



University of Central Punjab

ANTI DISCRIMINATION POLICY

University of Central Punjab (UCP) Anti-discrimination policy set guidelines and rules to promote the culture of equality and prevent discrimination based on race, color, ethnicity, nationality, sex, gender identity, sexual orientation, age, religion, disability, marital status, pregnancy, and genetic information. This policy lay down the type of misconduct over discrimination and subsequent penalties.

1. Scope

The Antidiscrimination policy shall hear the complaints against faculty, staff and/or students accused of grave misconduct and violating the rules laid in the University's Code of Conduct. The case shall be presented in front of inquiry committee. UCP discipline committee shall hold the cases fall under the violence of anti-discrimination. The manifestations involve;

2. Manifestations in Anti-discrimination

1.1 Abuse of Authority

A demand by a person in authority, for sexual favors or any bribe to obtain the benefits in job, to increase wages or any other benefit that involves the violation of personal and workplace space.

1.2 Creating a Hostile Environment

Any unwelcome advancement on the basis of race, religion, color, sexual orientation and gender which interferes with an individual's work performance or creates an intimidating, hostile, abusive or offensive work environment.

The typical "hostile environment" claim, in general, requires finding of a pattern of offensive conduct, however, in cases where the harassment is particularly severe, such as in cases involving physical contact, a single offensive incident will constitute a violation.

3. Nature of conduct and subsequent involvement in discrimination based

3.1 The Disciplinary Committee shall only hear a complaint if,

- a) A Dean or Head of a Non-Teaching Department refers it to the Committee
- b) A fact-finding panel formed by the Dean and or Head of a Non-Teaching Department establishes that the code of conduct has been violated by the accused party.
- c) That the said violation has seriously impacted a member of the UCP Community.

3.2 Factors involved to conduct inquiry

- a) The seriousness of the alleged conduct;
- b) The impact of the conduct on any member of the University community or the campus as a whole;
- c) Whether the alleged victim is a member of the University community;
- d) The ability of the University to gather information, including the testimony of witnesses;
- e) Whether the off-campus conduct is part of a continuing course of conduct that occurred either on- or off-campus;
- f) Whether the alleged conduct occurs within the context of an education program or activity; and
- g) Whether the alleged conduct adversely affects the UCP Community and/or the pursuit of the University's objectives.

3.3 Conduct in Cyber Space and social media

The Committee may exercise jurisdiction over online student/faculty conduct if:

- a) Derogatory and/or insulting remarks have been made against the University or its officials based on any of the discrimination based mentioned above.
- b) Faculty and/or any student is harassed or stalked.
- c) Any member of the UCP Community is threatened or intimidated by online messages, posts or videos.
- d) A student or member of the Staff instigates or encourages incitement to violence or hate against an ethnic community, race or a religious sect.
- e) Any image or video is shared, without consent of a student using University's resources.
- f) A concerted effort/campaign is initiated to humiliate or harass a member of UCP Community (Staff, Faculty or Student).

Following are the guidelines for the Disciplinary Committee to consider when adjudicating on Online Conduct:

- a) Insulting or derogatory remarks made in public fall under the jurisdiction of the Committee.
- b) Remarks made in private chats or conversations, are not cognizable breaches that the Committee may take action on.
- c) Any breach of conduct committed in course of co-curricular or extra-curricular activities, falls under the jurisdiction of the Committee.
- d) Views shared on private social media accounts of students or faculty do not come under the purview of the committee.
- e) Consent to share content can be rescinded by its proprietor at any moment
- f) Malicious intent behind an act should be factored in, even if actual detriment/injury is minimal.

4. Rules of Procedure

- a) The secretary of the committee must convene a meeting of the student discipline committee to determine the allegation of misconduct within 10 working days after receipt of the complaint by the Dean or HOD.
- b) The secretary of the committee shall be responsible to record the minutes of the proceedings
- c) The committee must give all parties equal opportunity to be heard
- d) The chairperson of the committee may, as the case requires, adjourn and/or reconvene any meeting of the committee
- e) Before the start of a hearing, any member shall be entitled to request revision or perusal of the rules laid down in Chapters III, IV and V of the Disciplinary Committee Constitution
- f) During the hearing the committee:
 - i. may follow any procedure it considers appropriate and make any enquiries it believes to be relevant;
 - ii. must act fairly in all the circumstances, having regard to the requirements of natural justice;
 - iii. make a decision based on the evidence before them that it is more probable than not the bases of ethnic affiliation, race, religion or gender.
 - iv. balance the rights of the individual student with the need for fair and impartial decision-making for all students;
 - v. must be scrupulously honest and exercise all due care and diligence in the performance of their duty.
 - vi. must not seek to inquire irrelevant personal details of the complainant and/or accused's financial status, family background, affiliations etc.

- vii. must refrain from delving into questions of morality or honor