

Liaquat University of Medical & Health Sciences (LUMHS), Jamshoro

Inclusivity Accessibility and Anti-Discrimination Policy for Students, Faculty and Staff

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Reviewed By	Directorate of Quality Assurance / QEC
Approving Authority	Vice Chancellor / Academic Council, LUMHS
Next Review	Three years from approval, or earlier if required

1. Policy Statement

Liaquat University of Medical & Health Sciences (LUMHS), Jamshoro, is committed to an inclusive, equitable, and respectful environment in which all students, faculty, and staff have equal access to participate in University activities. This commitment extends to individuals of all ethnicities, religions, disabilities, immigration statuses, and genders, and to those from all cultural and socio-economic backgrounds.

2. Purpose

This policy ensures that every member of the University community can engage fully in academic, extracurricular, and social activities without discrimination or barriers arising from personal background or characteristics. It also supports the University's contribution to SDG 4 (Quality Education), SDG 5 (Gender Equality), and SDG 10 (Reduced Inequalities).

3. Scope and Applicability

This policy applies to:

- all students, applicants, faculty, and staff, including contractual and visiting personnel;
- all academic, administrative, clinical, residential, recreational, and online activities;
- public events, community programmes, training courses, and outreach activities organised by the University;
- contractors, vendors, and visitors while on University premises.

4. Definitions

- **Inclusivity:** Active practice of ensuring that all individuals can participate and are valued.
- **Discrimination:** Unfair treatment, exclusion, or restriction based on ethnicity, religion, disability, immigration status, gender, or other protected grounds.

- **Harassment:** Unwelcome conduct that violates a person's dignity or creates an intimidating, hostile, or offensive environment.
- **Reasonable Accommodation:** Necessary and appropriate adjustment that enables a person with a disability to participate on an equal basis, without imposing a disproportionate burden on the University.
- **Accessibility:** The degree to which facilities, services, information, and learning materials can be used by all persons, including those with disabilities.

5. Policy Provisions

5.1 Equal Opportunity

All activities, including educational programmes, events, recreational opportunities, and community and outreach activities, shall be accessible to all individuals regardless of ethnicity, religion, disability, immigration status, or gender. Admission, recruitment, assessment, promotion, and the allocation of opportunities shall be based on merit and applicable rules.

Liaquat University of Medical & Health Sciences (LUMHS) follows an open-merit policy in the recruitment of faculty and staff. All vacancies are publicly advertised with eligibility criteria, and every applicant is assessed fairly and without discrimination on the basis of ethnicity, religion, sex, disability, immigration status, or social or economic background. Selection is made on merit by a properly constituted Selection Board, and recorded scores, and members must declare any conflict of interest. Quotas for persons with disabilities and other groups are applied as prescribed by Government rules, and the University encourages women and persons with disabilities to apply.

5.2 Reasonable Accommodations and Accessibility

The University shall provide reasonable accommodations so that individuals with disabilities can participate fully in all activities. These include, but are not limited to:

- accessible buildings, ramps, lifts, washrooms, and parking;
- assistive technologies and support for learning and examinations;
- alternative formats for materials, such as large print and digital text;
- accessible information, signage, and web content.

Requests for accommodation shall be submitted to the DEI Desk and addressed within a reasonable period, with confidentiality maintained.

5.3 Non-Discrimination and Anti-Harassment

The University shall not tolerate any form of discrimination or harassment based on ethnicity, religion, disability, immigration status, or gender. Reported incidents shall be investigated promptly, fairly, and confidentially, and appropriate action shall be taken in accordance with University rules. Harassment-related complaints shall also be addressed through the University's Harassment Committee, as applicable.

5.4 Awareness and Training

The University shall conduct regular training and awareness programmes for students, faculty, and staff to promote understanding and respect for diversity. These programmes shall highlight the importance of inclusivity and the legal and ethical responsibilities of all members of the University community. Observances such as International Women's Day and the International Day of Persons with Disabilities shall form part of the annual awareness calendar.

5.5 Complaints and Grievance Procedure

- Complaints may be submitted in writing or in person to the DEI Desk or any designated focal person.
- Complaints shall be acknowledged within [5] working days and resolved within [30] working days, where practicable.
- Complainants and witnesses shall be protected from retaliation. Retaliation is itself a violation of this policy.
- Complainants who are dissatisfied with the outcome may appeal to the Vice Chancellor, or to the relevant statutory authority as provided in University rules.

6. Roles and Responsibilities

Body / Office	Responsibility
Vice Chancellor	Overall accountability and provision of resources for implementation
DEI Desk (International Office)	Policy implementation, accommodation requests, awareness activities, complaint intake, and record keeping
Directorate of Quality Assurance / QEC	Periodic review, monitoring, and reporting for accreditation and rankings
Deans, Heads of Departments, and Directors	Ensuring compliance within their units
Faculty and Staff	Upholding the policy and treating all persons equitably
Students	Respectful conduct and compliance with this policy

7. Monitoring, Reporting, and Review

The DEI Desk shall maintain records of accommodation requests, complaints and outcomes, training sessions, and participation data, and shall submit an annual report to the Academic Council through the QEC. Indicators may include the number of awareness activities held, the number of accommodation requests met, complaints resolved within the prescribed time, and the

representation of women and persons with disabilities among students, faculty, and staff. The policy shall be reviewed at least every three years.

8. Effective Date

This policy comes into effect from the date of approval by the Academic Council and supersedes the earlier version of January 2022.