



LIAQUAT UNIVERSITY OF MEDICAL & HEALTH SCIENCES JAMSHORO

POLICY FOR HARASSMENT

YEAR - 2023

LIAQUAT UNIVERSITY OF MEDICAL & HEALTH SCIENCES JAMSHORO

UNIVERSITY HARASSMENT POLICY

Document Name:	UNIVERSITY HARASSMENT POLICY
Approved Date:	March 29 th 2023
Approved By Statuary Body	Academic Council LUMHS

Policy Statement:

Our university is committed to maintaining a safe and respectful environment for all students, faculty, and staff. Harassment of any kind, including but not limited to sexual harassment, bullying, and discrimination, is strictly prohibited and will not be tolerated.

Purpose:

The purpose of this policy is to outline the university's stance on harassment, provide definitions and examples of prohibited conduct, and establish procedures for reporting and addressing harassment. University Specially focus on the guidelines for Sexual Harassment Provided by Higher Education Commission of Pakistan for Universities.

(<https://www.hec.gov.pk/english/policies/Pages/SEXUALHARASSMENT-POLICY.aspx>)

Policy Details:

1. Definition of Harassment:

- Harassment is any unwelcome conduct based on race, color, religion, sex, national origin, age, disability, or any other protected characteristic that creates a hostile, intimidating, or offensive environment.

2. Examples of Prohibited Conduct:

- Verbal harassment, such as derogatory comments, slurs, or jokes.
- Physical harassment, such as unwanted touching or physical intimidation.
- Visual harassment, such as displaying offensive images or gestures.
- Cyber harassment, including sending threatening or offensive messages via email, social media, or other digital platforms.



3. Reporting Procedures:

- Individuals who believe they have been subjected to harassment are encouraged to report the incident to the Office of Human Resources or the Office of Student Affairs.
- All reports will be treated confidentially to the extent possible and will be investigated promptly and thoroughly.

4. Investigation and Resolution:

- The university will conduct a fair and impartial investigation of all harassment reports.
- Both the complainant and the respondent will have the opportunity to present evidence and witnesses.
- The university will take appropriate corrective action based on the findings of the investigation, which may include disciplinary measures up to and including termination or expulsion.

5. Retaliation Prohibited:

- Retaliation against individuals who report harassment or participate in an investigation is strictly prohibited.
- Any acts of retaliation will be subject to disciplinary action.

Implementation:

This policy will be implemented by the Office of Human Resources in collaboration with the Office of Student Affairs and other relevant departments. Annual reviews will ensure the policy remains effective and responsive to the needs of the University community.

