SDG
05
GENDER EQUALITY

EVIDENCE DOCUMENT | INDICATOR 5.6.8

Protection for those reporting discrimination

METRIC 5.6 Women's progress measures

REFERENCE YEAR	COVERAGE	DATE PREPARED
2025	Students and employees, all campuses	4 November 2026

ISSUING OFFICE	EVIDENCE ID
Directorate of Quality Assurance, Head Office	E-05-5.6.8

THE SIR 2027 REQUIREMENT

Does your university as a body have a policy that protects those reporting discrimination from educational or employment disadvantage?

01 Statement of Evidence

Bahria University's direct answer to the requirement

Yes. Bahria University's Equality and Non-Discrimination Policy / Diversity, Equity and Inclusion Policy (EDI Policy), first approved in 2024 and amended on 20 October 2025, protects those reporting discrimination from educational and employment disadvantage. It prohibits retaliation for filing a discrimination complaint, taking part in an investigation or opposing discrimination in the educational or workplace setting (para 5), and defines retaliation as adverse action connected with such reporting or participation (para 12). It covers all students and employees (para 3), permits targets and witnesses to complain (para 19), provides disciplinary action up to dismissal or expulsion (para 21) and preserves formal complaint rights without prejudice (para 23(j)). New para 24 applies the HEC harassment policy revised in 2025 and the 2010 Act as amended, allows direct complaints and reaffirms the prohibition on retaliation. Faculty Grievance Redressal Committees must ensure no reprisal against applicants or witnesses (Registrar Notification 30/2023). The University's harassment guidelines prohibit reprisal, and its Focal Persons, Inquiry Committees and Appellate Bodies were renewed on 9 January 2025 (Notification 01/2025). The amended EDI Policy is reproduced below with its amendment register. The University's website also publishes the harassment policies and committee arrangements. First approved: 2024. Last amended: 20 October 2025.

02 Evidence and Activity Record

Dated facts and records that substantiate the statement

Section 1 presents the EDI Policy in full, with the paragraphs cited and the amendment register dated 20 October 2025. Section 2 presents the protection of faculty members who complain of discrimination in service matters. Section 3 presents the University's policy guidelines against sexual harassment, with the national policy and law they apply. Section 4 presents the renewal of these arrangements in 2025 and their communication to students in the Student Handbook, Spring 2025. Section 5 presents awareness sessions held in 2025. Section 6 presents the public availability of the policies on the University's website. Section 7 summarises the evidence against each element of the requirement, with the dates of approval and review.

TABLE 1 Protection of those reporting discrimination, 2025

No.	Element	Record	Provision	Date	Evidence
1	Protection	Retaliation prohibited against anyone who files a complaint of discrimination, takes part in an investigation or opposes discrimination, in the educational or workplace setting; retaliation defined as adverse action	EDI paras 5, 12	2024 policy; amended Oct 2025	EDI Policy (2024; amended 20 October 2025)
2	Who is protected	All students and employees; any target or witness of discrimination may complain	EDI paras 3, 19	2024 policy; amended Oct 2025	EDI Policy (2024; amended 20 October 2025)
3	Sanction and safeguard	Retaliation subject to discipline up to dismissal or expulsion; formal complaint without prejudice	EDI paras 21, 23(j)	2024 policy; amended Oct 2025	EDI Policy (2024; amended 20 October 2025)
4	Employment	Faculty Grievance Redressal Committee: complaints of discrimination in service matters; no reprisal against any applicant or witness	Para 2(a), 2(d)	26 Jul 2023	Registrar Notification 30/2023
5	Harassment	HEC Policy and the 2010 Act applied: no reprisal against those who use the policy; no adverse action against complainant or witnesses	HEC para 13; Act s 4(3)(d)	21 Aug 2020	Registrar Notification 055/2020
6	Review in 2025	Focal Persons, Inquiry Committees and Appellate Bodies renewed; HEC Policy revised 2025 published	All campuses	9 Jan 2025	Notification 01/2025; website
7	Students informed	HEC harassment policy strictly applicable in the University	SHB para 1.29	Spring 2025	Student Handbook (website)
8	Public	Policies and committee lists on the University's Downloads page	Six documents	2020 to 2025	University website

1. Equality and Non-Discrimination Policy / Diversity, Equity and Inclusion Policy amended in 2025

The EDI Policy applies to all University programmes and activities, including the induction of faculty members, officers and staff, the admission of students, and employment practices and operations, and to the conduct of all students and employees (para 3). It commits the University to equal opportunity and non-discrimination in education and employment, including gender equality, and prohibits discrimination on fourteen listed grounds, including gender, gender identity, religion, disability, refugee or asylum-seeker status and immigration status (para 4). The amended scope also covers activities open to the public, with complaints following paras 19 to 21; all harassment falls within para 24.

The Policy prohibits retaliation for reporting discrimination, participating in an investigation or opposing discrimination (para 5), and defines it as adverse action connected with those activities (para 12). Examples of educational and employment disadvantage include negative grades or performance evaluations and dismissal or expulsion (para 10). Targets and witnesses may complain (para 19). Formal procedures provide disciplinary action up to dismissal or expulsion (para 21); the governing principles require prevention of retaliation (para 23) and preserve access to a formal complaint without prejudice (para 23(j)).

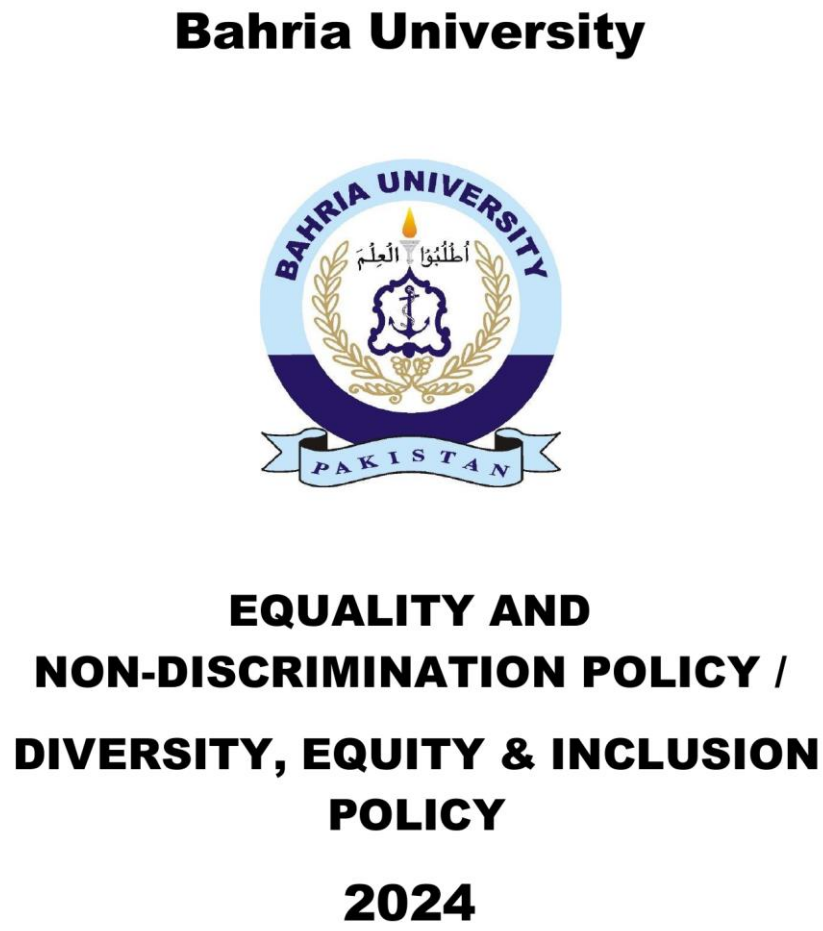
The updated edition retains the 2024 cover and records Amendment 01 dated 20 October 2025, under DHR authority, for paras 3, 4(k–n), 14 and new para 24. The amendment register establishes the revision date (Table 2).

Table 2: Approval, review and status in 2025 of the instruments cited

Instrument	First approved or issued	Last reviewed or renewed	Status in 2025
EDI Policy (2024; amended 20 October 2025)	2024 (policy cover)	Amendment 01, 20 October 2025 (DHR): paras 3, 4(k–n), 14; new para 24	2024 policy with 2025 amendment
Faculty Grievance Redressal Committee, Registrar Notification 30/2023	26 July 2023, with the approval of the Rector	Unchanged since issue	In force; public
Policy guidelines against sexual harassment, Registrar Notification 055/2020	26 April 2016 (Registrar Notification 017/2016); reissued 21 August 2020	9 January 2025: Focal Persons, Inquiry Committees and Appellate Bodies renewed (Notification 01/2025); HEC Policy revised 2025 published	In force; public
Reported for this indicator	2024	20 October 2025	EDI amendment date

The amended Policy has no table of contents. All eight pages are reproduced below, including the cover and amendment register, followed by extracts of the cited provisions and new para 24.

1. EDI Policy amended in 2025



Bahria University

EQUALITY AND NON-DISCRIMINATION POLICY /

DIVERSITY, EQUITY & INCLUSION POLICY

2024

Page 1 of 8

Figure 1: EDI Policy, 2024 cover retained in the edition amended on 20 October 2025, page 1 of 8.

1. EDI Policy amended in 2025 continued

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).

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Figure 2: EDI Policy amended on 20 October 2025, page 2 of 8: amendment register: Amendment 01, 20 October 2025, DHR authorit y; paras 3, 4(k–n), 14 and new para 24.

1. EDI Policy amended in 2025 continued

EQUALITY AND NON-DISCRIMINATION POLICY / DIVERSITY, EQUITY & INCLUSION POLICY 2024

INTRODUCTION

1. The Ordinance of Bahria University (No V of 2000) in its clause 5 states, "The University shall be open to all persons of either gender without prejudice of religion, race, class, creed, colour or ethnicity who qualify for admission for the courses of study offered by it based on the criteria and policy determined by the Board, and no such person shall be denied the privileges of the University on the grounds of gender, religion, race, class, creed, colour or ethnicity."

2. The Statutes of Bahria University, in the para 2.7 also lay down similar emphasis on equality and non-discrimination. It sates, "In accordance with Section 5 of BU Ordinance 2000, the University is open to all persons of any gender without prejudice of religion, race, class, creed, colour or ethnicity who qualify for admission for the courses of study offered by it based on the criteria and policy determined by the Board, and no such person is denied the privileges of the University on the ground of gender, religion, race, class, creed, colour or ethnicity."

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.

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

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Figure 3: EDI Policy amended on 20 October 2025, page 3 of 8: introduction, amended scope (para 3) and policy statement (para 4).

1. EDI Policy amended in 2025 continued

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.

5. Retaliation towards an individual for filing a complaint of discrimination including unequal treatment on the basis of gender or discriminatory harassment, participation in an investigation of such complaint and/or opposition to discrimination or discriminatory harassment in the educational or workplace setting is also a form of harassment and is therefore prohibited.

6. Any person who believes they have been subjected to this type of prohibited activity should immediately report it to the respective HCU (any Pro-Rector for BUHO).

GENERAL DEFINITIONS

7. **Complainant** – An individual who may have experienced Discrimination, or have not been treated equally by a Member of the University Community based on their Protected Class. Bystanders who are not a member of the Protected Class may make reports of alleged Discrimination or Misconduct, but are not considered Complainants under this Policy.

8. **Respondent** – A party or person who is designated to respond to a report or Formal Complaint. Generally, the Respondent is the person alleged to be responsible for the prohibited Discrimination, Harassment, or Retaliation alleged in the complaint. The term "Respondent" may also be used to designate persons with administrative responsibility for procedures and policies in those areas covered in a complaint.

9. **Discrimination** – Treating an individual or members of a Protected Class less favorably because of their membership in that class or having a policy or practice that has a disproportionately adverse impact on Protected Class members.

10. **Discriminatory Disparate Treatment** – It is singling out or targeting an individual for

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Figure 4: EDI Policy amended on 20 October 2025, page 4 of 8: expanded protected grounds in para 4, prohibition of retaliatio n (para 5), reporting (para 6) and definitions.

1. EDI Policy amended in 2025 continued

unfavorable treatment because of their protected characteristic. In the employment context, the unfavorable treatment must negatively affect the terms and conditions of employment. In the education context, to rise to the level of discrimination, the treatment must unreasonably interfere with or limit the student's ability to participate in or benefit from the institution's programs and activities. Examples include but are not limited to:

a. Failing or refusing to hire or admit an individual because of their protected characteristic.

b. Imposing more severe discipline on a student or employee because of their protected characteristic.

c. Giving a negative performance evaluation or grade/academic assessment because of an individual's protected characteristic.

d. Terminating, suspending, dismissing, or expelling an individual based on their protected characteristic.

11. **Harassment** – is either:

a. Subjecting an employee on the basis of their membership in a Protected Class to unwelcome conduct that is severe or pervasive enough to alter the conditions of the employee's employment and create a hostile or abusive working environment; or

b. Subjecting a student on the basis of their membership in a Protected Class to severe, pervasive, and objectively offensive treatment that denies the student equal access to education.

12. **Retaliation** – Adverse action taken against an individual in response to, motivated by or in connection with an individual's complaint of discrimination or discriminatory harassment, participation in an investigation of such complaint and/or opposition to discrimination or discriminatory harassment in the educational or workplace setting.

13. **Formal Complaint** – A document filed by a Complainant and accepted by the Equal Opportunity Coordinator / Director (Admin) Campus / Director (Admin) BUHO alleging Discrimination or Harassment against a Respondent and requesting that the University investigate the allegation(s).

14. **Protected Class** – A class of persons who are protected under applicable federal or Bahria University laws against Discrimination and Harassment on the basis, as described in the policy statement above. Each ground listed in para 4 defines a Protected Class.

