



NED University of Engineering and Technology, Karachi. **Equality Policy**

Purpose

To eliminate discrimination and unfairness of any mean from the university and its stakes at any place.

Scope

Implemented to all stakeholders including; applicants, candidates, students, graduates, alumni, employee, employers, faculty, management, leadership, visitor, contractor, third-party employee or any representative or affiliative stakeholder, who is influenced or perceived to be influenced by the university within or outside the university.

Statement

In compliance with the Article 25 to 27 of “The Constitution of the Islamic Republic of Pakistan”, and in pursuance of Clause-6 of the Act (as amended) of NED University of Engineering and Technology, this University believes and practice, respect and fair treatment to everyone, eliminating discrimination and actively promoting equal opportunity and delivering fairness to all. The University supports diversity and promotes equality of opportunity to all stakeholders (see scope) regardless of their:

- Age
- Disability
- Gender/Sex
- Race/Ethnicity
- Religion or belief
- Socio-economic background

The Equality Policy outlines the responsibility for promoting environments free from discrimination for our stakeholders (see scope) in;

- Admission in degree, certificates or any other programmes
- Appointment of full-time, Adhoc, contract or visiting faculty members
- Appointment of officers, staff or any permanent or contract employee
- Teaching/learning sessions or assessment during any degree, certificate or other programme
- Counselling or advising any stakeholder of the university
- Procurement or awarding contracts
- Complying with the Quality Assurance and Quality Control Activities
- Curricular or non-curricular activity
- Research, project or any other academic activity
- Internship and employment opportunities



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Commitment to Equality Policy

The university leadership aim is to assure equality, fairness and justice to all stakeholder in any university process within or outside the university to support the culture equal opportunity, equal rights and equal treatment and to motivate it within the society.

Responsibilities

Each stakeholder is responsible to their own act, behavior and expressions, and must accept the belief that there is equality of opportunity and fairness for all stakeholders in all aspects of University life.

Individuals must ensure that they do not support unfair behavior by ignoring what is happening around them and must not incite or collude with unfair or unlawful discrimination.

The law stipulates that, any member of the University community found to be responsible for inciting, perpetrating or colluding with discrimination or harassment may face disciplinary action.

All stakeholders have a responsibility to adhere to this statement and apply it in their day to day work. The specific responsibilities in relation to this statement are as follows:

The University Leadership, as the employer, is responsible for ensuring that the University fulfils its legal responsibilities for promoting equality, eliminating discrimination, and for making sure that the commitments within this statement are fulfilled.

Director QEC is responsible for implementing this statement and related policies and procedures within the university and its affiliated colleges/institutions. The Director QEC will also ensure that all staff receive appropriate equality and diversity inclusion training.

Registrar is responsible for implementing this statement and related policies and procedures within all the procedures of admissions, academic proceedings, degree awarding, appointment of faculty, staff or any other employee or any process or procedure related to the university.

Director Procurement, Director Works and Services, Director Planning and Projects are responsible for implementing this statement and related policies and procedures to all processes related to procurement, services, projects, tenders, award of contracts or any process or procedure related to works and services within or outside the university.

Controller of Examinations is responsible for implementing this statement and related policies and procedures to all processes related to the conduct of examination, preparation, endorsement and communication of results or any process or procedure related to the examination within or outside the university.



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Controller of Student Affairs is responsible for implementation of this statement with respect to students and for implementing related policies and procedures.

Director Industrial Liaison is responsible for implementing this statement and related policies and procedures to all processes related to the internships, seminar and workshops, employer in campus activities, recruitment tests, employment, employer complaints, employer feedback of fresh graduates or procedure related to the examination within or outside the university.

Chairpersons of the Departments have a responsibility to raise the profile of the policy within their Schools/Units and ensure that all staff and students are aware of the commitments within the policy. They also have a responsibility to promote equality of opportunity and to eliminate discrimination within their Schools/Units.

All faculty, employees, students and graduates have common responsibility to promote equality and to eliminate discrimination on the grounds. Any act of discrimination or harassment by a faculty, employee, student or any other stakeholder will be taken very seriously and may result in disciplinary action being taken.

Complaints of Discrimination

Students: Report the complaint in hierarchy, if not responded within 10 days, first to Class Advisor, Chairperson of the department, Dean of the Faculty, Director QEC, Pro-Vice Chancellor, Vice Chancellor.

Faculty Members/Employee: Report the complaint in hierarchy, if not responded within 10 days, first to Chairperson of the department, Dean of the Faculty, Director QEC, Pro-Vice Chancellor, Vice Chancellor.

Employer: Report the complaint in hierarchy, if not responded within 10 days, Director Industrial Liaison, Director QEC, Pro-Vice Chancellor, Vice Chancellor.

Graduates/Alumni or any other Stakeholder: Report the complaint in hierarchy, if not responded within 10 days, first to Registrar, Director QEC, Pro-Vice Chancellor, Vice Chancellor.

Assessing Effectiveness of Equality Policy

Effectiveness of the Equality Policy will be essentially monitored to ensure that the policy is working effectively. NED University will monitor annually and publish details of:

- The statistics of students, faculty, employee, graduates, or other stakeholder's activity within the university campus
- student applications, acceptances, assessment results, drop-out rates and awards of degrees
- recruitment and appointment, leavers, promotion, re-grading and participation in training and development activities



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- complaints including harassment and bullying complaints, grievances and disciplinary proceedings for staff and students

Review

The policy will be reviewed annually during the preparation of effectiveness of policy.

If you have any questions regarding the content of this statement or would like any further information, please contact:

Director Quality Enhancement Cell (QEC),
NED University of Engineering and Technology,
University Road, Karachi 75270, Pakistan.
Telephone: +92 99261 261 to 8 Ext. 2281
Fax: +92 99261 255
e-mail: dirqec@neduet.edu.pk