SDG
05
GENDER EQUALITY

EVIDENCE DOCUMENT | INDICATOR 5.3.2

Policy addressing women's applications, acceptance/entry and participation

METRIC 5.3 Student access measures

REFERENCE YEAR	COVERAGE	DATE PREPARED
2025	All campuses, including Health Sciences (EDI Policy); admissions under applicable rules	2 November 2026

ISSUING OFFICE	EVIDENCE ID
Directorate of Quality Assurance, Head Office	E-05-5.3.2

THE SIR 2027 REQUIREMENT

Student access measures – Does your university as a body have a policy (e.g. an Access and Participation plan) addressing women's applications, acceptance/entry, and participation at the university?

01 Statement of Evidence

Bahria University's direct answer to the requirement

Yes. Bahria University has a documented policy framework addressing women's applications, acceptance/entry and participation: the Admissions Policy, Edition 2, and the Equality and Non-Discrimination / Diversity, Equity & Inclusion (EDI) Policy 2024 which was revised in 2025. Admissions Policy clause 2.1.6 provides targeted outreach to girls' schools, colleges and families; programme-level comparison of applications, offers and acceptances by gender; support for women's enrolment through scholarships, hostels and safe transport; and results reported to the Rector after every admission cycle. Clause 4.1.2 requires applicant-group tracking and programme-level reporting of women's application, offer and entry rates. Clause 2.1.7 of the Admissions Policy expressly addresses women's entry, participation and graduation, including retention and progression monitoring, mentoring, scholarships, counselling, safe facilities, annual graduation-rate comparisons and review of corrective measures. The EDI Policy applies university-wide, including Health Sciences; the Admissions Policy directs medical and allied-sciences admissions to separately issued regulatory policies.

02 Evidence and Activity Record

Dated facts and records that substantiate the statement

Bahria University's two written policies together address women's applications, acceptance or entry and participation. Table 1 maps the relevant provisions. The updated Admissions Policy records amendments dated 3 November 2025 under Director Admissions; the EDI Policy records amendments dated 20 October 2025 under DHR. Complete policy opening pages are followed by relevant original extracts, without added boxes. These provisions establish institutional policy commitments.

TABLE 1 Written policy provisions addressing women's application, entry and participation

No.	Date	Activity, programme or provision	Campus or unit	Audience and reach	Access
1	June 2022	Women's applications: outreach to girls' schools, colleges and families; partner campaigns (Admissions 2.1.6(a))	Admissions Directorate / campuses	Women prospective applicants	Application
2	June 2022	Women's offers/entry: review applications, offers and acceptances by programme and gender; act on lower offer rates (2.1.6(b))	University / programme teams	Women applicants	Offers / entry
3	June 2022	Women's enrolment support: scholarships, hostel places and safe transport (2.1.6(c))	University and campuses	Women entrants	Access support
4	June 2022	Gender-disaggregated CMS tracking and post-cycle reporting to Rector (4.1.2)	Campuses / Director Admissions	Applicants, by programme	Tracking
5	2024	Monitor women's retention and progression; provide mentoring, scholarships, counselling and safe facilities; annual review (Admissions clause 2.1.7)	DSA / Controller of Examinations / campuses	Women students	Participation

1. Admissions Policy with 2025 amendments

The updated Admissions Policy retains Edition 2 and its Spring 2022 promulgation. The amendment record identifies amendments dated 3 November 2025 under Director Admissions. Clause 2.1.6 addresses women's applications and entry; clause 2.1.7 establishes women's participation, progression and graduation measures; and clause 4.1.2 requires programme-level tracking and reporting of women's application, offer and entry rates. The opening pages are reproduced in full below, followed by enlarged extracts of the relevant clauses.

1.1 Admissions policy cover



Complete original Admissions Policy PDF page 1: cover.

1.2 Admissions policy letter of promulgation

LETTER OF PROMULGATION

Discovering Knowledge

1. This document titled Admission Policy is hereby promulgated with effect from Spring 2022 Semester.

2. The document contains 09 Chapters. Master copy of the document is held with the Regulation Cell. In the event of any change desired in the document, an amendment request is to be put up to the Directorate of Admission for processing.

3. This policy shall be read in conjunction with the Academic Rules/Regulations of the university. In matters where this policy is silent, relevant rules, regulations and procedures of BU shall apply. In addition, admission requirements are revised by the HEC from time to time which shall be complied with, and shall take precedence over this policy should there be a conflict.

SHAFQAT AZAD SI(M), S.Bt
Commodore (Retd)
Registrar

Dated: ____ June 2022

BU Admissions Policy i Edition 2

Complete original Admissions Policy PDF page 2: letter of promulgation.

1.3 Admissions policy foreword

FOREWORD

The Admissions Policy contains Admissions related policies, procedures and guidelines. The policy will provide guidance and ready reference to all concerned. Contents of the Admissions Policy are subject to change from time to time, as and when deemed appropriate by the university.

The Admissions Policy applies to all Campuses and Constituent Units of Bahria University except Annual Based Examination System (MBBS & BDS Programs only) for which PMC admission Rules shall be followed.