15. **University Premises** – Buildings or grounds owned, leased, operated, controlled or supervised by the Bahria University.

16. **Inclusion** – SHRM defines inclusion as "the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success.

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Figure 5: EDI Policy amended on 20 October 2025, page 5 of 8: forms of disadvantage (para 10), definition of retaliation (par a 12) and Protected Class (para 14).

1. EDI Policy amended in 2025 continued

17. **Diversity** – Includes age, gender, disability, and vulnerable groups in addition to the country of origin, culture, history, religion, and traditions that a person brings from their natives.

18. **Equity** – Equity means fairness and without bias.

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.

GOVERNING PRINCIPLES

23. In the interest of providing a fair process, preserving privacy, and preventing retaliation, the following principles will be observed:

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Figure 6: EDI Policy amended on 20 October 2025, page 6 of 8: complaints and formal procedures (paras 19 to 21), responsibili ties (para 22) and governing principles (para 23).

1. EDI Policy amended in 2025 continued

a. **Impartiality**. All persons charged with responsibility for implementing these procedures will discharge their obligations with fairness, rigor, and impartiality.

b. **Fair Process**. Principles of fair process should be observed throughout the process. This includes timely resolution of the process, proper notice to parties, and the ability to respond to allegations.

c. **Privacy**. All activities under these procedures will be conducted with regard for the legitimate privacy and reputational interests of all parties involved. Once a formal complaint is filed, all parties, including witnesses, will be notified of the expectation that they keep information about the case – including any documents that they may receive or review – confidential. They will also be notified that sharing such information might compromise the investigation or may be construed as retaliatory. Medical and counseling records are privileged and confidential documents that parties will not be required to disclose. The parties remain free to share their own experiences, other than information that they have learned solely through the procedures and processes under this Policy. To avoid the possibility of compromising the investigation, it is generally advisable to limit the number of people in whom the parties confide.

d. **Respondents are Presumed Not Responsible**. A respondent is presumed not to be responsible for an alleged Policy violation until a final determination regarding responsibility is made.

e. **University Values**. The procedures for this Policy are to be construed in accordance with broader University policies, including the University-Wide Statement on Rights and Responsibilities.

f. **Clarity and Visibility**. All members of the University community are expected to be aware of the University's Non-Discrimination Policy, understand what conduct is prohibited under the Policy, and understand what their rights and responsibilities are under the Policy and Procedures.

g. **Transparency**. Throughout the course of an investigation into a formal complaint, the Investigator will provide frequent updates to both the complainant (the person bringing the complaint) and the respondent (the person about whom the complaint has been made).

h. **Timelines**. The HCU/Pro-Rector concerned, may impose reasonable timeframes to enable timely resolution of the matter. The investigatory process typically will not exceed 90 ordinary business days, absent extenuating circumstances.

i. **Avoiding Conflict of Interest**. The University commits to eliminating any conflicts of interest in the process. In situations where either the complainant or the respondent names as a party or witness the University official(s) who are designated as facilitating or overseeing any stage in the Informal Resolution or Formal Complaint Processes, the Local Designated Resource, in consultation with appropriate School officials, will determine a

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Figure 7: EDI Policy amended on 20 October 2025, page 7 of 8: governing principles, para 23(a–i).

1. EDI Policy amended in 2025 continued

designee to assume those responsibilities in place of the named University official(s).

j. **Available Support and Remedies**. All members of the University community may seek supportive measures should they experience or witness conduct prohibited under this Policy. A party may seek supportive measures and resolution through informal processes under this Policy or other University procedures, and they remain free to pursue a formal complaint under this Policy without prejudice.

24. **Harassment**

a. No student, employee, visitor or contractor shall harass any person, of a Protected Class or not, on campus, online or at university activities.

b. Sexual harassment is handled under the HEC Policy on Protection Against Harassment in Higher Education Institutions (Revised 2025) and the Protection Against Harassment of Women at the Workplace Act, 2010, as amended, which prevail over paras 19 to 21 and 23(h).

c. The Rector shall notify two or more Focal Persons and a three-member Inquiry Committee, each including a woman, and the Competent Authority, and shall publish their names and contact details on the University website.

d. Complaints may be made directly, reach the Inquiry Committee within 24 hours and are decided within 30 days, with an appeal within 30 days. Para 5 bars retaliation.

Figure 8: EDI Policy amended on 20 October 2025, page 8 of 8: support and formal complaint rights (para 23(j)) and new para 2 4 on harassment, complaint routes and protection against retaliation.

1. EDI Policy (continued): paragraphs cited

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.

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.

Figure 9: Amended EDI Policy, extracts from pages 3 and 4: scope including students, employees and public activities (para 3), additional protected grounds and the prohibition of gender discrimination in employment, admission and services (para 4).

5. Retaliation towards an individual for filing a complaint of discrimination including unequal treatment on the basis of gender or discriminatory harassment, participation in an investigation of such complaint and/or opposition to discrimination or discriminatory harassment in the educational or workplace setting is also a form of harassment and is therefore prohibited.

6. Any person who believes they have been subjected to this type of prohibited activity should immediately report it to the respective HCU (any Pro-Rector for BUHO).

Figure 10: Amended EDI Policy, enlarged extract, page 4: retaliation for filing a complaint of discrimination, taking part in an investigation or opposing discrimination, in the educational or workplace setting, is prohibited (para 5); reporting to the Head of the Constituent Unit (para 6).

1. EDI Policy (continued): paragraphs cited

12. **Retaliation** – Adverse action taken against an individual in response to, motivated by or in connection with an individual's complaint of discrimination or discriminatory harassment, participation in an investigation of such complaint and/or opposition to discrimination or discriminatory harassment in the educational or workplace setting.

Figure 11: Amended EDI Policy, enlarged extract, page 5: retaliation defined as adverse action taken against an individual in connection with a complaint of discrimination, participation in an investigation or opposition to discrimination, in the education al or workplace setting (para 12).

10. **Discriminatory Disparate Treatment** – It is singling out or targeting an individual for unfavorable treatment because of their protected characteristic. In the employment context, the unfavorable treatment must negatively affect the terms and conditions of employment. In the education context, to rise to the level of discrimination, the treatment must unreasonably interfere with or limit the student's ability to participate in or benefit from the institution's programs and activities. Examples include but are not limited to:

a. Failing or refusing to hire or admit an individual because of their protected characteristic.

b. Imposing more severe discipline on a student or employee because of their protected characteristic.

c. Giving a negative performance evaluation or grade/academic assessment because of an individual's protected characteristic.

d. Terminating, suspending, dismissing, or expelling an individual based on their protected characteristic.

Figure 12: Amended EDI Policy, enlarged extract, pages 4 and 5: forms of disadvantage in employment and education, including a negative performance evaluation or grade and termination, dismissal or expulsion (para 10).

1. EDI Policy (continued): paragraphs cited

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.

Figure 13: Amended EDI Policy, enlarged extract, page 6: any member of the University community who is a target of or a witne ss to discrimination may file a complaint (para 19).

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).

Figure 14: Amended EDI Policy, enlarged extract, page 6: formal procedures determine whether the policy on discrimination, ha rassment and retaliation has been violated, with disciplinary action up to dismissal or expulsion (para 21(a)).

23. In the interest of providing a fair process, preserving privacy, and preventing retaliation, the following principles will be observed:

Figure 15: Amended EDI Policy, enlarged extract, page 6: governing principles observed in the interest of a fair process, pri vacy and the prevention of retaliation (para 23).

j. **Available Support and Remedies**. All members of the University community may seek supportive measures should they experience or witness conduct prohibited under this Policy. A party may seek supportive measures and resolution through informal processes under this Policy or other University procedures, and they remain free to pursue a formal complaint under this Policy without prejudice.

Figure 16: Amended EDI Policy, enlarged extract, page 8: parties remain free to pursue a formal complaint under the Policy wi thout prejudice (para 23(j)).

1. EDI Policy harassment provisions added in 2025

New para 24 prohibits harassment of any person, whether or not of a Protected Class, on campus, online or at University activities. For sexual harassment, the HEC Policy revised in 2025 and the 2010 Act as amended prevail over paras 19 to 21 and 23(h). Para 24(c) requires notified Focal Persons, an Inquiry Committee and the Competent Authority, with names and contact details published. Para 24(d) permits direct complaints, provides for referral to the Inquiry Committee within 24 hours, a decision within 30 days and an appeal within 30 days, and explicitly reaffirms that para 5 bars retaliation. These additions are recorded in Amendment 01 of 20 October 2025.

24. **Harassment**

a. No student, employee, visitor or contractor shall harass any person, of a Protected Class or not, on campus, online or at university activities.

b. Sexual harassment is handled under the HEC Policy on Protection Against Harassment in Higher Education Institutions (Revised 2025) and the Protection Against Harassment of Women at the Workplace Act, 2010, as amended, which prevail over paras 19 to 21 and 23(h).

c. The Rector shall notify two or more Focal Persons and a three-member Inquiry Committee, each including a woman, and the Competent Authority, and shall publish their names and contact details on the University website.

d. Complaints may be made directly, reach the Inquiry Committee within 24 hours and are decided within 30 days, with an appeal within 30 days. Para 5 bars retaliation.

Figure 17: Amended EDI Policy, page 8: new para 24, including the applicable HEC policy, complaint route, time limits and pro hibition of retaliation.

2. Protection of faculty members who complain of discrimination

Registrar Notification No. 30/2023 of 26 July 2023, issued with the approval of the Rector, constitutes a Faculty Grievance Redressal Committee at each Constituent Unit, chaired by the Principal or Director Campus, with the Head of Department, the Manager Quality Assurance and the Deputy Director Human Resources as members. The Committee processes the complaints of regular and tenure track faculty members pertaining to discrimination in the grant of advance increments, promotions, transfers, leave and other service matters (para 2(a)). It must give complainants the opportunity to express their dissatisfaction freely and openly, without any fear of being bullied (para 2(c)), ensure no reprisal of any kind against any applicant, witness or other participant by reason of their participation in the grievance process (para 2(d)), and protect the privacy and confidentiality of all parties (para 2(e)). The notification is published on the University's website.

Terms of reference of the subject Committee shall be as follows:

a. Process the complaints of Regular as well as Tenure Track faculty members pertaining to discrimination in grant of advance increments, belated promotions, delayed DTRC, TRP reports, transfer cases, leave entitlement, eligibility for promotion, etc.

b. Comply with the instructions contained in BU Academic Rules and HEC guidelines, as updated from time to time.

c. Provide proper opportunity to the complainants to express their dissatisfaction freely and openly, without any fear of being bullied.

d. Ensure no reprisal of any kind against any applicant, witness, or any other participant in the grievance redressal process, by reason of such participation in the grievance process.

e. Protect the privacy and confidentiality of all parties during the process of its working.

Figure 18: Registrar Notification No. 30/2023, 26 July 2023 (enlarged extract, para 2): terms of reference of the Faculty Grievance Redressal Committee, including no reprisal against any applicant or witness (para 2(d)) (University website, Downloads, Sustainability, "Grievance", www.bahria.edu.pk/content/Downloads/d0e71402-3d34-4306-aa4a-08e3d1f0a910.pdf).

2. Protection of faculty members (continued)

Bahria University
Discovering Knowledge
Head Office

Registrar Notification No. 30/2023

See Distribution: 26 July 2023

CONSTITUTION OF FACULTY GRIEVANCE REDRESSAL COMMITTEE

References:

A. BU Academic Rules 2016 Clause 15.8.

B. HEC letter No. 1-1/TTS/FGRC/QAD/HEC/2022/602 dated 22 May 2023.

C. OAS Case File BU-HO/DQA/2023/906.

1. In compliance of reference A & B, Faculty Grievance Redressal Committee is hereby constituted at each CU, comprising of following:

a.	Principal/ Director Campus (in case of BULC)	–	President
b.	Head of the Dept/ Senior Faculty Member	–	Member
c.	Manager QA (CU)	–	Member
d.	Deputy Director HR (CU)	–	Member

2. Terms of reference of the subject Committee shall be as follows:

   a. Process the complaints of Regular as well as Tenure Track faculty members pertaining to discrimination in grant of advance increments, belated promotions, delayed DTRC, TRP reports, transfer cases, leave entitlement, eligibility for promotion, etc.

   b. Comply with the instructions contained in BU Academic Rules and HEC guidelines, as updated from time to time.

   c. Provide proper opportunity to the complainants to express their dissatisfaction freely and openly, without any fear of being bullied.

   d. Ensure no reprisal of any kind against any applicant, witness, or any other participant in the grievance redressal process, by reason of such participation in the grievance process.

   e. Protect the privacy and confidentiality of all parties during the process of its working.

   f. Submit its recommendations to the respective Head of CU within a period of seven working days from the date of receipt of the complaint/ grievance.

3. The Head of CU may approve the recommendations of the Faculty Grievance Redressal Committee, under intimation to the Registrar/ BUHO.

4. The HOD/ Senior Faculty Member should not be part of the Committee if a case from the same Department is under consideration, to avoid conflict of interests.

Registrar Secretariat, BU Head Office, Shangrilla Road, Sector E-8, Islamabad
UAN: 051-111-111-028 Ext.223|Tel: 92-51-9263401 |**Fax**: 92-51-9262205 Email: registrar@bahria.edu.pk Web: www.bahria.edu.pk

Figure 19: Registrar Notification No. 30/2023, 26 July 2023, page 1: Constitution of Faculty Grievance Redressal Committee.

2. Protection of faculty members (continued)

5. A President/ Member of the Committee should not be a part of the proceedings if a grievance is reported against him/ her, to avoid conflict of interests.

