occupants, visiting students, and anybody taking an interest in JUW’s academic activity.

### **Constraint**

No policy draft may provide a thorough practice explanation that decreases the ambit of harassment. The given definitions are intended to guide completely and will consider as negating the sole and aim of the universities core values.

### **Harassment**

Any unwanted conduct, physical or/and verbal, towards a student as a result of her sexual orientation, gender identity, disability, religion, color, caste, creed, sex, national/ethnic origin, marital status, societal level, age or whatever other explanation when directed is offensive, intimidating or hostile for the learning environment.

- To target the physically or mentally challenged students will also be considered as an act of harassment, examples of which may include but are not in any way limited to:
- Inappropriate jokes, ridicule, insults, and derogatory comments.

- To show or circulate the pictures or material, electronically or physically (e.g., via social media platform, SMS, or e-mail, etc.), which may act as sexually promiscuous, degrading, and intimidating.
- To shout at a student by using abusive language or insulting comments, publicly condemning/humiliating or criticizing her competence.

### **Sexual Harassment**

Elaborately, sexual harassment includes sexual, verbal favors request, written, or any other means of communication, any unsolicited sexual advance, physically sexual conduct, or demeaning attitude sexually that interferes with the victim's academic performance. It may create a threatening, intimidating, aggressive study/learning/work environment in which the continuation of a course of study is conditional to compliance, and refusal results in punitive action.

- Sexual harassment comprises but it is not restricted to insensitive gazing at an individual's body, unwelcome physical connection including but not limited to touching, patting or pinching
- Oral conduct of a sexual nature containing but not limited to:
  - Unwanted oral advances, sexually-oriented remarks about physical appearance, appeals for sexual favors, and continual proposals for private social activities after it has been made clear that such desires and proposals are unrequited.

### **Bullying / Ragging / Hazing**

Bullying refers to the aggressive, rude, threatening or insulting behavior, abuse of power, and a biased disciplinary sanction, which makes the student feel upset, threatened, humiliated, and /or vulnerable. It undermines the student's self-confidence or reduces the student's feelings of confidence and self-worth, and which may cause the student to be offended and suffer stress.

Ragging or hazing means the practice of using rituals and any other acts, conduct, or methods by which the dominant power of senior students, former students or alumni, is brought to bear on students who are in any way considered junior by other students. Ragging or hazing includes individual or collective acts or practices which comprise, but are not limited to:

- Participation in physical or psychological attack or threat or use of force or unlawful internment or restraint
- Disrespecting the position, self-respect, and integrity of such students
- Exposing students to laughter and contempt to affect their self-esteem
- Verbal abuse and aggression, rude gestures and offensive behavior
- Breaching the confidentiality of any information related to the student (e.g., grades, health issues, fee, etc.)

### **Cyber-bullying**

Cyber-stalking is the use of the internet and mobile technology such as email, SMS text, social media, or other electronic communications to stalk and generally refers to a pattern of threatening or malicious behaviors, including communicating a credible threat of harm.

Cyber-harassment generally relates to unconcented behavior such as bullying or irritating email messages, direct messages, or social media and blog accesses or websites solely to bane an individual. Cyber-harassment varies from cyber-stalking in that it is generally defined as not relating to a constant threat.

### **Complaints Redressal**

The Jinnah University for Women is pleased to frame this policy as well as the procedure to deal with complaints related to harassment cases.

### **Policy Statement**

The Jinnah University for Women does not tolerate any form of Gender Sexual Harassment either by its staff, faculty members, or students. Sexual harassment may be in the form of visual signals, sexual violence, or sexual abuse or any of the previously defined categories. In any of the cases, the University takes immediate action to resolve the complaints.

### **Rules**

1. The rule applies to the Jinnah University for Women and its campuses.
2. A Harassment Enquiry Committee is formed, which is responsible and empowered to proceed with the harassment cases. The Chairperson chairs the committee.
3. Only written complaints are entertained.
4. The committee precedes the complaint if the incident occurs within the premises of the University.
5. All proceedings of the committee are kept confidential.
6. No one is allowed to violate the confidentiality of the cases. If it occurs, the situation is forwarded to the Harassment Enquiry Committee for further necessary actions.
7. If the complainant fails to bring any evidence of the incident, the committee requests the competent authorities to dismiss the case.
8. If the committee finds that the allegations are false or made with mala-fide intentions, the committee recommends the competent authority to impose some penalty on the complainant.
9. No request is entertained if a complaint is submitted One week after the event has occurred. If provided, the complainant has to explain the reason for the delay.
10. All records of complaints are kept with the committee, which is responsible for showing if required.

### **Procedure**

1. In case any gender harassment event occurs, the student/staff may submit a written application to the office of Student Affairs.
2. Advisor Student Affairs calls a meeting of the Harassment Enquiry Committee with the permission of the Chairperson of the Committee.
3. The registered gender harassment case is discussed among all members of the committee. The complainant and accused are also requested to present before the committee member in the meeting to explain the event occurred.
4. The Chairperson takes the recommendations from the members.
5. The case is resolved in the meeting and forwarded to the competent authority to take the actions suggested by the members of the committee

Following official of the University are the members of the Harassment Enquiry Committee

**Anti Harassment Enquiry Committee**

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| • Registrar  | Chairperson |
| • Dean of Social Science                                 | Member      |
| • Dean of Science  | Member      |
| • Dean Pharmacy  | Member      |
| • Advisor, Student Affairs                               | Member      |
| • Dean Business Administration<br>Commerce and Economics | Member      |