Complete original Admissions Policy PDF page 3: foreword.

1.4 Admissions policy record of amendments

Copy No _____

RECORD OF AMENDMENTS

Amendment No.	Dated	Articles Amended	Authority
First Edition	April 2017	Revised/ Superseded	Registrar
2nd Edition	June 2022	Revised/ Superseded	Registrar
3rd Edition	03 November 2025	Paras 2.1.3 & 2.1.5 and 2.1.6 amended; 2.1.7 added; 2.21.7 deferred.	Director Admissions

BU Admissions Policy iii Edition 2

Complete original Admissions Policy PDF page 4: record of amendments.

1.5 Admissions policy contents page 1 of 3

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1.8 Women's applications acceptance and entry

Clause 2.1.6 requires outreach to girls' schools, colleges and families, programme-level review of applications, offers and acceptances by gender, action where women's offer rates are lower, and enrolment support through scholarships, hostel places and safe transport. Results are reported to the Rector after every cycle.

> 2.1.6 Women's Access to Admission. To raise the number of women applicants, especially in subjects where they are under-represented, the University shall:
>
> a. run outreach to girls' schools, colleges and families, and join campaigns with other universities, community groups, government bodies and NGOs;
> b. review, for each programme, applications, offers and acceptances by gender under para 4.1.2, and act where women's offer rate is lower than men's;
> c. support women's enrolment through the scholarships in chapter 10 of the Academic Rules, hostel places and safe transport; and
> d. report the results to the Rector after every cycle, under para 4.1.1(f).
>
> Participation and graduation are governed by para 2.1.7.

Original clause 2.1.6, Women's Access to Admission, printed page 7.

1.9 Women's participation progression and graduation

Clause 2.1.7(a) requires DSA to monitor women's retention and progression by programme and provide mentoring, scholarships, counselling and safe facilities. Clause 2.1.7(b) requires annual comparison of women's and men's graduation rates by programme and entry cohort, with gaps reported to the Rector. Clause 2.1.7(c) requires schemes with an assigned owner and date where women graduate at a lower rate, reporting of their effects and annual review.

2.1.7 Women's Participation and Graduation. After admission:

a. DSA shall monitor women's retention and progression by programme, and provide mentoring under para 12 of the Student Mentoring Framework, scholarships under para 10.9.7 of the Academic Rules, counselling and safe facilities.

Original clause 2.1.7(a–b), printed page 7; continued below.

Rector.

c. Where women graduate at a lower rate, DSA and the Director Campus shall run schemes, each with an owner and a date, report their effect to the Rector, and review this para each year.

Original continuation of clause 2.1.7(b) and clause 2.1.7(c), printed page 8.

1.10 Tracking and institutional reporting

Clause 4.1.2 requires consent-based recording of gender and other applicant characteristics in the online application form and CMS. Following every cycle, the Director Admissions reports applications, offers and enrolments by group and programme, with women's application, offer and entry rates for each programme. Clause 4.1.1(f) provides the associated analysis and reporting to the Rector.

4.1 Director Admissions

4.1.1 Admissions Directorate shall be responsible for the overall conduct, control and monitoring of the admissions process for all the disciplines being offered by the BU. The Admissions Director shall:

a. Prepare and release admission schedules of various programs, and coordinate the University entry tests.

b. Coordinate with the CUs on all matters related to admissions.

c. Provide input to the management on the intake of candidates in different academic disciplines for future planning.

d. Coordinate with Director Campuses / Deans for nomination of paper setting Committee's and paper validation committees for UG & PG and PhD Programs.

e. Preparation/ Validation of entry test questionnaires for all disciplines where applicable.

f. Analyze the admission process and admission results after every admission cycle in coordination with Director Academics and Director IT, and present them formally to the Rector.

g. Revise/update, vet and print the University prospectuses encompassing all disciplines and distribute them to the CUs.

h. Act as a member of the Academic Council of the University.

j. Perform any other duty assigned by the higher authority.

4.1.2 Tracking of Access. With the applicant's consent, the online application form and the CMS shall record each applicant's gender, disability, family income or request for financial assistance, ethnic or religious minority, refugee or newly settled status, entry as a mature or other non-traditional applicant and, only as the law permits, transgender status. Campuses shall return these figures with the weekly state in para 3.3.1(c) and the record in para 4.7.1(a). After every cycle the Director Admissions shall report to the Rector, as part of para 4.1.1(f), applications, offers and enrolments by group and programme, with women's application, offer and entry rates for each programme.

Original clauses 4.1.1 and 4.1.2, printed page 31.

2. Equality and Non Discrimination Policy with 2025 amendments

The EDI Policy retains its 2024 title and records amendments dated 20 October 2025 under DHR. Paragraph 3 applies university-wide to programmes, activities, admissions, employment and public learning activities. Paragraph 4 prohibits discrimination on fourteen listed grounds and expressly states that no person shall be discriminated against on the basis of gender in employment, admission or any University service. It refers women's applications, entry, participation and graduation to Admissions Policy clauses 2.1.6 and 2.1.7. The policy has no table of contents; its cover and amendment record precede the relevant extracts.