6. This notification is issued with the approval of the Rector accorded vide reference C.

M JALALUDDIN QURESHI SI(M)
Commodore (Retd)
Registrar

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Figure 20: The same notification, page 2: avoidance of conflict of interest, approval of the Rector (para 6), signature of th e Registrar and distribution.

3. Policy guidelines against sexual harassment

Harassment, including sexual harassment and harassment on the basis of gender, is dealt with under the University's policy guidelines against sexual harassment, to which the amended EDI Policy expressly refers in para 24(b). The 2025 amendment identifies the HEC Policy revised in 2025 and the 2010 Act as amended as the controlling instruments for sexual harassment; the earlier Registrar guidelines below document the University's existing arrangements. Registrar Notification No. 055/2020 of 21 August 2020 re issued these guidelines, first issued by Registrar Notification 017/2016 of 26 April 2016, and enclosed for information and compliance the Protection against Harassment of Women at the Workplace Act, 2010, with its Code of Conduct, and the Higher Education Commission (HEC) Policy on Protection against Sexual Harassment in Higher Education Institutions, effective 1 July 2020. It constituted a Harassment Complaint Cell with two Focal Persons and a three-member Inquiry Committee at each campus, and required the policy to be placed on the University's websites, given to all new employees and included in the orientation of new students (para 4).

The HEC Policy extends protection to all members of the higher education community (para 2 of the notification). Under it, the University shall not allow reprisal or threats of reprisal against any member of its community who makes use of the policy, formally or informally, or against anyone who takes part in its proceedings, and retaliation against a complainant is investigated by the Inquiry Committee and, if substantiated, leads to disciplinary action (para 13). The Act requires that adverse action shall not be taken against the complainant or the witnesses, and that no hostile environment be created to pressurise a complainant from pursuing her complaint (section 4(3)(d) and (e)). The notification is shown in full (pages 1 to 4 of the published file), followed by the HEC Policy from its cover through its table of contents and the page cited, and by the Act.

2. HEC's Policy at Reference B states that the policy is consistent with and has been made in light of the provisions of the Harassment Act, 2010 and it extends the protection against sexual harassment to all members of the HEI community, and provides the option to aggrieved persons to seek recourse to resources within the HEI or to seek redressal through the provisions of the 2010 Act. The said Policy very clearly defines the term 'Sexual Harassment', and the jurisdiction and lays down the procedure to be adopted for complaint / reporting, investigation and subsequently the Penalties.

3. In accordance with the provisions of the Act 2010 and as per the instructions contained in Sections 4 & 7 of the revised HEC's Policy, Harassment Complaint Cell with the nominated two **Focal Persons** at each Campus and three-member **Inquiry Committees** for each Campus has been constituted and are appended at Annex A to this Notification. Members of the Committee are appointed for a period of 02 years.

Figure 21: Registrar Notification No. 055/2020, 21 August 2020 (enlarged extract, paras 2 and 3): the HEC Policy extends prot ection to all members of the higher education community; Harassment Complaint Cells, Focal Persons and Inquiry Committees at each c ampus.

3. Policy guidelines against sexual harassment (continued)

Bahria University
Discovering Knowledge
Head Office

Registrar Notification No. 055 / 2020

See Distribution 21 August 2020

POLICY GUIDELINES AGAINST SEXUAL HARASSMENT IN INSTITUTIONS OF HIGHER LEARNING / UNIVERSITIES

References:

A. The Protection against Harassment of Women at the Workplace Act, 2010.
B. HEC Policy on Protection against Sexual Harassment in Higher Education Institutions, effective 1 July 2020 (copy enclosed).
C. Registrar Notification 017/2016 dated 26 April 2016.

1. A special legislation by the Government titled 'The Protection against Harassment of Women at the Workplace Act, 2010' (Reference A) was passed in 2010, subsequent to which, HEC in 2011 also issued a detailed 'Policy Guidelines against Sexual Harassment in institutions of Higher Learning', revised in 2016 and now re-issued afresh on 15 July 2020 (Reference B). The purpose of the Act and the HEC Guidelines was to promote the development of working environment free from intimidation. HEIs are considered to be venues of learning and knowledge, where sexual harassment disrupts the academic environment of the HEIs / Universities, while also threatening the teaching and learning process, besides well-being of students, faculty and staff.

2. HEC's Policy at Reference B states that the policy is consistent with and has been made in light of the provisions of the Harassment Act, 2010 and it extends the protection against sexual harassment to all members of the HEI community, and provides the option to aggrieved persons to seek recourse to resources within the HEI or to seek redressal through the provisions of the 2010 Act. The said Policy very clearly defines the term 'Sexual Harassment', and the jurisdiction and lays down the procedure to be adopted for complaint / reporting, investigation and subsequently the Penalties.

3. In accordance with the provisions of the Act 2010 and as per the instructions contained in Sections 4 & 7 of the revised HEC's Policy, Harassment Complaint Cell with the nominated two **Focal Persons** at each Campus and three-member **Inquiry Committees** for each Campus has been constituted and are appended at Annex A to this Notification. Members of the Committee are appointed for a period of 02 years.

1

Figure 22: Registrar Notification No. 055/2020, 21 August 2020, Policy Guidelines against Sexual Harassment in Institutions of Higher Learning / Universities, page 1 (University website, Downloads, Sustainability, "Anti-discrimination policies", www.bahria.edu.pk/content/Downloads/87cdee07-89a8-4c74-bb7e-f87f2a00e3ec.pdf, file dated 21 August 2020).

3. Policy guidelines against sexual harassment (continued)

4. Copy of the Act 2010 along with the Code of Conduct (Reference A) and the HEC's Policy (Reference B) are also enclosed for information and compliance. In addition, following actions are to be initiated and are to be ensured by all concerned as mentioned against each:

S #	Actions	By
a.	Summary of the pending and completed cases of Harassment are to be submitted to Registrar on quarterly basis for record and subsequent perusal of honorable Rector; first report to be submitted by 1st week of Oct 20.	All CUs DD(Admin)
b.	Conducive office, classroom and working environment may be ensured. Few examples are: (1) CCTV coverage of offices, classrooms, Labs etc, as deemed appropriate by the CUs. (2) Avoid use of combined offices by male and female colleagues, where there is space for two persons only to be accommodated in an office. (3) Doors of offices should have a glass window placed in them. (4) To prevent any untoward incident of harassment, a separate Counseling Room be established at each CU, as required. This room will be used for counseling of students by Faculty and in the presence of one additional member, as considered appropriate by CUs.	All CUs DD(Admin)
c.	At Campuses levels, Director Campuses Secretariat shall be assisting the Inquiry Committees for Sexual Harassment Complaint especially when the inquiry is in progress. A staff member may be nominated to assist the Inquiry Committee, as highlighted in Para 7.4 of the HEC Policy.	All CUs
d.	Following are to be uploaded on BU as well as Campus websites under a separate tab: (1) Protection against Harassment of women at the Workplace Act, 2010. (Enclosure 1 of this Notification) (2) Code of Conduct (Enclosure 1 of this Notification) (3) HEC & BU Policy Guidelines (Enclosure 2 of this Notification and this Notification) (4) Details of Harassment Complaint Cells of all Campuses and the Contact persons (Annex A of this Notification)	Director (IT)

2

Figure 23: The same notification, page 2: the Act, Code of Conduct and HEC Policy enclosed for information and compliance, an d actions required of all campuses (para 4).

3. Policy guidelines against sexual harassment (continued)

	(5) Inquiry Committee for Sexual Harassment Complaints at all Campuses (Annex A of this Notification)	
e.	Following are to be form a part of package that all new hires receive, be a part of orientation of new students and included in any written material given to them, HEI's Prospectus (a summarized version) and displayed in prominent locations on campus: (1) Protection against Harassment of women at the Workplace Act, 2010. (Enclosure 1 of this Notification) (2) Code of Conduct (Enclosure 1 of this Notification) (3) HEC & BU Policy Guidelines (Enclosure 2 of this Notification and the Notification) (4) Details of Harassment Complaint Cells of all Campuses and the Contact persons (Annex A of this Notification) (5) Inquiry Committee for Sexual Harassment Complaints at all Campuses (Annex A of this Notification)	All CUs D Admissions DHR DD Admin
f.	Posters and Warnings should be displayed throughout the Campuses.	All CUs DD(Admin)
g.	Workshops and lectures are to be conducted every quarter on an ongoing basis to inculcate values, ethics and respect towards the both genders.	All CUs
h.	Periodical awareness campaigns on monthly basis through BU TV should be launched for all the employees and students.	All CUs
j.	Trainings of Focal Persons and all the members of Inquiry Committee for Sexual Harassment Complaint may be arranged on case to case basis.	All CUs
k.	HR personnel are to be trained to educate themselves on sexual harassment and relevant laws and policies and subsequently designated HR personnel shall be made responsible for educating all personnel, staff, faculty, students that join BU. This will be an ongoing activity.	All CUs DHR
m.	Regular lectures / talks be conducted at all CUs on quarterly basis focused on the subject. Purpose should be to educate faculty, students and staff in order for sensitization and prevention of harassment and to provide effective means of getting rid of harassment from the learning environment.	All CUs

3

Figure 24: The same notification, page 3: inclusion in the package for new employees and the orientation of new students, and awareness measures.

3. Policy guidelines against sexual harassment (continued)

n.	Interactive as well as online trainings customized for University environment may also be conducted which can also help increase awareness of acceptable / unacceptable behavior and thus prevention of such cases.	All CUs

5. Notification at Reference C is hereby cancelled.

6. All concerned are requested to ensure compliance in true letter and spirit. All action addressees, as mentioned in Para 4 a - n above, are to render monthly progress report; first progress report for the month of August is to be submitted by 5th of September 2020.

6. Above is issued with concurrence of the Competent Authority.

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

Annex:

A. Harassment Complaint Cells, Focal Persons and Inquiry Committees

Enclosures:

1. The Protection against Harassment of Women at the Workplace Act, 2010

2. HEC's Policy Guidelines against Sexual Harassment in institutions of Higher Learning, 2020

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4

Figure 25: The same notification, page 4: further measures and signature of the Registrar.

3. Policy guidelines against sexual harassment (continued): HEC Policy, 2020



THE HIGHER EDUCATION COMMISSION

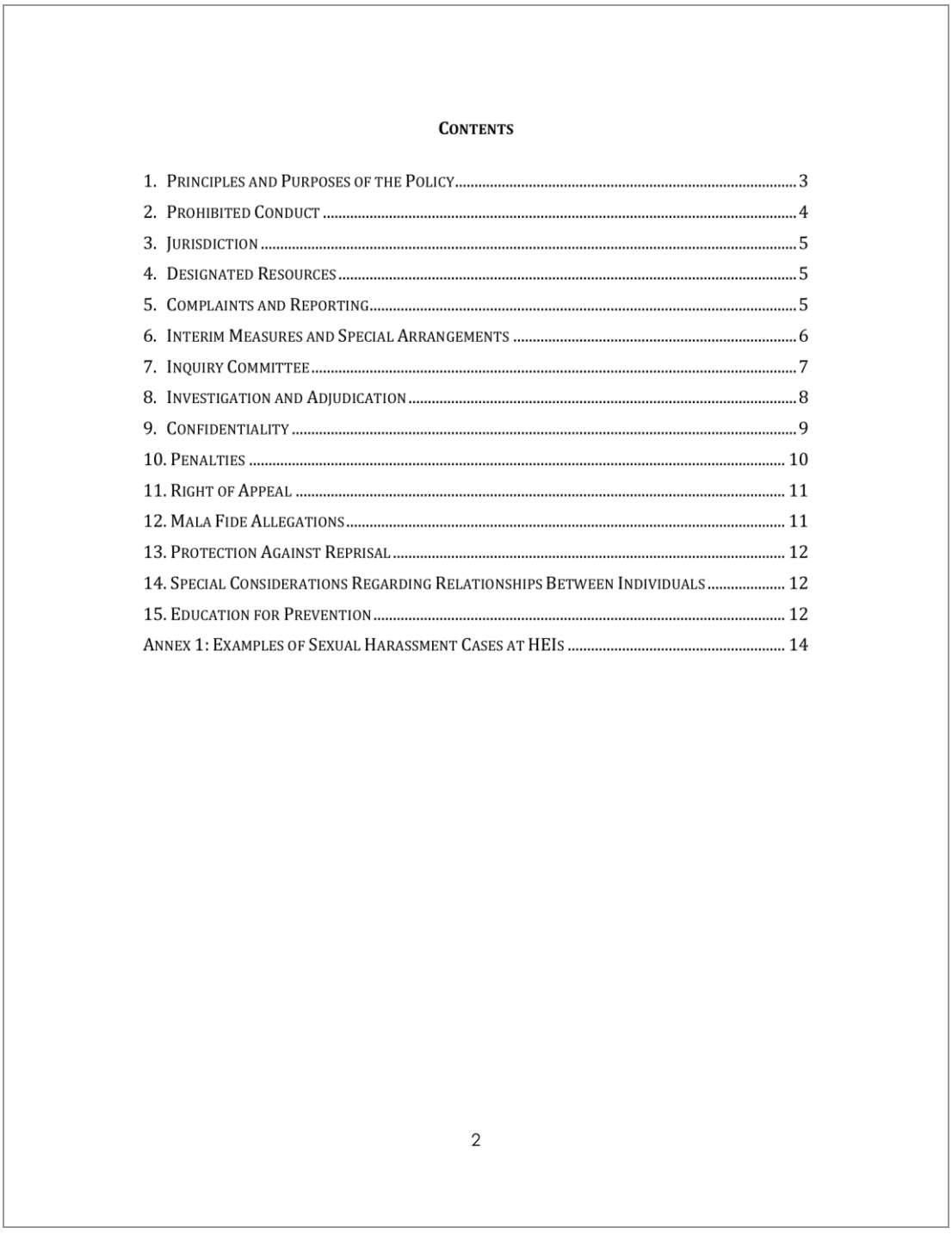
POLICY ON PROTECTION AGAINST SEXUAL HARASSMENT IN HIGHER EDUCATION INSTITUTIONS

[Effective July 1, 2020]

1

Figure 26: Enclosure to the notification: HEC Policy on Protection against Sexual Harassment in Higher Education Institutions, effective 1 July 2020, cover (page 23 of the published file).

