



NUML NON-DISCRIMINATORY POLICY

National University of Modern Languages, Islamabad

Section-1: Definitions

In this policy document, unless otherwise specified, or anything repugnant to the Act and Statutes of National University of Modern Languages, the following expression shall have the meaning as follows:

1.1 Discrimination

“Discrimination refers to any distinction, exclusion, restriction or preference which is based on any ground such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status, and which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise by all persons, on an equal footing, of all rights and freedoms.”

(Makkonen, 2002, p.4)

Section-2. Policy

NUML Non-discrimination Policy

1. Purpose

NUML non-discrimination policy demonstrates zero-tolerance against any sort of discrimination based on individuals' race, color, religion, political beliefs, disability, and gender in the administration of its admission policies, educational policies, employment policies, scholarship programs, etc. and protects students, employees and all other stakeholders from offensive and harmful behaviors thus ensuring harmony. NUML admits students and recruits/promotes people on the basis of their individual merits and skills and encourages and supports equal opportunity.

2. The objective of the Policy

To ensure respect and equal treatment of all individuals i.e. students, employees, and other stakeholders regardless of ethnicity, cultural background, gender identity, religion, disability, age, or any other factor.

3. Scope

This policy applies to all employees, students, and all other stakeholders in the main campus as well as in all the regional campuses. The subsequent sections of this policy covers measures against discrimination, grievance handling procedures and the roles and responsibilities of Deans/HoDs/Directors, teachers, and students.

4. Measures against Discrimination

NUML is committed to take measures against discrimination through establishing and exhibiting actions to support participation and success of presented groups. NUML shall ensure the following:

- a. NUML shall ensure to implement non-discriminatory admission policy
- b. Access to university track underrepresented group's applications i.e. measure and track applications and admissions of underrepresented (and potentially underrepresented) groups including ethnic minorities, low income students, non-traditional students, women, LGBT students, and disabled students.

- c. Access to university underrepresented groups recruit i.e. deliver programs to recruit students, staff, and faculty from underrepresented groups

5. Roles and Responsibilities

a. Deans/ HoDs /Directors

- (1) To monitor the working environment of their respective departments to ensure that non-discriminatory behaviors are observed
- (2) To embrace the Policy and act as role models
- (3) If any sort of discrimination is observed, appropriate measures to be taken in response to ensure that the behavior stops
- (4) Disseminate and to ensure that everyone understands this policy
- (5) To treat all complaints seriously and take appropriate action in response

b. Teachers/Staff and Students

All teachers/staff and students have a responsibility to

- (1) Ensure that they do not engage in any discriminatory behavior, vilification, or otherwise breach this policy
- (2) Report if there is any incident of discrimination or vilification in the university.
- (3) Offer support to the one who is being discriminated against or vilified and let him/herself know where s/he can get help and advice from the light of NUML Grievance Handling Policy.
- (4) Maintain complete confidentiality of the information and cooperate during the investigation of complaints if any.

6. Grievance Handling Procedure

An individual who believes that s/he has been discriminated against shall be handled as per the existing SOPs of the NUML Grievance Handling Policy.