2.1 EDI policy cover

Bahria University

EQUALITY AND NON-DISCRIMINATION POLICY / DIVERSITY, EQUITY & INCLUSION POLICY

2024

Complete original EDI policy cover retaining the 2024 title.

2.2 EDI policy amendment record

Copy No. ____

Record of Amendments

Amendment No.	Dated	Authority for Amendment	Articles Amended
01	20/10/2025	DHR	Paras 3, 4 (k–n), 14; new para 24

Note: Amendments are to be recorded, cross-checked and their incorporation in thedocuments authenticated (with name, designation and signature).

Complete original amendment record dated 20 October 2025 under DHR.

2.3 University wide scope and equal access

Amended paragraph 3 establishes the institutional scope of the EDI Policy, including admissions, programmes, activities and public learning provision, with DHR monitoring compliance.

SCOPE OF THE POLICY

3. This policy applies to all areas of Bahria University programs, activities encompassing induction of FMs, BUOs, BUSAS (including non-discrimination against women) and admission of students, employment practices and operations, including the conduct of all students and employees, as well as to the conduct of all guests, visitors, vendors, contractors, subcontractors and others who do business with Bahria University. This Policy also applies to every activity the University opens to the public, including access to its libraries and other learning resources, public lectures and events, executive education and vocational training, online and distance courses, and outreach beyond the campuses. These activities are open to all, regardless of ethnicity, religion, disability, immigration status or gender, or any other ground in para 4, subject only to identification and security rules that apply equally to every visitor. DHR shall monitor compliance, and complaints follow paras 19 to 21. All harassment is within the scope of this Policy under para 24.

Original amended EDI paragraph 3, PDF page 3.

2.4 Protected grounds and women's participation

Paragraph 4 prohibits discrimination, including on the basis of gender, and links women's applications, entry, participation and graduation to Admissions Policy clauses 2.1.6 and 2.1.7. Paragraph 5 prohibits retaliation for reporting discrimination.

POLICY STATEMENT

4. Bahria University is committed to the principles of equal opportunity and non-discrimination in education and employment, including gender equality. Discrimination on the basis of the following, or any other legally protected basis, is unlawful and is prohibited by this Policy.

a. Age

b. Race

c. Colour

d. National origin

Original EDI paragraph 4, first part, PDF page 3.

e. Gender

f. Religion

g. Caste

h. Creed

i. Disability

j. Political beliefs

k. Ethnicity

l. Gender identity

m. Refugee or asylum-seeker status

n. Immigration status

The University is committed to ending discrimination in the workplace on every ground in this para, in recruitment, appointment, pay, training, promotion, discipline and termination. No person shall be discriminated against on the basis of gender in employment, admission or any University service. Women's applications, entry, participation and graduation are dealt with under paras 2.1.6 and 2.1.7 of the Admission Policy.

Original continuation of EDI paragraph 4 and reference to Admissions Policy clauses 2.1.6 and 2.1.7, PDF page 4.

2.5 Complaints and implementation responsibilities

Paragraphs 19–21 provide informal and formal complaint procedures, including disciplinary measures where a violation is established. Paragraph 22 assigns implementation responsibilities to University and campus leadership, DHR, DSA, Deans and Heads of Department.

PROCEDURES

19. Any member of the university community who has been either a target of or a witness to discrimination, including unequal treatment on the basis of gender or harassment can file a complaint through proper channel. When someone raises a concern about discrimination or harassment, the university official, to whom the matter was reported, will try and resolve the issue through informal negotiations between the two parties. If this fails to achieve an amicable resolution of the reported issue, the matter be reported to the next higher officer for taking it up formally with the concerned parties.

20. **Informal Resolution**

a. Informal resolution has the goal of ending offensive behavior and resolving the concern rather than assessing blame and exacting a penalty. If a concern can't be resolved informally, or if the behavior is so serious or persistent as to warrant disciplinary action, it should be handled through formal procedures.

21. **Formal Procedures**

a. The purpose of formal action is to determine if the BU policy on discrimination, harassment and retaliation has been violated and, if so, to enact disciplinary actions and/or prescribe a course of action that will resolve the situation. Disciplinary actions may include but are not limited to a written reprimand, probation, suspension, dismissal or expulsion (BU Statutes Chapter 9 and BU Academic Rules Chapters 13, 14 & 15 refer).

b. Formal procedures are set in motion when a signed written complaint is filed. The complaint must contain the name and signature of the complainant, details of the situation precipitating the complaint, and a statement of desired outcome.

c. The process for filing a complaint, investigating and hearing complaints and grievances against individuals depends upon the status of the accused (faculty, academic staff, university staff, or student). The BU Statutes Chapter 9 and BU Academic Rules Chapters 13, 14 & 15 guide these processes.

RESPONSIBILITIES

22. Pro-Rectors, DGs, DHR, Directors CUs, CU Head of HR Department, DSA, Deans, Principals of Schools & Concerned HoDs have the responsibility to maintain and consistently manage the implementation of this policy.

Original EDI paragraphs 19–22, PDF page 6.