3. Policy guidelines against sexual harassment (continued): HEC Policy, 2020



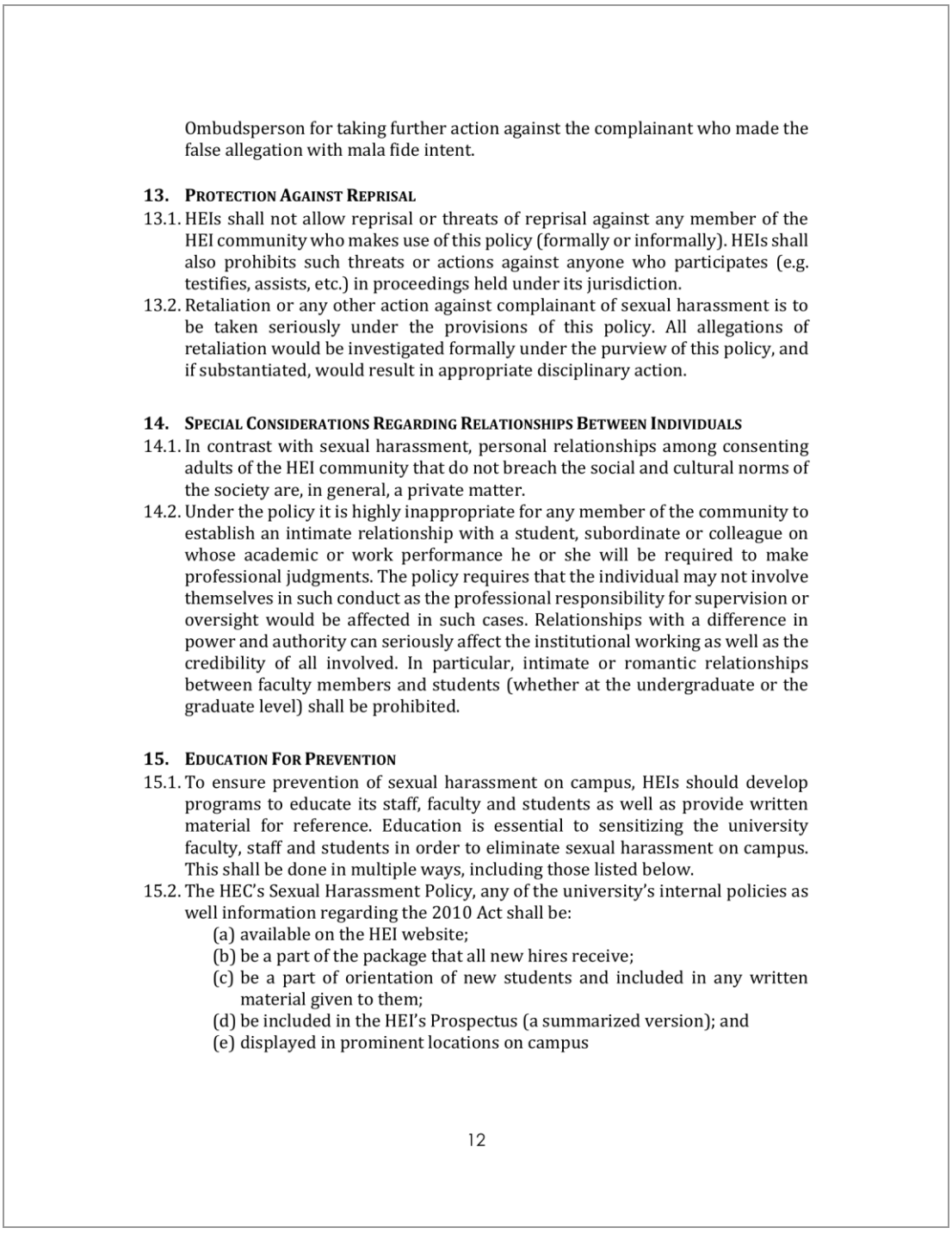
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2

Figure 27: HEC Policy, 2020: contents, including section 13, Protection against Reprisal (page 24 of the published file).

3. Policy guidelines against sexual harassment (continued): HEC Policy, 2020



Ombudsperson for taking further action against the complainant who made the false allegation with mala fide intent.

13. PROTECTION AGAINST REPRISAL

13.1. HEIs shall not allow reprisal or threats of reprisal against any member of the HEI community who makes use of this policy (formally or informally). HEIs shall also prohibits such threats or actions against anyone who participates (e.g. testifies, assists, etc.) in proceedings held under its jurisdiction.

13.2. Retaliation or any other action against complainant of sexual harassment is to be taken seriously under the provisions of this policy. All allegations of retaliation would be investigated formally under the purview of this policy, and if substantiated, would result in appropriate disciplinary action.

14. SPECIAL CONSIDERATIONS REGARDING RELATIONSHIPS BETWEEN INDIVIDUALS

14.1. In contrast with sexual harassment, personal relationships among consenting adults of the HEI community that do not breach the social and cultural norms of the society are, in general, a private matter.

14.2. Under the policy it is highly inappropriate for any member of the community to establish an intimate relationship with a student, subordinate or colleague on whose academic or work performance he or she will be required to make professional judgments. The policy requires that the individual may not involve themselves in such conduct as the professional responsibility for supervision or oversight would be affected in such cases. Relationships with a difference in power and authority can seriously affect the institutional working as well as the credibility of all involved. In particular, intimate or romantic relationships between faculty members and students (whether at the undergraduate or the graduate level) shall be prohibited.

15. EDUCATION FOR PREVENTION

15.1. To ensure prevention of sexual harassment on campus, HEIs should develop programs to educate its staff, faculty and students as well as provide written material for reference. Education is essential to sensitizing the university faculty, staff and students in order to eliminate sexual harassment on campus. This shall be done in multiple ways, including those listed below.

15.2. The HEC's Sexual Harassment Policy, any of the university's internal policies as well information regarding the 2010 Act shall be:

(a) available on the HEI website;
(b) be a part of the package that all new hires receive;
(c) be a part of orientation of new students and included in any written material given to them;
(d) be included in the HEI's Prospectus (a summarized version); and
(e) displayed in prominent locations on campus

12

Figure 28: HEC Policy, 2020, page 12: section 13, Protection against Reprisal, and section 15, Education for Prevention (page 34 of the published file).

3. Policy guidelines against sexual harassment (continued): HEC Policy, 2020

13. PROTECTION AGAINST REPRISAL

13.1. HEIs shall not allow reprisal or threats of reprisal against any member of the HEI community who makes use of this policy (formally or informally). HEIs shall also prohibits such threats or actions against anyone who participates (e.g. testifies, assists, etc.) in proceedings held under its jurisdiction.

13.2. Retaliation or any other action against complainant of sexual harassment is to be taken seriously under the provisions of this policy. All allegations of retaliation would be investigated formally under the purview of this policy, and if substantiated, would result in appropriate disciplinary action.

Figure 29: Enlarged extract, HEC Policy, 2020, para 13: the institution shall not allow reprisal or threats of reprisal against anyone who makes use of the policy or takes part in its proceedings; retaliation investigated and, if substantiated, disciplined.

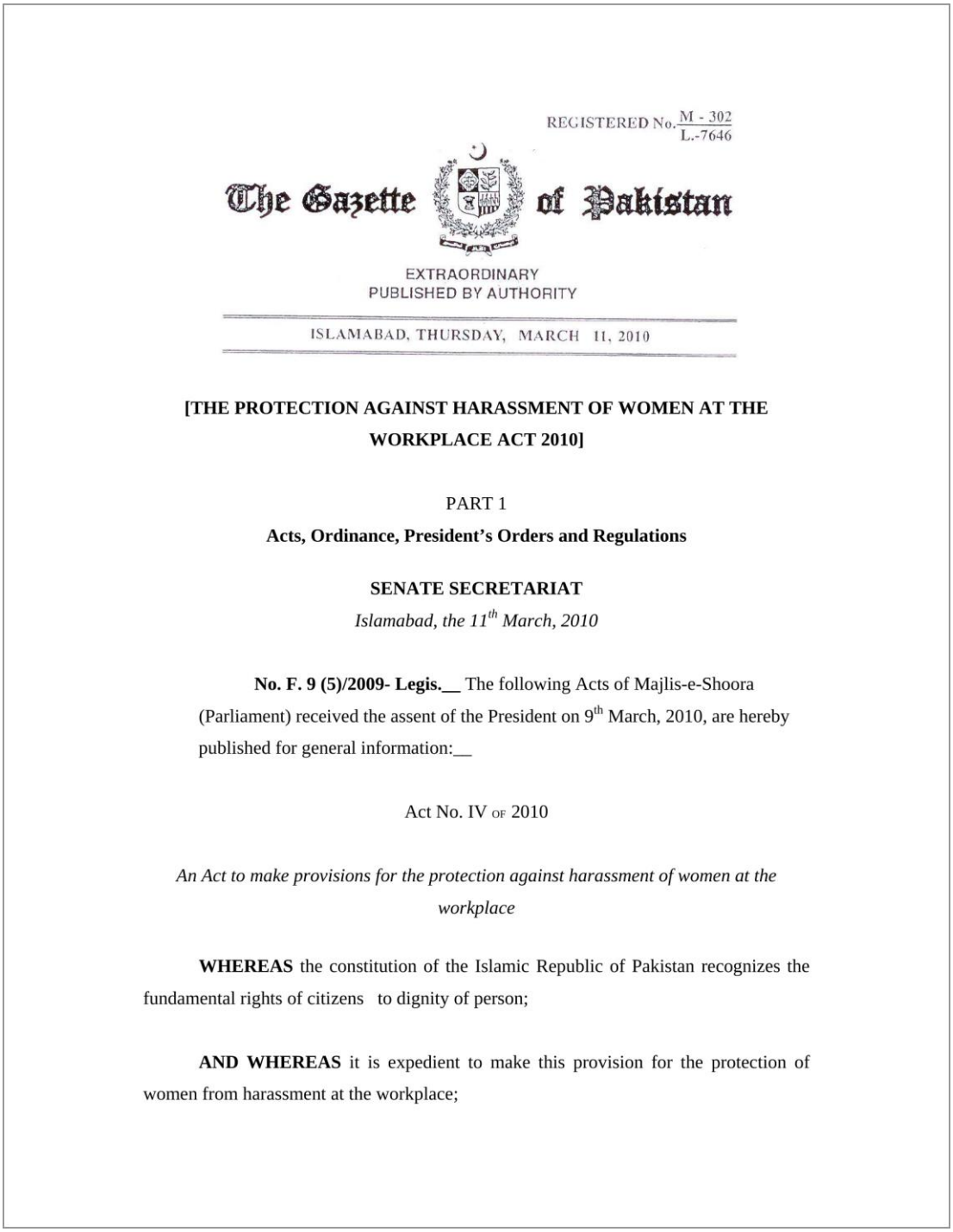
(3) The following provisions *inter alia* shall be followed by the Committee in relation to inquiry:

(d) Adverse action shall not be taken against the complainant or the witnesses;

(e) The inquiry Committee shall ensure that the employer or accused shall in no case create any hostile environment for the complainant so as to pressurize her from freely pursuing her complaint; and

Figure 30: Enlarged extract, Protection against Harassment of Women at the Workplace Act, 2010, section 4(3)(d) and (e), enclosed with the notification: adverse action shall not be taken against the complainant or the witnesses, and no hostile environment may pressurise the complainant.

3. Policy guidelines against sexual harassment (continued): the Act, 2010



REGISTERED No. M - 302 / L.-7646

The Gazette of Pakistan

EXTRAORDINARY
PUBLISHED BY AUTHORITY

ISLAMABAD, THURSDAY, MARCH 11, 2010

[THE PROTECTION AGAINST HARASSMENT OF WOMEN AT THE WORKPLACE ACT 2010]

PART 1

Acts, Ordinance, President's Orders and Regulations

SENATE SECRETARIAT

Islamabad, the 11th March, 2010

No. F. 9 (5)/2009- Legis.__ The following Acts of Majlis-e-Shoora (Parliament) received the assent of the President on 9th March, 2010, are hereby published for general information:__

Act No. IV OF 2010

An Act to make provisions for the protection against harassment of women at the workplace

WHEREAS the constitution of the Islamic Republic of Pakistan recognizes the fundamental rights of citizens to dignity of person;

AND WHEREAS it is expedient to make this provision for the protection of women from harassment at the workplace;

Figure 31: Enclosure to the notification: the Protection against Harassment of Women at the Workplace Act, 2010, first page (page 8 of the published file).

3. Policy guidelines against sexual harassment (continued): the Act, 2010

(d) Adverse action shall not be taken against the complainant or the witnesses;

(e) The inquiry Committee shall ensure that the employer or accused shall in no case create any hostile environment for the complainant so as to pressurize her from freely pursuing her complaint; and

(f) The Inquiry Committee shall give its findings in writing by recording reasons thereof.

(4) The Inquiry Committee shall submit its findings and recommendations to the Competent Authority within thirty days of the initiation of inquiry. If the Inquiry Committee finds the accused to be guilty it shall recommend to the Competent Authority for imposing one or more of the following penalties:

(i) Minor penalties:

(a) censure;

(b) withholding, for a specific period, promotion or increment;

(c) stoppage, for a specific period, at an efficiency bar in the time-scale, otherwise than for unfitness to cross such bar; and

(d) recovery of the compensation payable to the complainant from pay or any other source of the accused;

(ii) Major penalties:

(a) reduction to a lower post or time-scale, or to a lower stage in a time-scale;

(b) compulsory retirement;

(c) removal from service;

(d) dismissal from service; and

(e) Fine. A part of the fine can be used as compensation for the complainant. In case of the owner, the fine shall be payable to the complainant.

(5) The Competent Authority shall impose the penalty recommended by the

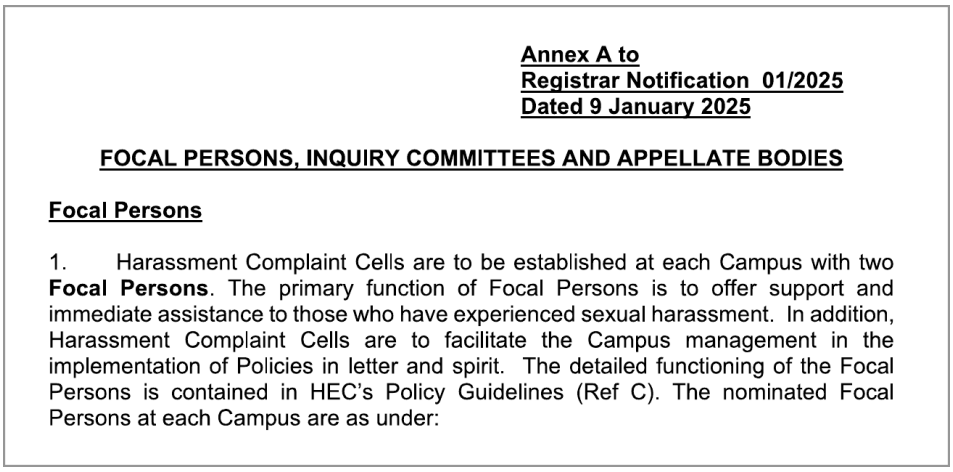
- 6 -

Figure 32: The Act, 2010, page 6: section 4(3)(d) to (f) and section 4(4) (page 13 of the published file).

4. Review and renewal in 2025, and communication to students

The arrangements were renewed in 2025. Registrar Notification No. 01/2025 of 9 January 2025 named the Focal Persons, Inquiry Committees and Appellate Bodies for the University's campuses, through whom complaints are received, investigated and heard on appeal, and the list is published on the University's website under "Policy on Protection against Sexual Harassment in Higher Education Institutions". The University also published there the HEC Policy on Protection against Harassment in Higher Education Institutions as revised in 2025, which applies to students, faculty, staff and third parties of any gender (para 3.1), names gender discrimination, including lower salary or grades on the basis of sex or gender, as prohibited conduct (para 2.3(e)), and retains the protection against reprisal for anyone who uses the policy or takes part in its proceedings (para 13).

The Student Handbook, Spring 2025, published on the University's website, informs every student that the HEC policy on sexual harassment is strictly applicable and followed in the University and is available from the campus and the University and HEC websites (para 1.29). The handbook is shown from its cover through its complete table of contents (PDF pages 1 to 10; PDF page 2 is blank), followed by the page cited.



Annex A to
Registrar Notification 01/2025
Dated 9 January 2025

FOCAL PERSONS, INQUIRY COMMITTEES AND APPELLATE BODIES

Focal Persons

1. Harassment Complaint Cells are to be established at each Campus with two **Focal Persons**. The primary function of Focal Persons is to offer support and immediate assistance to those who have experienced sexual harassment. In addition, Harassment Complaint Cells are to facilitate the Campus management in the implementation of Policies in letter and spirit. The detailed functioning of the Focal Persons is contained in HEC's Policy Guidelines (Ref C). The nominated Focal Persons at each Campus are as under:

Figure 33: Annex A to Registrar Notification No. 01/2025, 9 January 2025 (enlarged extract): Focal Persons, Inquiry Committees and Appellate Bodies; Harassment Complaint Cells with two Focal Persons at each campus (University website, Downloads, "Focal Person and Committee members list", www.bahria.edu.pk/content/Downloads/6e8b491b-2124-4aa1-a8ec-e52b9ae1bfe0.pdf, file dated 24 June 2025).

4. Review and renewal in 2025 (continued): Registrar Notification No. 01/2025

Annex A to
Registrar Notification 01/2025
Dated 9 January 2025

FOCAL PERSONS, INQUIRY COMMITTEES AND APPELLATE BODIES

Focal Persons

1. Harassment Complaint Cells are to be established at each Campus with two **Focal Persons**. The primary function of Focal Persons is to offer support and immediate assistance to those who have experienced sexual harassment. In addition, Harassment Complaint Cells are to facilitate the Campus management in the implementation of Policies in letter and spirit. The detailed functioning of the Focal Persons is contained in HEC's Policy Guidelines (Ref C). The nominated Focal Persons at each Campus are as under:

a.	**BU Health Sciences Campus (Karachi)**	
(1)	Prof. Dr. Khalid Mustafa Vice Principal (Medical) Ag. HOD of Forensic Medicine	Cell: 0300-2130868 Phone: 021-35319491-9 Ext: 1038 & 1070 Email: khalid.bumdc@bahria.edu.pk drkhalidmm@yahoo.com
(2)	Prof. Dr. Shazia Shakoor HOD Physiology	Cell: 0300-3408990 Phone: 021-35319491-9 Ext: 1056 Email: shazia.bumdc@bahria.edu.pk shazia2304@hotmail.com

b.	**BU Islamabad E-8 Campus**	
(1)	Dr. Mehmood Shaikh Senior Assistant Professor Law BU Law School	Cell: 0334-3258228 Phone: 051-9262870 Ext: 1344 Email:mahmood.buic@bahria.edu.pk
(2)	Ms. Hafiza Amina Sadia Asst Professor Law Dept	Cell: 0336-4812038 Phone: 051-9262870 Ext: 1344 Email: hodlaw.buic@bahria.edu.pk

c.	**BU Islamabad H-11 Campus**	
(1)	Dr. Tamim Ahmed Senior Professor SE Dept	Cell: 0346-5340804 Phone: 051-9262870 Ext: 3010 Email: tamim.buic@bahria.edu.pk
(2)	Dr. Amina Jamil Professor CE Dept	Cell: 0333-5228558 Phone: 051-9262870 Ext: 3261 Email: amina.buic@bahria.edu.pk
d.	**BU Karachi Campus**	
(1)	Dr Erum Kausar Assistant Professor IPP	Cell: 0336-2419742 Phone: 021-99240002 Ext: 224 Email: erumkausar.ipp@bahria.edu.pk
(2)	Mr. S M Shoaib Waseem Senior Assistant Professor BS Dept	Cell: 0333-2246725 Phone: 021-99261300 Ext: 213 Email: smshoaib.bukc@bahria.edu.pk

Registrar Secretariat, BU Head Office, Shangrilla Road, Sector E-8, Islamabad
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Figure 34: Annex A to Registrar Notification No. 01/2025, 9 January 2025, page 1: Focal Persons at the Health Sciences Campus (Karachi), Islamabad E-8, Islamabad H-11 and Karachi campuses.

4. Review and renewal in 2025 (continued): Registrar Notification No. 01/2025

c.	**BU Islamabad H-11 Campus**	
(1)	Mr. Bilal Ashraf Awan SAP SE Dept Chairperson	Cell: 0321-5172342 Phone: 051-9262870 Ext: 3167 Email: awan@bahria.edu.pk
(2)	Lt Cdr (Retd) Muhammad Amin AD (Security) Member	Cell: 0303-8998432 Phone: 051-9262870 Ext: 3518 Email:Adsecurity.h11@bahria.edu.pk
(3)	Dr. Joddat Fatima SAP SE dept Member	Cell: 0345-5170004 Phone: 051-9262870 Ext: 3054 Email: Joddat.fatima@bahria.edu.pk

d.	**BU Karachi Campus**	
(1)	Dr. Sohaib Ahmed Senior Associate Professor Principal BSEAS Chairperson	Cell: 0300-2780486 Phone: 021-99261300 Ext: 424 Email: principleseas.bukc@bahria.edu.pk
(2)	Dr Erum Kausar Assistant Professor, IPP Member	Cell: 0336-2419742 Phone: 021-99240002 Ext: 224 Email:erumkausar.ipp@bahria.edu.pk
(3)	Mr. S M Shoaib Waseem Senior Assistant Professor, BS Dept Member	Cell: 0333-2246725 Phone: 021-99261300 Ext: 213 Email:smshoaib.bukc@bahria.edu.pk

e.	**BU Lahore Campus**	
(1)	Cdr (R) Hasib Tahir TI(M) Deputy Director Chairperson	Cell: 0340-1127971 Phone: 042-99233408 Ext: 207 Email: dd.bulc@bahria.edu.pk
(2)	Dr. Urooj Sadiq Senior Associate Professor, Psychology Dept Member	Cell: 0300-2661136 Phone: 042-99233408 Ext: 127 Email: urooj.bulc@bahria.edu.pk
(3)	Dr. Iram Noreen Senior Associate Professor, CS Department Member	Cell: 0345-4690201 Phone: 042-99233408 Ext: 209 Email: iram.bulc@bahria.edu.pk

f.	**BU Health Sciences Campus (Islamabad)**	
(1)	Prof Dr Ghulam Mustafa Azad Vice Principal Chairperson	Cell: 0332-1525937 Phone: 051-8855241 Email:vpbucm.buhsci@bahria.edu.pk
(2)	Dr Saima Bairam Assistant Professor Community Medicine Member	Cell: 0300-8112259 Phone: 051-8855243 Ext: 1528 Email: saimabairam.buhsci@bahria.edu.pk
(3)	Dr Farzand Iqbal Assistant Professor Forensic Member	Cell: 0325-5080037 Phone: 051-8855243 Ext:1230 Email: drfarzadiqbal@yahoo.com

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Figure 35: The same annex, page 2: Inquiry Committees at the campuses.

4. Review and renewal in 2025 (continued): Registrar Notification No. 01/2025

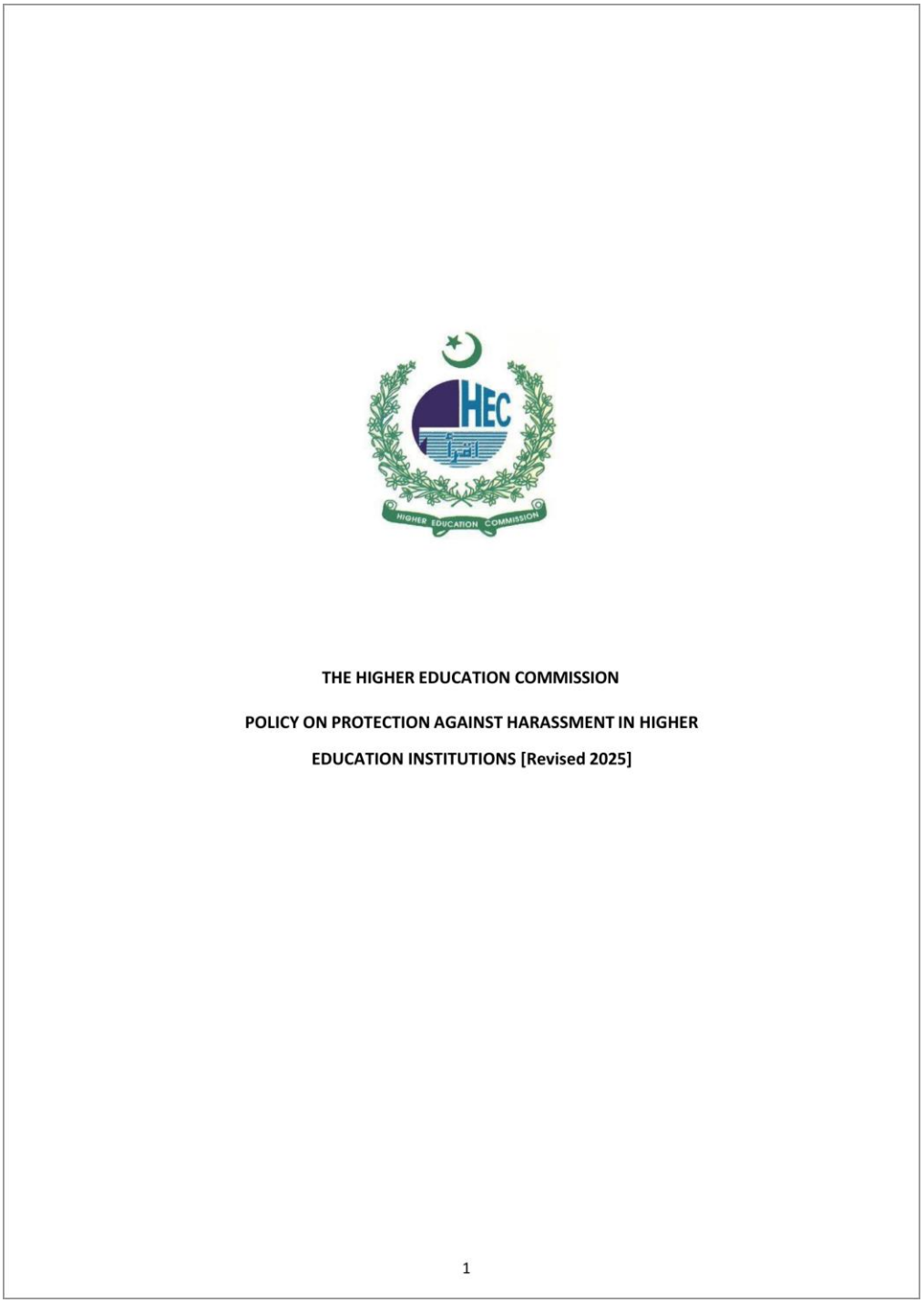
e.	**BU Lahore Campus**	
(1)	Cdre (R) Jawad Ahmed Qureshi Director Campus Chairman	Cell: 0312-7110002 Phone: 042-99233408 Ext: 200, 212, 210 Email: director.bulc@bahria.edu.pk
(2)	Dr. Ansar Siddique SAP CS Dept Member	Cell: 0332-5011709 Phone: 042-99233408 Ext: 107 Email: ansar.bulc@bahria.edu.pk
(3)	Ms. Mubashra Nayyer Senior Lecturer MS Department Member	Cell: 0321-4830327 Phone: 042-99233408 Ext: 229 Email: mubashra.bulc@bahria.edu.pk

f.	**BU Health Sciences Campus (Islamabad)**	
(1)	Cdre (R) Nasar Mahmood Director Admin Chairman	Cell: 0302-8957734 Phone: 051-8855226 Email: director.buhsci@bahria.edu.pk
(2)	Dr Humaira Kashif Assistant Professor Biochemistry Member	Cell: 0333-5255518 Phone: 051-8855243 Ext: 1433 Email: humaira.buhsi@bahria.edu.pk
(3)	Dr Maria Yasmeen Assistant Professor Anatomy Member	Cell: 0323-6153646 Phone: 051-8855243 Ext: 1134 Email: drmariayasmeen@gmail.com

Registrar Secretariat, BU Head Office, Shangrilla Road, Sector E-8, Islamabad
UAN: 051-111-111-028 Ext.223|Tel: 92-51-9263401 |**Fax**: 92-51-9262205 Email: registrar@bahria.edu.pk Web: www.bahria.edu.pk

Figure 36: The same annex, page 3: Lahore Campus and Health Sciences Campus (Islamabad).

4. Review and renewal in 2025 (continued): HEC Policy, revised 2025



THE HIGHER EDUCATION COMMISSION

POLICY ON PROTECTION AGAINST HARASSMENT IN HIGHER EDUCATION INSTITUTIONS [Revised 2025]

1

Figure 37: HEC Policy on Protection against Harassment in Higher Education Institutions [Revised 2025], cover (University web site, Downloads, “Policy On Protection Against Sexual Harassment In Higher Education Institutions”, www.bahria.edu.pk/content/Downloads/17e4e710-7b2f-4181-87e4-781376ec0a88.pdf, file dated 11 September 2025).

4. Review and renewal in 2025 (continued): HEC Policy, revised 2025

Glossary of Terms and Abbreviations

HEIs	Higher Education Institutions
HEC	Higher Education Commission
VC	Vice Chancellor/Rector/Director
CBA	Collective Bargaining Agent as provided in the Industrial Relations Act, 2008 (IV of 2008) or any other law for the time being in force.
Competent Authority	The authority as may be designated by the management for the purposes of this Act, i.e. Vice Chancellor/Rector/Head of Institution and Syndicate/Board of Governors/Chancellor in case of complaint is against the Vice Chancellor/Rector/Head of Institution.
Appellate Body	As mentioned in the Section 6 (1) & Section 6 (2) of The Protection Against Harassment of Women at the Workplace Act, 2010 (as amended in 2022).

2

Figure 38: HEC Policy [Revised 2025], page 2: glossary of terms.

4. Review and renewal in 2025 (continued): HEC Policy, revised 2025

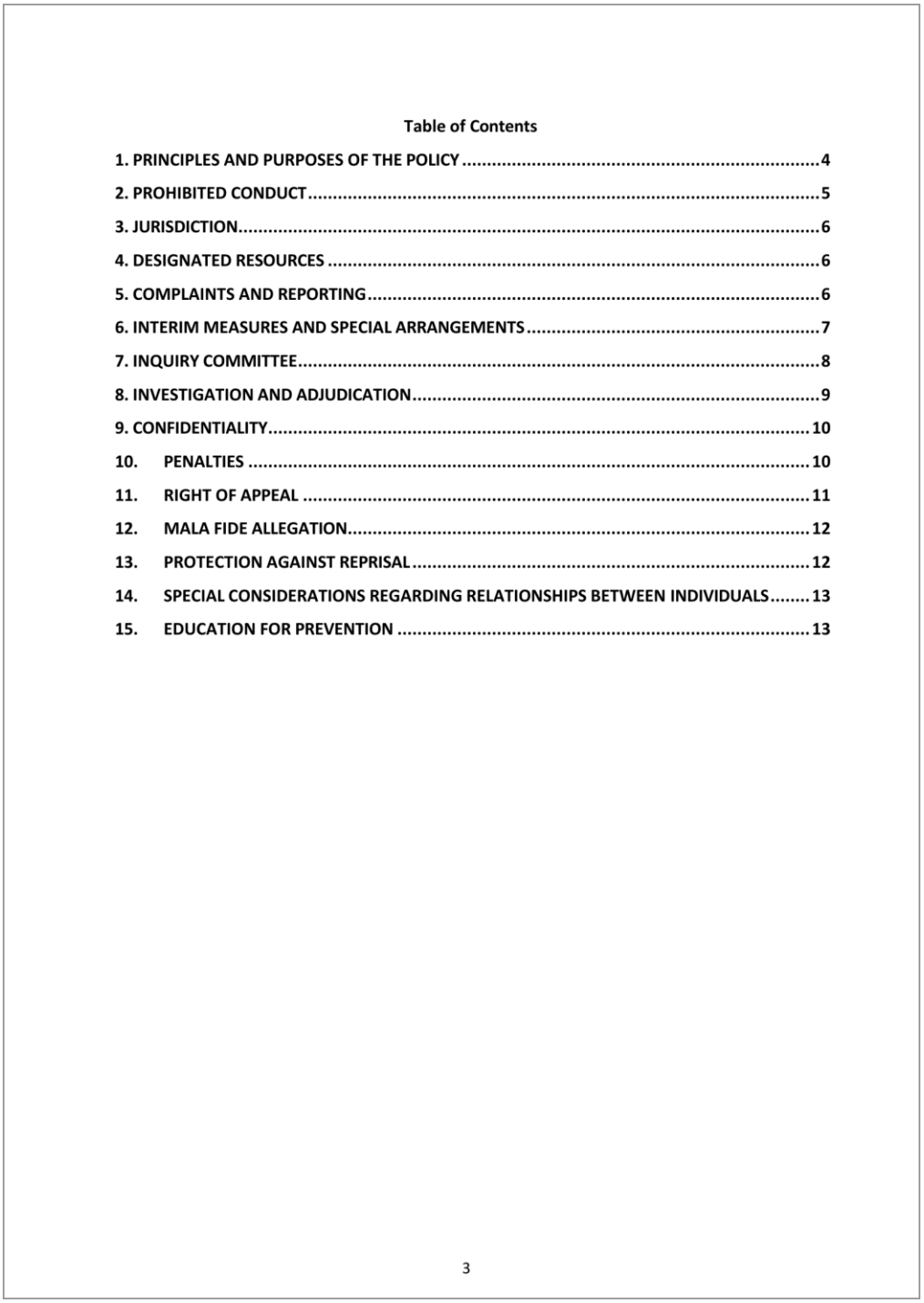


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Figure 39: HEC Policy [Revised 2025], page 3: table of contents, including section 13, Protection against Reprisal.

4. Review and renewal in 2025 (continued): HEC Policy, revised 2025

2. PROHIBITED CONDUCT

2.1. **"Harassment"** means any unwelcome advance, request for favors or other verbal or written communication or physical conduct of a nature, or demeaning attitudes, where:

a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual participation in any activity at the HEI;
b) Submission to or rejection of such conduct by an individual is used as a basis for academic or employment decision affecting that individual; or
c) Such conduct has the purpose or effect of interfering with an individual's academic or work performance, or of creating an intimidating, hostile, or offensive educational or working environment.

2.2. Harassment may be overt or subtle and can range from visual signals or gestures to verbal abuse to physical contact along with hand or sign language to denote activity, persistent and unwelcome flirting (see Annex 1 for examples of various manifestations).

2.3. The following behaviors are specifically prohibited under this policy. The following are meant to provide specificity to the definition provided in clause 2.1. However, it is not an exhaustive list, and other behaviors that fall within the scope of the definition above shall also be prohibited.

a) ***Especially Egregious Non-Consensual Acts***: Acts that would be included in the category of attempted rape. While such situations will be covered under the laws of the country, and law enforcement institutions and the courts will investigate and adjudicate accordingly, the HEI administration has a special obligation to take preventative measures, offer immediate assistance and take interim measures when required.
b) ***Non-Consensual Contact***: Includes contact with another person without consent.
c) ***Exploitation:*** Taking of actions that violate the sexual privacy of others or taking sexual advantage of another without their consent. For example, taking pictures, videotaping, viewing or distributing explicit images or sexual information of another person without their consent.
d) ***Other Pervasive or Severe Behaviors***: It is not necessary that there be actual contact for a behavior to be categorized as harassment. Other unwelcome behaviors are also prohibited if (i) they are based on an individual's sex or gender (ii) are persistent or highly serious and (iii) create an atmosphere which is intimidating or hostile. These include but are not limited to lewd remarks or gestures, highly offensive jokes of a sexual nature, commenting inappropriately about another's body, and stalking.
e) ***Gender Discrimination***: Adverse treatment of individuals based on their gender rather than on merit. This would include instances such as the singling out (for such adverse treatment as lower salary or grades, or more severe punishment) of person(s) on the basis of sex or gender.

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Figure 40: HEC Policy [Revised 2025], page 5: prohibited conduct, including gender discrimination (para 2.3(e)).

4. Review and renewal in 2025 (continued): HEC Policy, revised 2025

to an Ombudsman established under section 7. According to Act Section 7(1) Ombudsman: - (1) The respective Governments shall appoint an ombudsman at the Federal and provincial levels. In case of accused student, the appeal can be sent to the Syndicate/Board of Governors of HEI against the decision of Competent Authority of HEI.

11.4. Appeal to the Appellate Body against the decision of the Inquiry Committee can be filed on the following grounds:

a) the alleged conduct does or does not fall within the scope of this policy;
b) the Inquiry Committee reached a decision without consideration of material information;
c) the imposed penalty is unfair because it is disproportionate or materially different from that imposed for similar misconduct; or
d) the adjudication process followed by the Inquiry Committee was procedurally unfair.

11.5. In order to reach its decision, the Appellate Body may communicate with the parties, the members of the Inquiry Committee, or other members of the HEI community as it deems fit.

11.6. The Appellate Body may, in consideration of the appeal and any other relevant material, confirm, set aside, vary or modify the decision within 30 days in respect to which such an appeal is made, and shall communicate the decision to both the parties, the VC and the Inquiry Committee.

12. MALA FIDE ALLEGATION

12.1. False allegations of harassment made out of malice or intent to hurt the reputation of the persons against whom the complaint is filed are to be dealt with as serious offences. Making mala fide allegation of harassment knowing it to be false, whether in a formal or informal context, is a serious offence under this policy.

12.2. In the event that the Inquiry Committee determines that a false allegation is made in the complaint with mala fide intent, it may recommend appropriate action against the complainant by sending its findings to the VC (by recording reasons thereof and including any note of dissent) for endorsement and action. In cases in which the conduct falls within the scope of The Protection Against Harassment of Women at the Workplace Act, 2010 (as amended in 2022), the Inquiry Committee may recommend the handing over of such cases to the Ombudsperson for taking further action against the complainant who made the false allegation with mala fide intent.

13. PROTECTION AGAINST REPRISAL

13.1. HEIs shall not allow reprisals or threats of reprisal against any member of the HEI community who makes use of this policy (formally or informally). HEIs shall also prohibits such threats or actions against anyone who participates (e.g. testifies, assists, etc.) in the inquiry committee's or the Appellate Body's proceedings held under its jurisdiction.

13.2. Retaliation or any other action against a complainant of harassment is to be taken seriously under the provisions of this policy. All allegations of retaliation would be investigated formally by the inquiry committee under the purview of this policy, and if substantiated, will

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Figure 41: HEC Policy [Revised 2025], page 12: mala fide allegation (section 12) and Protection against Reprisal (section 13).

4. Review and renewal in 2025 (continued): HEC Policy, revised 2025

e) ***Gender Discrimination***: Adverse treatment of individuals based on their gender rather than on merit. This would include instances such as the singling out (for such adverse treatment as lower salary or grades, or more severe punishment) of person(s) on the basis of sex or gender.

Figure 42: Enlarged extract, HEC Policy [Revised 2025], para 2.3(e): gender discrimination, adverse treatment based on gender rather than merit, such as lower salary or grades, is prohibited conduct.

13. PROTECTION AGAINST REPRISAL

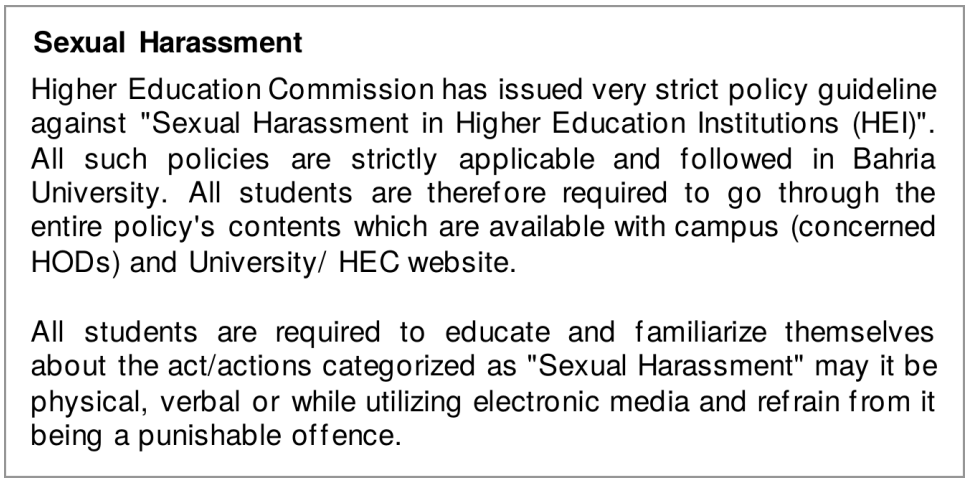
13.1. HEIs shall not allow reprisals or threats of reprisal against any member of the HEI community who makes use of this policy (formally or informally). HEIs shall also prohibits such threats or actions against anyone who participates (e.g. testifies, assists, etc.) in the inquiry committee's or the Appellate Body's proceedings held under its jurisdiction.

13.2. Retaliation or any other action against a complainant of harassment is to be taken seriously under the provisions of this policy. All allegations of retaliation would be investigated formally by the inquiry committee under the purview of this policy, and if substantiated, will

result in appropriate disciplinary action the penalties noted in Section 10 and this may be taken i subsumption within the original complaint.

Figure 43: Enlarged extract, HEC Policy [Revised 2025], pages 12 and 13, section 13: no reprisal or threat of reprisal against anyone who makes use of the policy or takes part in the proceedings of the Inquiry Committee or the Appellate Body; retaliation investigated and disciplined.

4. Review and renewal in 2025 (continued): Student Handbook, Spring 2025



Sexual Harassment

Higher Education Commission has issued very strict policy guideline against "Sexual Harassment in Higher Education Institutions (HEI)". All such policies are strictly applicable and followed in Bahria University. All students are therefore required to go through the entire policy's contents which are available with campus (concerned HODs) and University/ HEC website.

All students are required to educate and familiarize themselves about the act/actions categorized as "Sexual Harassment" may it be physical, verbal or while utilizing electronic media and refrain from it being a punishable offence.

Figure 44: Student Handbook, Spring 2025 (enlarged extract, PDF page 33, printed page 23): para 1.29, the HEC policy against sexual harassment strictly applicable and followed in the University (University website, Downloads, Student Hand Book, www.bahria.edu.pk/content/Downloads/7ee35795-119a-4591-8c44-f93da14e5044.pdf, captured 4 November 2026).

4. Student Handbook, Spring 2025 (continued)

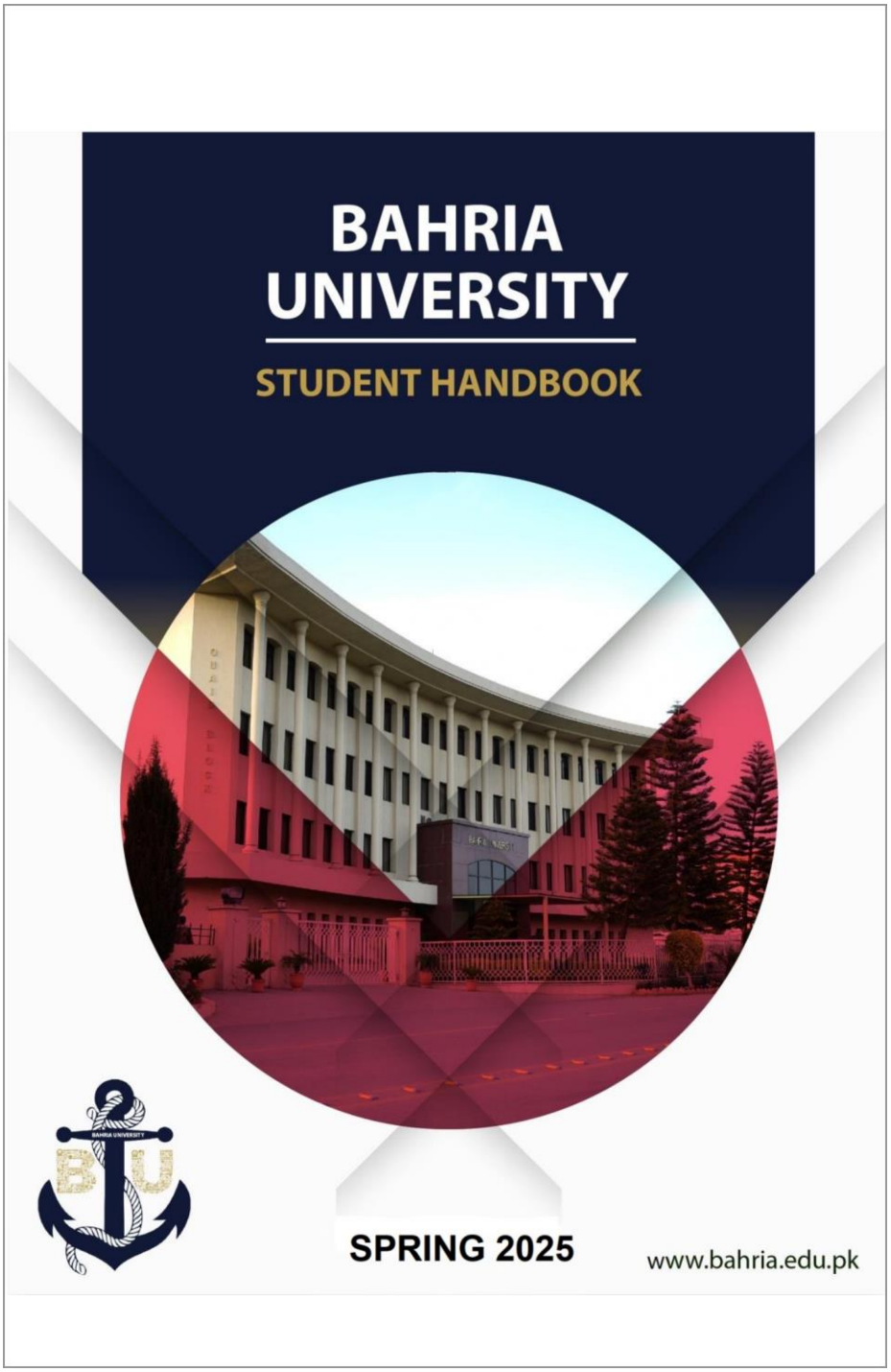


Figure 45: Student Handbook, Spring 2025, PDF page 1: cover.

4. Student Handbook, Spring 2025 (continued)

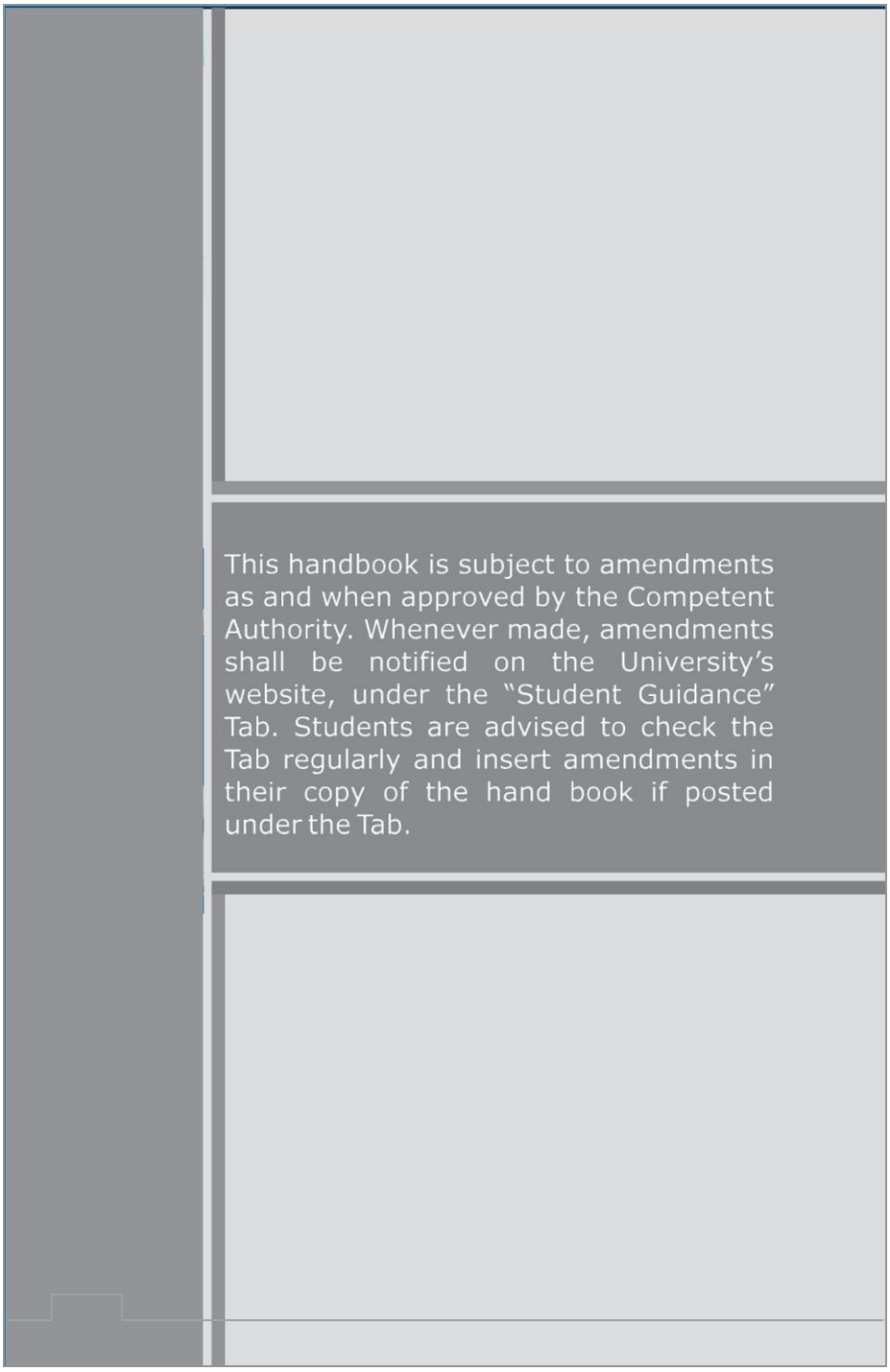


Figure 46: Student Handbook, Spring 2025, PDF page 3: notice on amendments to the handbook.

4. Student Handbook, Spring 2025 (continued)

Record of Amendments

Amendment No.	Dated	Article Amended	Authority
1.	May 2017	New Print	Registrar
2.	Jan 2018	New Print	Registrar
3.	Aug 2019	New Print	Registrar
4.	Jan 2020	New Print	Registrar
5.	Sep 2020	New Print	Registrar
6.	Jan 2021	New Print	Registrar
7.	Aug 2021	New Print	Registrar
8.	Jan 2022	Soft Copy updated	DA
9.	Aug 2022	Soft Copy updated	DA
10.	Jan 2023	Soft Copy updated	DA
11.	Sep 2023	Soft Copy updated	DA
12.	Jan 2024	Soft Copy updated	DA
13.	Sep 2024	Soft Copy updated	DA
14.	Feb 2025	Soft Copy updated	DA

Figure 47: Student Handbook, Spring 2025, PDF page 4: Record of Amendments, entry 14, soft copy updated February 2025.

4. Student Handbook, Spring 2025 (continued)

Preamble

Bahria University Student Handbook contains guidelines, orders, instructions, statutes, rules, regulations, policies, procedures, and such other contents, for the information and guidance of and compliance/implementation by the student, faculty and academic staff of the University. Contents of the Handbook are mostly extracts from the Bahria University Ordinance V of 2000 and Bahria University Statutes, Academic Regulations and Financial Rules-2016. The policies and procedures contained in this book are subject to change from time to time as and when deemed appropriate by the University to fulfill its mission and objectives. The University reserves the right to implement such changes without prior notice.

The academic, financial and administrative policies outlined here apply to all campuses/constituent units of the University.

In case of any difficulty in interpreting, understanding or referring to the contents of this handbook, or missing any particular aspect therein, reference is to be made to the HoD/Dean/DirCampus/DGCampus/Registrar, in that order.

Students of Bahria University come from all over Pakistan, each student brings his / her own unique background and experiences, and each comes with the hope of achieving a variety of goals by the end of his / her studies here. Each student enrolled in various campuses brings something unique to the student body. It is important for you to become engaged in the campus life. While academics should be the anchor of any University activity, at Bahria you will also find the opportunity to participate in a number of co-curricular program to grow as a balanced person. No factor will have a greater impact on your education, your success or your personal happiness than the choices you make for yourself at Bahria and in your life after you graduate from here.

The University's administration wishes you good luck and a rewarding experience here at BAHRIA.

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Figure 48: Student Handbook, Spring 2025, PDF page 5 (printed page ii): Preamble, policies applying to all campuses and const ituent units.

4. Student Handbook, Spring 2025 (continued)

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4. Student Handbook, Spring 2025 (continued)

1.29 Sexual Harassment

Higher Education Commission has issued very strict policy guideline against "Sexual Harassment in Higher Education Institutions (HEI)". All such policies are strictly applicable and followed in Bahria University. All students are therefore required to go through the entire policy's contents which are available with campus (concerned HODs) and University/ HEC website.

All students are required to educate and familiarize themselves about the act/actions categorized as "Sexual Harassment" may it be physical, verbal or while utilizing electronic media and refrain from it being a punishable offence.

1.30 Smoking

1.30.1 Student guilty of an act of smoking in the premises of Bahria University/ Constituent Unit or while entering/ attending offsite instructions like sports, cultural tours or survey campus shall be liable to the penalties asunder:

Penalties on Act of Smoking

Occasion	Penalties
1st occasion of offence on act of smoking.	Fine of Rs. 5000/- along with warning letter with copy to parents from Director Campus.
2nd or onward occasion of offense(s).	Fine of Rs. 10,000/- along with warning letter (s) with copy to parents from DG Campus on each offence.

1.30.2 Student guilty of an act of possession/ consumption/ usage/ supplying of intoxication drugs/ Alcoholic drinks in premises of CU and or entering CU or events of BU being intoxicated and or during official/ informal offsite events of the University shall be liable to expulsion from the CU.

1.31 Criminal Conviction

1.31.1 Applicants are required to inform BU of any criminal conviction. Full details are to be provided.

1.31.2 The University reserves the right to refuse admission to any applicant with a criminal conviction that may jeopardize the reputation of the University.

1.31.3 Failure to declare any criminal conviction by a student already enrolled in BU shall result in immediate cancellation of his/her admission.

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Figure 54: Student Handbook, Spring 2025, PDF page 33 (printed page 23): para 1.29, Sexual Harassment.

5. Awareness sessions on harassment and women's rights, 2025

In 2025 the University informed students and staff of these protections and of the routes for reporting. The Leadership and Professional Development Centre (LPDC) held a session on Harassment and Its Prevention at the Islamabad H-11 Campus on 26 May 2025, led by Hafiza Amina, for 70 participants, and an Anti-Harassment Awareness session at the Islamabad E-8 Campus on 19 September 2025, led by Ms. Qurat-ul-Ain, Senior Lecturer, for 30 participants, which covered the forms of harassment and the reporting mechanisms and which the LPDC aligned with SDG 5. On 24 November 2025 the University welcomed the FOSPAH Ombudsperson, Ms. Fouzia Viqar, who spoke on women's property rights, workplace harassment laws and practical measures for women's safety, dignity and empowerment.

Student Grooming Activities

S. No	Date	Activity	Total No. of Training Hours	Resource Person/s	No. of Participants	Venue	Category	Relevant UNSDGs	Detail
1.	Feb 11	Personal Development and Self Growth	2	Dr. Usman Rasheed	40	Lahore	Social	SDG 3: Good Health & Well-Being	Promotes self-awareness and emotional development.
2.	Feb 24	Importance of Time Management in Academic Life	2	Dr. Muhammad Idress	40	Karachi	Social	SDG 4: Quality Education	Improves students' productivity and study efficiency.
3.	Feb 26	Lecture on Occupational Health and Safety	2	Muhammad Irfan	21	Karachi	Social	SDG 3: Good Health & Well-Being	Raises awareness on workplace safety practices.
4.	Apr 22	Communication Skills	2	Ms. Sana Saleem	50	Karachi	Social	SDG 4: Quality Education	Improves verbal and written communication skills.
5.	Apr 24	AI in Cyber Security	2	Mr. Fahad Ahmed Khan	47	Karachi	Social	SDG 9: Industry, Innovation & Infrastructure	Raises awareness about AI applications in cybersecurity.
6.	Apr 28	How to Develop Entrepreneurship Skills in the Maritime Sector	2	Engr Rizwan Ali	25	Karachi	Social	SDG 8: Decent Work & Economic Growth	Promotes entrepreneurship in the maritime sector.
7.	May 02	Understand AI Capabilities	2	Ms. Naila Masood	35	Islamabad E8	Social	SDG 9: Industry, Innovation & Infrastructure	Introduces AI skills and understanding for practical applications.
8.	May 26	Harassment and Its Prevention	2	Hafiza Amina	70	Islamabad H-11	Social	SDG 5: Gender Equality	Raises awareness about harassment and preventive measures.
9.	May 12	Role of Education	3	Deputy Director	38	Lahore	Social	SDG 16: Peace,	Promotes integrity

Figure 55: LPDC, data return to the Directorate of Quality Assurance (memo BU-HO/LPDC/2026/M/466 of 17 March 2026), Annex A, page 14: Student Grooming Activities, including session 8, Harassment and Its Prevention, Islamabad H-11 Campus, 26 May 2025, Hafiza Amina, 70 participants, SDG 5.

5. Awareness sessions (continued): LPDC website

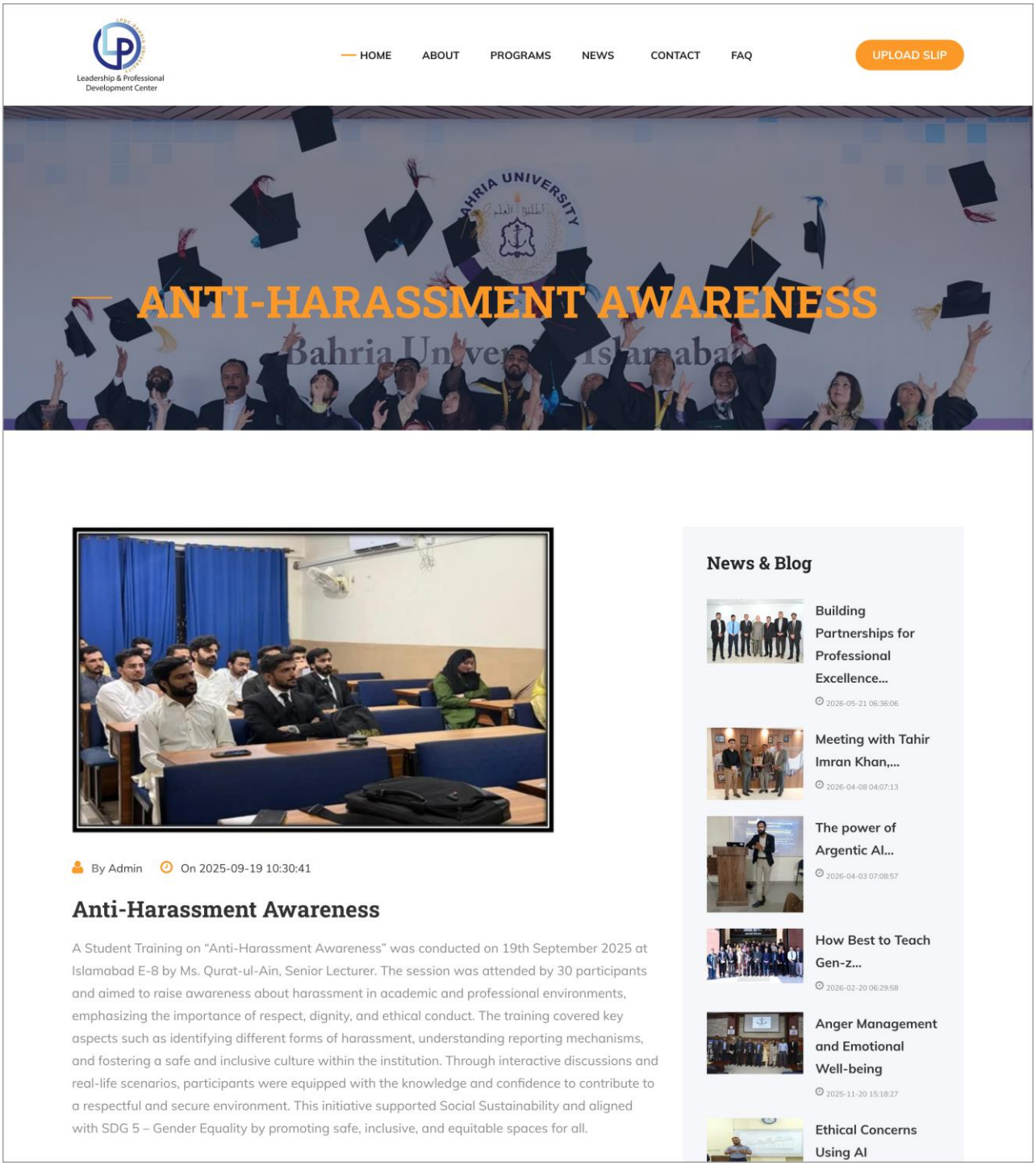


Figure 56: LPDC website, news post of 19 September 2025: Anti-Harassment Awareness, Islamabad E-8 Campus, led by Ms. Qurat-ul-Ain, Senior Lecturer, 30 participants, covering reporting mechanisms and aligned with SDG 5 (lpdc.bahria.edu.pk, blog-details, news_id 21, captured 4 November 2026).

5. Awareness sessions (continued): session by the FOSPAH Ombudsperson

Bahria University
November 24, 2025 ·

Bahria University proudly welcomed FOSPAH Ombudsperson Ms. Fouzia Viqar, who delivered an insightful session on women's property rights, workplace harassment laws, and practical measures to ensure women's safety, dignity, and empowerment in society. Her guidance served as a strong reminder of the importance of legal awareness and self-advocacy.

The event also featured an engaging Shark Tank for women entrepreneurs, offering young innovators a platform to present their ideas, along with a vibrant Hunar Bazar that showcased the creativity, skill, and entrepreneurial spirit of our female students. It was a day that celebrated learning, confidence-building, and opportunity for women to thrive and lead.

#WomenEmpowerment #BahriaUniversity #WomenEntrepreneurs #HunarBazar #FOSPAH

Figure 57: Bahria University official Facebook post, 24 November 2025: session by the FOSPAH Ombudsperson, Ms. Fouzia Viqar, on women's property rights and workplace harassment laws, with a Shark Tank for women entrepreneurs (captured 3 November 2026).



Figure 58: Photograph published with the post: Ms. Fouzia Viqar, FOSPAH Ombudsperson, at the University.



Figure 59: Photograph published with the post: Shark Tank for women entrepreneurs.

6. Public availability on the University's website

The University's Downloads page (www.bahria.edu.pk/page/DownloadsPage?websiteId=1&downloadContentId=1) publishes the earlier 2024 EDI edition and the other instruments listed in Table 3. The EDI amendment dated 20 October 2025 is reproduced in Section 1; the older public link is evidence of the earlier edition's publication. The section Policy on Protection against Sexual Harassment in Higher Education Institutions carries the 2025 list of Focal Persons and committee members and the HEC Policy as revised in 2025, and the Student Hand Book section carries the Student Handbook, Spring 2025.

Table 3: Documents cited, as published on the University's website

Document	Downloads page entry	Address (www.bahria.edu.pk/content/Downloads/)
Earlier EDI Policy edition, 2024	Sustainability: EDI Policy (earlier edition)	53b70ffa-b0bc-44e5-bbe7-12882c74062b.pdf
Registrar Notification No. 30/2023, with the EDI Policy	Sustainability: Grievance	d0e71402-3d34-4306-aa4a-08e3d1f0a910.pdf
Registrar Notification No. 055/2020, with the Act, 2010, and the HEC Policy, 2020	Sustainability: Anti-discrimination policies	87cdee07-89a8-4c74-bb7e-f87f2a00e3ec.pdf
Annex A to Registrar Notification No. 01/2025	Policy on Protection against Sexual Harassment: Focal Person and Committee members list	6e8b491b-2124-4aa1-a8ec-e52b9ae1bfe0.pdf
HEC Policy, revised 2025	Policy on Protection against Sexual Harassment in Higher Education Institutions	17e4e710-7b2f-4181-87e4-781376ec0a88.pdf
Student Handbook, Spring 2025	Student Hand Book: Student Handbook Spring 2025	7ee35795-119a-4591-8c44-f93da14e5044.pdf



Figure 60: University website, Downloads page, section Policy on Protection against Sexual Harassment in Higher Education Institutions, expanded: Focal Person and Committee members list, and the HEC Policy (captured 4 November 2026).



Figure 61: The same page, section Student Hand Book, expanded, including the Student Handbook, Spring 2025 (captured 4 November 2026).

7. Summary of evidence

Element	Evidence	Figures
Policy protecting those reporting discrimination	EDI Policy (2024, amended 20 October 2025): retaliation against anyone who complains of discrimination, takes part in an investigation or opposes discrimination is prohibited in the educational and workplace setting (paras 5, 12), with discipline up to dismissal or expulsion (para 21) and complaint without prejudice (para 23(j))	1 to 17
Educational disadvantage	Students covered (para 3); a negative grade or assessment and expulsion named as disadvantage (para 10); HEC Policy applied to students (Student Handbook, Spring 2025, para 1.29)	1 to 17; 33 to 54
Employment disadvantage	Employees covered (para 3); Faculty Grievance Redressal Committee hears complaints of discrimination and ensures no reprisal (Registrar Notification 30/2023); no adverse action against complainant or witnesses (Act, s 4(3)(d))	18 to 20; 21 to 32
In force in 2025	Anti-retaliation protection in the 2024 EDI policy retained in the 20 October 2025 amendment; Focal Persons, Inquiry Committees and Appellate Bodies renewed on 9 January 2025; awareness sessions on 26 May, 19 September and 24 November 2025	33 to 54; 55 to 59
Date first approved	2024 (EDI Policy cover); harassment guidelines first issued 26 April 2016 and reissued 21 August 2020	Table 2
Date last reviewed	EDI Amendment 01, 20 October 2025; committee renewal on 9 January 2025; HEC Policy revised 2025	Table 2
Public evidence	Earlier EDI edition and the other instruments listed in Table 3 on the University's Downloads page	60 to 61; Table 3

The EDI Policy prohibits retaliation against students and employees who report discrimination, participate in investigations or oppose discrimination. The amended edition records a revision on 20 October 2025 and retains these safeguards while adding explicit harassment procedures in para 24. The Registrar notifications, published harassment policies and 2025 awareness activities demonstrate the complaint routes and arrangements supporting these protections.